



First Mennonite Church of Redmond
March 1, 2025



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AGENDA

In absence of a moderator, Conference Council has elected Steve Pardini to preside over the assembly

Theme: “Learning from the Past, Building for the Future — Anabaptism at 500”

Scripture: 1 Corinthians 3:9-13 CEB

9:00 am Session 1 - Seating ourselves at the table

Call to Order & Welcome

Host church welcome

Worship

Table sharing: “Why am I an Anabaptist?”

10:15 am Coffee break

10:30 am Session 2 - What’s on the table?

Review/Approve minutes: **Action 1 approve minutes**

Finance report and modified budget: **Action 2 approve modified budget**

Fundraising effort

Release of Weavers and Mt. Vernon:

Action 3 release Weavers

Action 4 release Mt. Vernon

Prayer of blessing for congregations and VMC

FLC reflection on Resignations

HR document

Conference Council Self-Evaluation: Apology

Prayer for conference (around tables)

12:00 pm Lunch

1:00 pm Session 3 - Building for the Future: Congregations

Table discussions:

Reporting from the tables

2:00 pm Session 4 - Building for the Future: Conference

Conference Council Panel

2:40 pm Coffee break

3:00 pm Session 4 continued

Table conversations

Sharing from the Tables

Presentation of CC's plan for during moderator vacancy: **Action 5 Approval
of Conference Council plan**
Worship with Communion & Anointing

4:30 pm Adjournment

If you have time, please join us in tearing down and getting First Mennonite back to Sunday ready.

TO DONATE



ACTIONS AND CONFERENCE COUNCIL PLAN

Action Items:

***Actions 1 and 2 will be determined by a show of hands. Actions 3 to 5 will be determined by paper ballot.

Action 1: We approve the 2024 Summer Delegate Assembly minutes.

a. Motion by Conference Council, seconded by _____.

Action 2: We approve the modified 2024-25 budget.

b. Motion by Conference Council, seconded by _____.

Action 3: We, the delegates of the Virginia Mennonite Conference, acknowledge, with regret, the withdrawal of the Weavers Mennonite Church from formal membership. We are grateful for their ministry and pray that God bless and guide the congregation in their new conference affiliation.

c. Motion by Conference Council, seconded by _____.

Action 4: We, the delegates of the Virginia Mennonite Conference, acknowledge with regret, the withdrawal of the Mt. Vernon Mennonite Church from formal membership. We are grateful for their ministry and pray that God bless and guide the congregation in their new conference affiliation.

d. Motion by Conference Council, seconded by _____.

Action 5: We, the delegates of the Virginia Mennonite Conference, approve the plan presented by Conference Council to operate without a Moderator and Moderator Elect until Summer Delegate Assembly 2026.

e. Motion by Conference Council, seconded by _____.

Conference Council Plan:

Virginia Mennonite Conference will operate with an interim Conference Council Chair to facilitate task teams (for example: fundraising, personnel, etc.) and collaborate with the Conference Ministry Team and the Faith and Life Commission. By the Summer of 2026, the Conference Council will propose to the Delegate Assembly a process to select the Moderator and Moderator Elect.

2024 SUMMER DELEGATE ASSEMBLY MINUTES

Harrisonburg Mennonite Church
Friday-Saturday, July 19-20, 2024

Friday, July 19

Session I

Welcome & Opening

Andrew Buckwalter Fairfield, Moderator and Pastor, Lindale Mennonite Church, opened the session by reading 1 Corinthians 3. He welcomed everyone in the building and on Zoom, “as we gather with hope for the future of Virginia Mennonite Conference.” (VMC)

Host Church Greeting

Jake Lee, Pastor, Harrisonburg Mennonite Church, welcomed everyone, grateful to be a part of VMC’s past, present and hoped-for future within God’s reign of grace. He read Ephesians 4. “May all encounter Christ this weekend.”

Guest Introductions & Greeting

Andrew Buckwalter Fairfield introduced Rachel Ringenberg Miller, Mennonite Church USA (MC USA) Denominational Minister for VMC, and Jon Carlson, Moderator, MC USA, thanking them for traveling to be with us. Rachel shared that she was glad to be here in person, thanking everyone for the work of VMC. Jon brought greetings on behalf of MC USA, recognizing the importance of the decisions that we make together. He reminded us of the Good News of Jesus and the hope we have. As human structures feel like they’re falling apart, Christ is holding things together.

Music & Worship

Maren Hange, Interim Conference Leadership Team (iCLT), Pastor, Charlottesville Mennonite Church, opened a time of worship, beginning with singing, led by Tara Davis, Director of Music, Harrisonburg Mennonite Church. iCLT shared a responsive reading with the weekend’s theme of “Living Stones.”

iCLT members Craig Maven, Maren Hange, June Miller, Duane Beck, and Caleb Schrock-Hurst, shared reflections of their time of serving in their positions.

- Craig - saw, experienced, and felt the presence of God and God’s love among those at VMC, including in the hard work
- Duane - has sensed a desire for transformation in VMC, our challenge is a need for pastors and congregational leaders, we are being distracted from Christ and the work of God’s people, our journey will be slow work and we grow impatient, it is

challenging and frustrating work, there is grieving, but there is also hope because God dwells among us

- Caleb - Ecclesiastes 3 has been the theme, we're in a time of gathering and scattering stones, the past two years have felt like a funeral for many things, which brings grieving but also celebration, but we know this is not the end, as something ends, something is beginning.
- June - there have been fun times, they were allowed to disagree, yet everyone trusted each other that they were trying to serve God to the best of their understanding.

There was a time of more singing and Maren closed the time of worship.

Announcements

Sponsors were recognized and directions were given to the exhibits.

Break

Additional Announcement

Elwood Yoder, Chair, VMC Historical Committee, made an announcement to save January 15, 2025, as the date of the 500th anniversary celebration of the Mennonite Church, at Park View Mennonite Church.

Jake Lee led a time of thanking each individual on the iCLT.

Congregational Transitions

Andrew Buckwalter Fairfield presented the ballot of congregational transitions, inviting those present to bring a stone to the front during the voting time, symbolizing our walk together as these changes happen in VMC.

There was sharing by each departing church and prayer for each group by their District Minister:

- Northern District:
 - Josh Cox, Pastor, Grace Mennonite Fellowship; Tomasa Castañeda, Pasto Enciende una Luz; Harold Miller, Pastor, Trissels Mennonite Church, Mike Shenk, District Minister
- Southern District:
 - Seth Hankee, Pastor, Greenmonte Fellowship; Kevin Gasser, District Minister
- Harrisonburg District:
 - Peter Eberly, Pastor, Eastside Church; Mark Thiesen Nation, Pastor, Early Church; Mike Metzler, Pastor, Mosaic of Grace; Roy Hange, District Minister
- Tennessee Carolina Kentucky (TCK) District:
 - Chuck Hostetter, District Minister; video from Knoxville Mennonite Church; letter from West Liberty Mennonite Church

- Eastern District:
 - Nathan Landis, Elder, Powhatan Mennonite Church; Ryan Ahlgrim, District Minister

Closings

Sharing by closing churches:

- Signs of Life - Kevin Gasser, District Minister
- Asheville Mennonite Church - Leroy Kauffman, congregant

Prayer for both churches by Caleb Schrock-Hurst, iCLT.

Welcome

Sharing from the new congregation:

- Iglesia Shalom-Nuevo Comienzo - Kevin Gasser, District Minister and Armando Sanchez, pastor

Prayer for the church by Caleb Schrock-Hurst, iCLT.

Andrew Buckwalter Fairfield blessed the departing congregations and welcomed the new congregation. Ballots for Actions 1-4 and 9 were filled out.

Action 1: We the delegates of Virginia Mennonite Conference acknowledge with regret the withdrawal of Knoxville Mennonite Church from formal membership in VMC. We are grateful for its ministry, and pray that God bless and guide the congregation in its realignment with Central District of Mennonite Church USA.

Action 2: We the delegates of Virginia Mennonite Conference acknowledge with regret the withdrawal of the following congregations from formal membership:

Early Church in Harrisonburg, VA;
Eastsides Church in Harrisonburg, VA;
Iglesia Enciende Una Luz in Harrisonburg, VA;
Grace Mennonite Fellowship in Harrisonburg, VA;
Greenmonte Mennonite Fellowship in Stuarts Draft, VA;
Mosaic of Grace in Harrisonburg, VA;
Powhatan Mennonite Church in Powhatan, VA;
Trissels Mennonite Church in Broadway, VA;
West Liberty Mennonite Church in West Liberty, KY.

We are grateful for their ministry, and pray that God bless and guide the congregations in it's new denominational affiliation.

Action 3: We the delegates of Virginia Mennonite Conference acknowledge the closure of Signs of Life in Staunton, VA. We are grateful for its ministry, the legacy it leaves, and the fruit that is yet to come.

Action 4: We the delegates of Virginia Mennonite Conference acknowledge the closure of Asheville Mennonite Church in Asheville NC. We are grateful for its ministry, the legacy it leaves, and the fruit that is yet to come.

Action 9: We the delegates of Virginia Mennonite Conference welcome Iglesia Shalom-Nuevo Comienzo in Waynesboro, VA as a Congregation in Formation supported by the Southern District.

Worship “In The Leaving”

Maren Hange and iCLT led a time of prayer, liturgy, and blessing as well as worship songs led by Tara Davis.

Lunch

Session II

Welcome Back

Andrew Buckwalter Fairfield welcomed everyone back. Actions 1-4 and 9 passed.

Moderators Report

Andrew Buckwalter Fairfield gave his report, summarizing what was in the report booklet, regarding Conference Council (CC) meetings and work. Asking those in the room to consider how CC could support churches, and gave an invitation to attend CC meetings.

Approval of Minutes

Mary Jo Veurink, VMC Secretary, presented the minutes of the 2024 Winter Delegate Assembly.

Action 5: That we approve the minutes from the 2024 Winter Delegate Assembly with one correction. Elwood Yoder brought the motion and Phil Kniss, Pastor, Park View Mennonite Church, seconded. *Action passed unanimously.* (An additional correction was later emailed to Mary Jo and included in the amended version of the minutes.)

Finance Report

Leroy Kauffman, VMC Treasurer, Chair of the VMC Finance Committee, stated that due to fundraising efforts by Caleb the conference is ahead of budget. He gave a thank you to churches as well in the work that is done to raise funds. Expenses are slightly over budget, but at the end of June VMC is \$6,300 ahead of budget in receipts over expenditures. The committee is working on next year's budget. There will be a rebuild of the VMC website, which will be a significant expense in the year ahead. Individuals are still needed for the Finance Committee.

Gifts Discernment Committee (GDC)

Glen Kauffman, Chair, GDC, and Gloria Lehman, GDC, introduced nominees for various positions. When Glen leaves as Chair, Glenn Miller will serve as Chair. Gloria thanked Glen for his time of service.

Action 6: We the delegates affirm Amanda Swartley as a member at large of the Congregational Life Commission.

Action 6a: We the delegates affirm Sue Miller as a member at large of the Congregational Life Commission.

Action 7: We the delegates affirm Pearl Hartman as a member at large of the Faith and Life Commission.

Action 8: We the delegates affirm Ron Stoltzfus as Treasurer of Conference Council.

Andrew Buckwalter Fairfield thanked all of the GDC for the work that they do. Ballots for Actions 6-8 were filled out.

Denominational Minister

Rachel Ringenberg Miller, MC USA, talked about what is happening in MC USA and how MC USA offers support to congregations.

What does it look like to proclaim Christ? Examples - Safe Church program; climate justice; Corinthian Plan; proclaiming love for all people, especially the vulnerable.

What does it look like to be built by the Word of Christ? Examples - gatherings including conference gatherings, church on Sundays, and assemblies; when our pastors are supported; when we find strength and courage to follow Jesus.

Before the break Glen Kauffman announced that Actions 6-8 passed.

Break

Racial Justice Task Force (RJTF)

Caleb Schrock-Hurst, iCLT, RJTF, began by mentioning the historic ruling of desegregation of schools in the U.S. He then introduced Harrisonburg Mayor Deanna Reed. She talked about how she is proud of Harrisonburg now and how welcoming the community is. She left the area for about 20 years as a young adult but returned to care for her grandmother. She grew up in the Northeast neighborhood where there was a lot of hurt from the past. She had only one Black teacher who gave her opportunities that she would not have had otherwise. Her teacher introduced her to government and her interest grew. As she's been in City Council and Mayor positions she has been instrumental in giving opportunities and programs to community youth of

color. Currently over 72 languages are spoken in the city schools (6,000 students). Her mission is to make sure the people in her city feel welcome and like they belong. The city schools took some time to catch up with the needs of the students, but now have many language programs, healthcare aid, food, clothing, etc. Once city leadership was open to change and doing the work, progress was made. You need to “see” your community (diversity or *lack of diversity*), and know what it looks like to make the appropriate changes. Meet people where they are.

Time was given for table discussions regarding racial diversity in our schools and congregations.

Caleb announced the Oct. 11-13 trip to Fort Monroe in Hampton and worship with C3.

Break

Denominational Affiliation Work Group (DAWG)

Craig Maven, iCLT, DAWG, reminded everyone of the mandate of DAWG and introduced the actions as listed in the delegate packet, giving the explanation as listed.

Jon Carlson, MC USA, was invited to a time of Q&A with Craig:

JC: Why did you decide to propose a straight up or down vote?

CM: All processes seemed to end in votes. DAWG did not want to manipulate a process, and wanted to pose the question straight-up to the delegates for a decisive decision.

CM: What does VMC bring to MC USA?

JC: Members of VMC serve on Executive Board and on committees; speaking to racial justice from the historic confederacy; music experiences; EMU/S and its influence; differing ways of structuring leadership

JC: If VMC votes to disaffiliate what happens to structures and supports through MC USA?

CM: DAWG did not entertain these scenarios due to the focus on the the action, Craig personally “thinks” we would participate in MC USA fully until the time of termination; also there would be churches who would move to other conference affiliations and that process would need to be taken slowly; there are many possibilities to be considered; both MC USA and VMC would have work to do in the process.

CM: The Resolution on Repentance and Transformation has become a flashpoint, what have been the impacts?

JC: There are people in the church who now feel that they belong, but there are also churches who have felt the need to leave MC USA. It has been hard to hold the pain on both sides. There

has been the formation of an LGBTQ leadership group that is being formed. Not many other dramatic changes have been felt.

JC: If VMC votes to remain in MC USA, what would be helpful in trying to repair relationships that may have been strained?

CM: Relationship is the most important. Having Rachel as Denominational Minister present at assemblies has been very welcome and helpful. Most hurtful was the procedure in how the Resolution was brought was what was most hurtful. Having more clarification with resolutions and understanding processes as they happen. Conversation and openness is welcome. JC: I admit that there were unprecedented processes that took place during the formation of the resolution. The special delegate assembly was formed for the membership guidelines resolution, not specifically the Resolution on Repentance and Transformation, but that is often the perception.

CM: What is happening in MC USA that you would like to highlight?

JC: Importance of Safe Church program; program agencies are doing great work across the globe; the denomination and the conferences exist to serve local congregations and the important work that they do.

Craig thanked Jon for having transparent conversation.

Time was given for table discussion and questions that people have for DAWG.

Closing Announcements

Andrew Buckwalter Fairfield gave announcements and Craig gave a closing blessing.

Adjourn

Saturday, July 20

Session III

Opening Worship

MarenHange opened a time of worship in prayer. Chad Miller, Pastor, Ridgeway Mennonite Church, and Jake Lee led in a time of singing.

Andrew Buckwalter Fairfield introduced a time of reporting.

Personnel Committee

Craig Maven, iCLT, explained that this committee was recently formed by CC to decide what type of leadership is needed after iCLT has completed their term in August. They have been discussing future structure changes, but in the meantime are forming a transition team of 4 people that will fill the time before the restructuring takes place. Individuals are currently being contacted and have not yet been confirmed. The team will consist of: Director of Congregational Vision and Mission, Director of Conference Support and Vitality, Director of Leadership Support and Development, and Director of Administration. They are also recommending continuation of the secretarial support position and someone additional for fundraising/development.

Congregational Life Commission (CLC)

Steve Pardini reported that they are rebuilding their committee membership. He announced several events and workshops. He highlighted that there will be renewed effort for a men's group (current Bible Study and upcoming workshop in the fall).

Faith & Life Commission (FLC)

Ervin Stutzman, Chair, FLC, referenced the report in the booklet. Working in "rounds" has become the way that FLC functions during meetings. Each person around a table has uninterrupted time to talk. "A slow process that speeds things up." This process makes sure that *everyone* is heard, building trust. The VMC Credentialed Members Clusters are unique. FLC has been invited to consider revising the statement regarding credentials of pastors who perform same-sex marriage. It is not something that will be revisited at this time, but possibly in the future. Ervin recognized the hard work of the District Ministers in releasing the departing congregations.

The Credentialing Committee is a subcommittee of FLC and is currently searching for a Chair to fill this role. FLC granted retired credentialed pastors credentials in VMC even if their congregation is leaving VMC. There are also multiple current pastors who are asking for their credentials to remain in VMC and their circumstances are being processed.

Ervin longs to be part of a church where we gather and confess our own sins before pointing out the sins of others. Confession can be a healing strategy. He shared his personal experiences of confessing his own sins. However, we should not ask others to do that. Confession should be voluntary. Confession leads us to transformation.

He closed with a time of personal confession on his knees, asking for forgiveness and accountability.

Tables entered into a prayer round. *God sees me, God knows me, God loves me.*

DAWG Motions

Craig Mavin answered some written questions from the previous day regarding the the Actions. He clarified that credentials are held by VMC, records are held by MC USA. Ervin Stutzman gave the origin of the phrasing “teaching position.” Craig defined the word “commend” – *to speak highly of, to treat fairly and with respect.*

Andrew Buckwalter Fairfield presented the DAWG Actions for a vote.

Action 10: (DAWG motion #1) For the purposes of open discernment and participation, the delegates suspend VMC Bylaws Article III, Section 7, 7.3(b) “Approval of actions shall require a simple majority of those present.” This applies only to Motion #2 - Affirmation of VMC Membership in MCUSA. Motion by Andrew Buckwalter Fairfield, seconded by David King.

Action 11: (DAWG Motion #2) Virginia Mennonite Conference shall remain a member conference of Mennonite Church USA. Motion by Andrew Buckwalter Fairfield, seconded James Aekerson.

Action 12: (DAWG motion #3) The 1995 Confession of Faith in a Mennonite Perspective is the teaching position of Virginia Mennonite Conference. It is expected that all credentialed leaders know the content of the 1995 Confession and commend the Confession as the positions held by Virginia Mennonite Conference. Motion by Andrew Buckwalter Fairfield, seconded by Ryan Algrhim.

Action 13: (DAWG motion #4) Virginia Mennonite Conference will extend the suspension of VMC Bylaws Article I, Section 1.2 “Ready to function within the Constitution and bylaws of the Virginia Mennonite Conference and the bylaws of Mennonite Church USA.” regarding the bylaws of Mennonite Church USA Article III, Section 3 through the end of 2027. (see addendum Action 13) Motion by Andrew Buckwalter Fairfield, seconded by Zach Dey.

Action 14: (DAWG motion #5) VMC leadership will work on a resolution for Mennonite Church USA delegates to consider changing MC USA Bylaws Article III, Section 3 Congregational Derived Membership in Mennonite Church USA. Motion by Andrew Buckwalter Fairfield, seconded by Merle Christner.

Ballots for Actions 10-14 were filled out.

Bylaw Changes

Action 15: Based on the Constitutional change approved by the delegates on February 3, 2024 where VM Missions transitioned to a Conference Endorsed Ministry, Article IX, Section 4 will be deleted to reflect the changes and Section 5 will become Section 4. (see addendum Action

15) Motion by Andrew Buckwalter Fairfield, seconded by Les Helmuth.

The ballot for Action 15 was filled out.

Break

Voting Results

Craig Mavin presented the results of the ballots:

Action 10: Approved 95%, 77 Yes, 3 Yes with Reservations, 4 No

Action 11: Approved 75%, 70 Yes, 5 Yes with Reservations, 24 No, 1 Abstain

Action 12: Approved 94%, 63 Yes, 14 Yes with Reservations, 5 No

Action 13: Approved 97%, 70 Yes, 10 Yes with Reservations, 2 No

Action 14: Approved 91%, 71 Yes, 4 Yes with Reservations, 7 No

Caleb Schrock-Hurst presented the results of the ballot:

Action 15: Approved 99%, 73 Yes, 6 Yes with Reservations, 1 No

Response to DAWG Results

Craig Mavin spoke about what comes next. We have gained clarity on many things, but there are still many questions, so let us proceed by embracing each other with a gentle heart.

Closing Worship

Maren Hange thanked those involved in the worship (Tara Davis, Jake Lee, Chad Miller), the pastors and staff of Lindale Mennonite Church and Harrisonburg Mennonite Church, the technicians and hospitality of Harrisonburg Mennonite Church, and June Miller and Sarah Layman. Maren was also thanked for her work. Art piece and statement created by Gail Hickock.

The iCLT read a litany and then everyone joined in singing, followed by communion, more singing and a sending prayer by Maren.

Caleb had thank yous to Glen Kauffman, Chair GDC; Leroy Kauffman, VMC Treasurer; June Oswald, FLC; Chuck Hostetter, TCK District Minister; Andrew Buckwalter Fairfield, VMC Moderator.

Sylvia Yoder announced the Mennonite Women of Virginia Retreat, November 8-10, Short Pump, VA.

Andrew gave a blessing followed by a final song.

Adjourn

Note: Actions were numbered according to the Delegate Packet, not in the order taken.

Number of delegates in attendance: 86
Recorded by Mary Jo Veurink, Secretary



FINANCIAL REPORT 2023-2024**Statement of Income and Expense - Restricted Funds
Year Ended August 31, 2024**

	<u>Special Projects</u>	<u>Endowments</u>	<u>Total</u>
Income			
Contributions - individuals	\$ 3,901		\$ 3,901
Contributions - congregations			
Other Income	10,603		10,603
Investment income (loss)		239,403	239,403
Registrations			-
Other			-
Grants		1,698	1,698
Transfer to operations	(220)	(34,000)	(34,220)
Other transfers			-
Total income	<u>14,284</u>	<u>207,101</u>	<u>221,384</u>
Expense			
Consulting fees	22,954	8,700	31,654
Facility fees (Including food & catering)	3,858	1,966	5,824
Honorarium	3,719	494	4,213
Software Maintenance		5,667	5,667
MCUSA		10,749	10,749
Other	3,900		3,900
Scholarships and grants	3,588	22,571	26,159
Supplies	2,525	465	2,990
Travel	<u>539</u>	-	<u>539</u>
Total expense	<u>41,084</u>	<u>50,612</u>	<u>91,696</u>
Net income (loss)	<u>(26,801)</u>	<u>156,489</u>	<u>129,688</u>

Special Projects - includes Conference Assembly, various retreats, and other projects as necessary to carry out the work of VMC.

Endowments - includes restricted funds for leadership development, retired church worker aid, congregational resource center, and MCUSA.

**Statement of Income and Expense - Unrestricted Funds
Year Ended August 31, 2024**

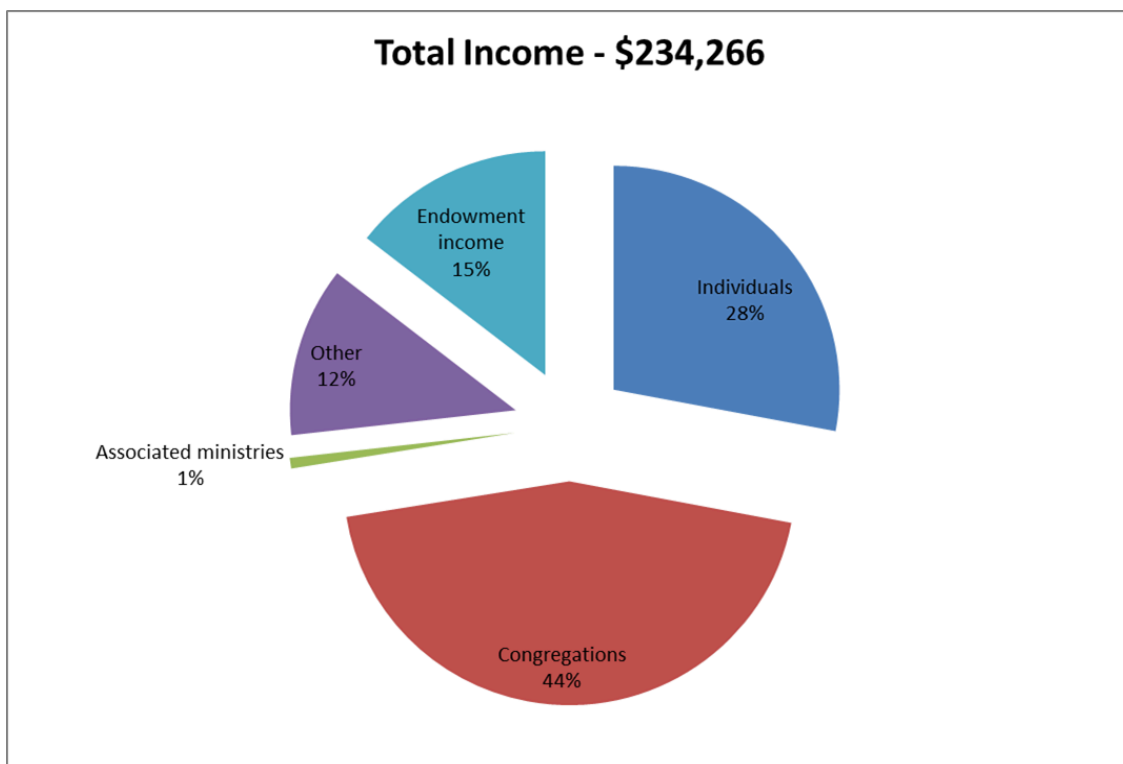
	Current Yr	Current Yr	Over/ (under)	
	<u>2034-24</u>	<u>Budget</u>	<u>Budget</u>	Accounts
Income				
	\$			
Contributions - individuals	65,525	\$ 70,000	\$ (4,475)	4010
Contributions - congregations	104,211	100,000	4,211	4020
Contributions - associated ministries	1,800	4,000	(2,200)	4120
Congregation membership fees	9,985	16,000	(6,015)	4110
Investment income (loss)	4,986	600	4,386	4131
Fees for services	11,058	11,550	(492)	4133, 4140, 4145
Grants			-	4060
Other	2,482	250	2,232	4100, 4150, 4190
Transfer from Special Projects	220		220	4042
Transfer from MCUSA Endowment	9,000	9,000	-	4134
Transfer from VMC Operations endowment	<u>25,000</u>	<u>25,000</u>	<u>(0)</u>	4132
Total income	<u>234,266</u>	<u>236,400</u>	<u>(2,134)</u>	
Expense				
Salary & Related Expenses	182,321	166,420	15,901	6000
Conference Ministers	7,449	5,000	2,449	6400
Communication	2,900	1,400	1,500	6101
Facility costs	17,850	16,440	1,410	6110
MCUSA-related expenses	2,812	2,400	412	6300
Racial Justice	275	850	(575)	6500
Other	5,954	7,000	(1,046)	6103, 6105, 6107, 6109, 6120
Office expense	13,879	14,150	(271)	6200, 6122, 6123, 6130, 8002
Archival services	7,212	7,000	212	6108
Consulting and legal fees	<u>673</u>	-	<u>673</u>	8000
Total expense	<u>241,325</u>	<u>220,660</u>	<u>20,665</u>	
	\$			
Net income (loss)	<u>(7,058)</u>	<u>\$ 15,740</u>	<u>\$ (22,798)</u>	

Financial Summary - Operations

Total Income

Year end August 31, 2024

	Amount	%
Individuals	\$ 65,525	28%
Congregations	\$104,211	43%
Associated ministries	\$ 1,800	1%
Other	\$ 28,730	12%
Endowment income	\$ 34,000	15%
Total income	\$234,266	99%

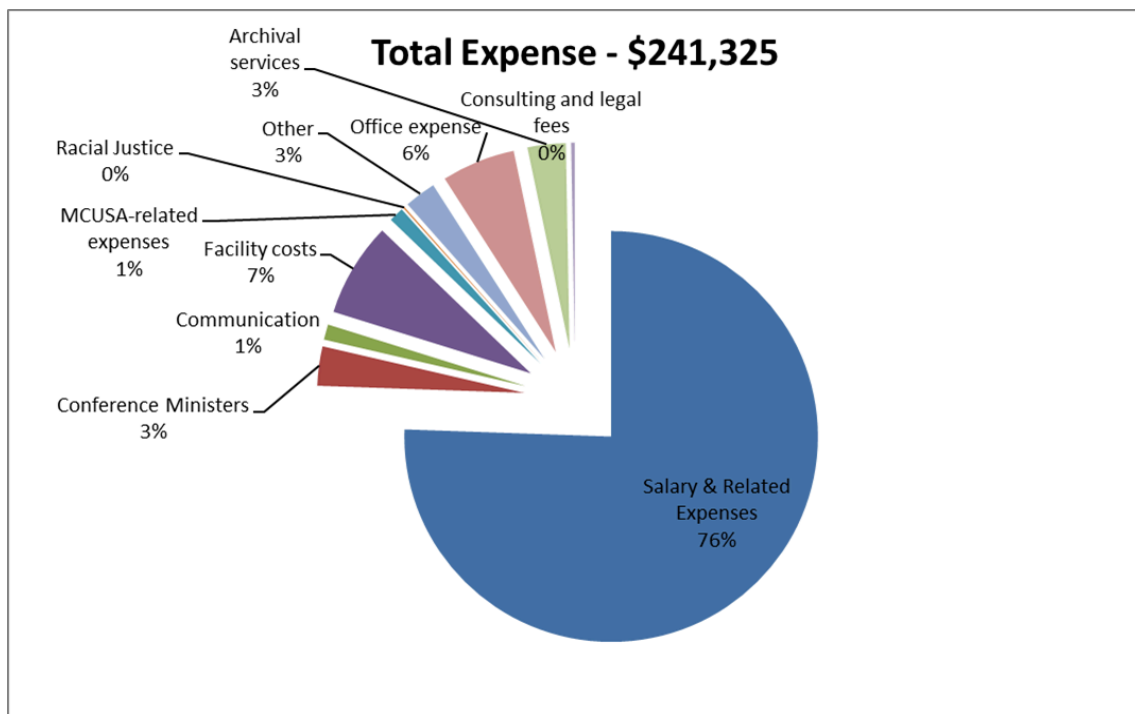


Financial Summary - Operations

Total Expenses

Year end August 31, 2024

	Amount	%
Salary & Related Expenses	\$182,321	77%
Conference Ministers	\$ 7,449	3%
Communication	\$ 2,900	1%
Facility costs	\$ 17,850	7%
MCUSA-related expenses	\$ 2,812	1%
Racial Justice	\$ 275	0%
Other	\$ 5,954	2%
Office expense	\$ 13,879	6%
Archival services	\$ 7,212	3%
Consulting and legal fees	\$ 673	0%
Total expense	\$241,325	100%
Net income (loss)	\$ (7,058)	



BUDGET 2024-2025

Approved by Conference Counsel

		2024-25	2023-24
Ordinary Income/Expense		Budget	Budget
Income			
4000 · CONTRIBUTIONS			
	4010 · INDIVIDUALS	70,000	70,000
	4020 · CONGREGATIONS	100,000	100,000
	4030 · ASSOC. MINISTRIES	5,000	0
	4040 · TRANSFERS from	0	0
	4042 · Special Projects	0	0
	Total 4040 · TRANSFERS from	0	0
	4050 · Bequests	0	0
	Total 4000 · CONTRIBUTIONS	175,000	170,000
4100 · Other Income			
	4110 · Congregation Membership Fee	16,000	16,000
	4120 · Associated Ministries Dues	4,000	4,000
	4130 · Endowments		
	4131 · Investment Income	3,000	600
	4132 · Transfer Operating QE	27,000	25,000
	4133 · Endowment Management	8,500	8,800
	4134 · Transfer MCUSA QE	11,000	9,000
	Transfer Bequests QE	2,000	
	Transfer Equipping Leaders QE	8,000	
	Transfer Church Workers Assistance QE	1,200	
	Total 4130 · Endowments		43,400
	4140 · Archive Reimbursement	1,250	1,250
	4145 · Forwarding Fees	1,500	1,500
	4150 · Miscellaneous Income	0	0
	4190 · Interest-Savings	250	250
	4100 · Other Income - Other	3,300	0
	Total 4100 · Other Income	87,000	66,400
	Total Income	262,000	236,400
Gross Profit		262,000	236,400
Expense			
	6000 · Salary and Related Expenses	2.05 FTE	2.15 FTE
	6010 · Salaries and Wages	156,516	147,033
	6040 · Fringe Benefits		
	6600 · Payroll taxes	11,974	6,055
	6040 · Fringe Benefits - Other	14,070	13,332
	Total 6040 · Fringe Benefits	26,044	19,387
	Total 6000 · Salary and Related Expenses	182,560	166,420

		2024-25	2023-24
		Budget	Budget
	6100 · General Administration		
	6101 · PATHWAYS (Newsletter)	5,000	1,400
	6103 · Faith & Life Commission	300	300
	6105 · Conf. Council Meetings	1,500	2,100
	6107 · Young Adult Ministries	100	100
	6108 · Archives	7,200	7,000
	6109 · Insurance	2,250	2,250
	6110 · Office Facilities	16,920	16,440
	6120 · Auto		
	6120.1 · Repairs & Fuel		1,250
	6120.2 · Depreciation Expense		0
	6120.3 · Insurance		900
	6120 · Auto - Other		100
	Auto Mileage	2,000	
	Total 6120 · Auto	2,000	2,250
	6122 · Small Equip Purchase	300	300
	6123 · Software Maintenance	4,000	450
	Total 6100 · General Administration	39,570	32,590
	6200 · Staff Directed Offices		
	6202 · Travel/Consult	150	100
	6203 · Supplies & Expenses	2,000	2,000
	6204 · Phone/fax/web	700	700
	6205 · Postage	1,250	500
	6210 · Accounting fees	10,890	9,900
	Total 6200 · Staff Directed Offices	14,990	13,200
	6300 · General Church wide Expenses		
	6301 · Delegate fees expenses	11,800	0
	6302 · Church-wide travel	1,500	1,400
	6303 · MC USA (MennoData)	1,000	1,000
	Total 6300 · General Church wide Expenses	14,300	2,400
	6400 · Conference Minister's Office		
	6402 · Travel/Consult.Exp	3,000	3,000
	6403 · Supplies/Expenses	1,000	1,000
	6406 · Continuing Education	1,000	1,000
	6407 · VA Council of Churches		0
	Total 6400 · Conference Minister's Office	5,000	5,000
	6500 · Racial Justice Staff		
	6502 · Travel/Consulting Exp	500	750
	6503 · Supplies/Expenses	100	100
	6504 · Continuing Education		0
	Total 6500 · Racial Justice Staff	600	850
	8002 · PayPal Fees Expense		0
	Total Expense	257,020	220,460
	Net Ordinary Income	4,980	15,940
Net Income		4,980	15,940

APOLOGY LETTER

To: VMC Delegate Assembly
From: Conference Council

To our beloved friends in Virginia Mennonite Conference,

We as members of the Conference Council extend to you an apology.

We accept the *Report for Virginia Mennonite Conference Council Self Evaluation*, that was issued to the delegate body at the Winter Assembly of 2024 and take responsibility for the 12 items identified to take responsibility for. They are as follows.

1. Lack of clarity about the Conference Council's nature.
2. Unclear responsibilities of Conference Council regarding supervision of Executive Conference Minister.
3. Absence of an orientation program for Conference Council members, leading to unclear responsibilities and expectations.
4. Inattention to the voices of women and younger persons in the Conference Council process.
5. Unclear Human Relations responsibilities of the Conference Council including policies about evaluations, communications about evaluations, and accountability for remedial work.
6. Lack of a plan for holding the Executive Conference Minister accountable for follow-through on remedial work.
7. Hesitation to address issues about the functioning of the Executive Conference Minister.
8. Absence of transparency with the entire Conference Council about the conflict that was emerging around the Executive Conference Minister.
9. Inadequate attention to the importance of the relational aspects of the Conference Council.
10. Voting at the Winter 2019 delegate assembly when no vote was intended.
11. Insufficient planning for some complicated processes in the delegate sessions.
12. Lack of transparency related to changing documents during delegate discussions.

We regret that this acknowledgement has not come soon enough for some. We seek forgiveness for the pain, past and present, of those harmed by the Conference Council's missteps or inaction, and seek to avoid such future harm.

The resignation of our Director of Finance and Administration, and both moderators, since the summer assembly, points to the urgent need for us to develop clear expectations for service on the Council, clear Human Resources policies for oversight of staff, and transparency regarding our communication with you as delegates.

We commit ourselves to nurture a Conference that listens and leads with integrity and equity. We as a leadership body in the Conference welcome your stories and input on ways to improve our functioning to empower and serve you in the ministries to which you have been called.