

2021-2022 Spending Blue Print for Conference Board

Conference Board - \$121,721.01 – The Conference Board supervises the overall implementation of the mission and vision, and priorities of Conference. The Conference Board is supported in their work by the Executive Conference Minister, ministry staff, contract staff, and the annual delegate session.

Executive Conference Minister – \$49,607.44

The Executive Conference Minister is a half time position. This person reports to the Conference Board. Nathan Luitjens spends half of his time in this capacity. Salary is \$35,927.50. Benefits (\$10,179.94) are health insurance, Life & Disability insurance, pension, HSA account, and continuing education. Travel (\$3,500.00) is for gas, meals and lodging while on conference business.

Office/Administration - \$29,665.57

The Central Plains office is located in Freeman, SD. Monica Clem is the Office Manager and is employed approximately half time. She provides secretarial, banking, and other services. Salary is \$13,471.44 with Life & Disability insurance and FICA budgeted at \$1,128.13.

The conference rents **office space** in Freeman from Ten Thousand Villages and also office space in Kalona, IA from Everence. Projected cost is \$8,460.00.

Office supplies and equipment are estimated at \$3,500. Utilities/Telephone is estimated at \$0.

Computer upgrades for office and ministry staff are done on a rotating schedule. \$1,000 is budgeted for this coming year.

Insurance to cover general liability, misconduct, and officers and directors has been arranged at \$2,106.00 per year.

The Conference Board Activity - \$4,400.00

Annual Meeting - \$3,500.00

The Annual Meeting will be virtual on Zoom again this year. There will be a speaker this year. There will be a \$50 registration fee. We are asking for donations to replace the offerings normally taken at the meeting. (see 4002 Blueprint receipts (\$3,500)).

The Conference Board/Executive Travel line covers travel and incidental expenses with a budget of \$800.00

Mennonite Church USA Connection - \$1,200

Central Plains is eligible to send 6 delegates to the Mennonite Church USA Biennial Assembly. It is anticipated to be a virtual meeting

Mennonite Church USA plans a variety of consultations with conference leaders, including the **Constituency Leaders Council**, with 3 representatives from each conference. Travel is shared through a Travel Pool. It is anticipated that one actual meeting will take place this year. \$1,200 is planned.

Stewardship/Finances - \$13,648.00

Ted Widmer, Financial Officer, provides accounting and disbursement services on a part-time basis as a self-employed contractor from his home in Mt Pleasant, IA. A contract of \$12,248.00 and supplies of \$200 is budgeted.

Funds for **Stewardship Development & Promotion** are used to create and disburse inserts, posters and such on giving. \$1,500 is budgeted.

Conference Auto - \$2,500

Three automobiles are owned by the conference for use by the conference ministers as a pool. Insurance and repairs are covered here at \$2,500. Fuel is covered by the travel accounts of the individuals using the vehicle. It is planned to dispose of one vehicle with very high mileage.

Communications - \$20,400.00

Our conference newsletter *Scattered Seeds* is the written voice of the conference to member congregations. *Scattered Seeds* is published five times a year. An electronic newsletter, *The Sower*, is sent out monthly to conference leaders and interested people. \$16,000 is budgeted for editing, printing, and mailing.

The conference has a web site at www.centralplainsmc.org. Maintenance of the site is \$0 per year. This includes e-mail addresses for conference personnel.

We want our publications to be accessible to all conference members. The *Scattered Seeds*, *The Sower*, and a new brochure are offered in Spanish. Hmong translation can also be provided where needed. Cost of this is estimated at \$4,000.

2021-2022 Spending Blue Print for Outreach and Service Committee (OSC)

Outreach & Service - Account 6000 (Total) - \$124,943.44

The Outreach and Service Committee assists Member Congregations in promoting peace, justice, evangelism, and church planting efforts both within Central Plains Mennonite Conference and also the global community. The Outreach and Service Committee is supported in the Budget Blueprint by the Outreach and Service Accounts 6000-6500. A few lines are alternately supported beyond budget by the New Ministries Fund. Please consult the annual reports for each major category below for more information and description of ministry activities in the past year.

Account 6100-6130 - Outreach and Service Conference Minister - \$49,607.44

Accounts 6100-6130 provide support for the Outreach and Service Conference Minister, Nathan Luitjens. The Outreach and Service Conference Minister provides staff time and resources for the programs and projects of the Outreach and Service Committee of the Central Plains Mennonite Conference. The total budgeted amount includes salary (\$35,927.50), benefits (\$10,179.94), and travel expenses (\$3,500) for this half-time position. The budgeted amounts are reviewed annually by the Stewardship Committee and a performance review is conducted every three years by the Conference Board.

Account 6200 - Outreach and Service Committee Expenses - \$700

Account 6200 supports the projects and activities of the Outreach and Service Committee, including travel expenses for committee meetings and miscellaneous small projects.

Account 6410 - Strategy Development - \$0

Account 6410 supports the expenses of the Church Planting Strategy Team, including the annual Church Planters' Retreat which provides an important opportunity for church planters and supporting partners to gather for continuing education, renewal, and mutual support. This is being supported by gifts in the New Ministries Fund.

Account 6430 - Hispanic Ministries - \$32,536.

Account 6430 provides a part-time salary and expenses for the Coordinator of Hispanic Ministries, Ramiro Hernandez. Ramiro's work includes visitation and coordination with Hispanic congregations and pastors of Central Plains Mennonite Conference and strengthening relationships among Hispanic and Anglo congregations. Salary is \$26,536 and travel is \$6,000.

Account 6500-6514 Beyond Our Borders - \$42,100

Account 6510 - The Ecuador/Venezuela Partnership (\$25,600), along with Mennonite Mission Network (MMN), supports workers in Ecuador and ministries in Venezuela. In Ecuador we support workers in theological education, leadership development, peace and refugee ministries of the Iglesia Cristiana Anabautista Menonita de Ecuador (ICAME). As a partner, Central Plains also helps provide a small amount of financial support for Anabaptist witness in Venezuela. This recent expansion of the partnership came at the invitation of the Colombian Mennonite Church. A thriving Anabaptist seminary has been established in Venezuela, though at least one key leader has died during the COVID-19 pandemic.

Account 6514 - Delicia Bravo Support (\$16,500) Peter Wigginton and Delicia Bravo serve with MMN as Partnership coordinators, based in Quito, Ecuador. Delicia and Peter help to maintain the relationships among the partners and manage partnership roles within Ecuador. Even with recent adjustments for the pandemic, they continue to use their gifts in music, education, and children's and youth ministries among Anabaptist churches and ministries in Ecuador.

Ministerial Leadership - \$105,328.83

2021-2022 Spending Narrative

The Conference Minister for Ministerial Leadership and the **Pastoral Leadership Committee** are charged with developing, coordinating and maintaining high quality pastoral leadership and healthy congregational/pastoral relationships within the conference. Leadership development and resourcing; credentialing; offering support for pastor searches, pastor/congregation evaluations and conflict management; overseeing clergy misconduct charges; annual visits with pastors; planning the Annual Leader's Retreat; and keeping the Ministerial Leadership Database updated are the primary areas of focus that guide the work of Ministerial Leadership.

Account 7100 – Conference Minister for Ministerial Leadership - \$102,228.83

This account provides financial support for Conference Minister for Ministerial Leadership, Susan Janzen. The budgeted amounts include salary (\$78,027.00); Benefits (\$18,201.83) and \$6,000 to cover travel/misc. expenses. These amounts are reviewed annually by the Stewardship committee in consultation with the Salary Guidelines of MC USA.

Account 7200 – PLC Travel/Misc. - \$500

PLC meets 3 - 4 times a year, asking members to travel to a designated meeting place. PLC has experimented using Zoom for some meetings as a way to minimize travel costs. While Zoom can be workable for some meetings, it is not suitable for all of our work (like credentialing interviews). It is also less personable and not always reliable depending on internet service. This account allows committee members to submit reimbursement requests for travel costs such as airfare, mileage, meals and lodging, thus making it possible for PLC to have representation from all geographic regions of our conference.

Account 7400 – Leadership Resourcing and Development - \$2,600

Leadership resourcing and development is central to the work of Ministerial Leadership. \$2,000 is allocated for Leadership Resourcing and Development account #7410. This account is used for helping with expenses at our Annual Leader's Retreat, offering assistance to pastors when they seek help attending continuing education events, assistance to persons enrolled in Instituto Biblico Anabautista and other leadership development programs. \$200 is allocated for *Minister's Manuals* Account #7425 used to purchase *Minister's Manuals* for all pastors when they are Licensed toward Ordination. \$350 is allocated for Ministerial Leadership Database Account #7435 to cover the usage fee to MC USA for maintaining our Ministerial Leadership Database.

Pastor/Spouse/ Elder Retreat Account #7420 will be primarily covered by registration fees.

A shift has been made to the fund Leadership Development Scholarships (for seminary training) and Ministry Inquiry (used for funding the conference responsibility for college students enrolled in Ministry Inquiry Program through the Mennonite Colleges) through the **New Ministries Fund** instead of through the Ministerial Leadership blueprint funds. **This shift recognizes a different funding source and does not minimize our commitment for Leadership resourcing and development.**

PLC also administers the Hochstetler Pastoral Training Fund, which awards scholarships to persons from Central Plains congregations specifically training for congregational ministry or overseas missionary work. The amount available each year is determined by the income earned from this endowment and is not part of the Central Plains blueprint.

Account 7500 – Ministerial Leadership Volunteer Network - \$0

This account supports training for the four Volunteer Support Networks currently in place. They are used to offer support with pastor searches; congregation/pastor evaluations; conflict management; and with clergy misconduct investigations. This account also covers travel and other expenses incurred by these volunteers.

Christian Formation Committee

2021-2022 Spending Blueprint Narrative

Christian Formation Committee – Total of \$71,421.23. The purpose of the Christian Formation Committee (CFC) is to assist the members of the Central Plains Mennonite Conference to grow continually in Christ-likeness in order to embody a holistic witness to the life, death and resurrection of Jesus. We do this by promoting Christian formation resources and equipping formation leaders.

Formation Minister – \$67,421.23. Included in this amount are the salary and benefits for the formation minister, Amanda Bleichty. Also included are allowances for travel and continuing education.

CFC Travel/Misc. – \$1,000.00. This amount covers travel, training and miscellaneous expenses incurred by CFC members carrying out the work of CFC. The committee schedules telephone and video conference calls and one or two face-to-face meetings per year to conduct its business.

Shalom Readers – \$1,500.00. This program is for the children of Central Plains. They learn Jesus' way of peace by reading selected books, reporting on them and then earning a free book of their choice. This allotment of money pays for new library books as well as the free books earned by the children.

Formation Resources – \$1,500.00. This money is used to purchase resources and equip member congregations. We keep a Formation Resource Library of books, DVD's and curriculum at the ministry staff office in Kalona, Iowa. Activities such as workshops, retreats, speakers, materials and leadership development are funded through this line item.