

## **Annual Reports - 2018**

Mennonite Church of Normal  
805 South Cottage Avenue  
Normal, Illinois 61761

### **Annual Congregational Meeting**

Sunday, January 20, 2019

1:00 p.m.

1. Opening
2. 2019 Spending Plan
3. Pastoral Reports
4. Committee Annual Reports
5. 2019 Committee Volunteers/Recognition of Outgoing Committee Members
6. Design Team Plan
7. Pastoral Transition Plan
8. Questions from Congregation
9. Closing

#### **Staff**

Lead Pastor - Tim Schrag

Associate Pastor - Jane Roeschley

Children's Christian Education Leader - Chris Culbertson

Youth Ministry Leader - Lauren Satchwell

Office Manager - Lynn Reha

Administrative Assistant - Lauren Satchwell

Custodian - Bryan Oyer

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# Congregational Meeting Minutes

Congregational Meeting  
January 21, 2018

## Opening

Wayne Hochstetler opened the meeting with a short devotional in which he named several dichotomies which are always before us in the church. Sometimes it appears as if we deal with them well and joyfully, and other times are more difficult. 2017 contained both, and yet we confess that this IS God's Church, admitting and confessing our failures, and thanking God for our learnings. Today we place 2017 into God's hands and commit our work in 2018 to God.

## Report on 2017 Spending Plan

Lotus Hershberger, Chair of the Financial Stewardship Committee, explained the changes in the Balance Sheet. The line item of the Reserve Account was changed from 2330, a designated liability account, to Unrestricted-Prior Years, an asset account (3120). Two questions were raised and answered:

- What is the history of the reserve fund?
- Can I get more information about the Planned Giving Fund?

## Approval of 2018 Spending Plan

Lotus Hershberger, Chair of the Financial Stewardship Committee, reviewed the changes in the Spending Plan from the November 2017 Congregational meeting to the current proposal. These changes included

- Title of line 5021 changed to Choir/Accompanist Music; increased by \$200
- Capital Improvement & Repair (5318) increased by \$1,800
- Salary (line 5501) and Pension (line 5503) increased by \$3203 and \$297 for extra hours for Pastor Jane during Pastor Tim's 2-month sabbatical
- New Line created (5620) for Experienced-Based Feedback Session; addition of \$200

## Pastoral Reports

Pastors Tim Schrag and Jane Roeschley invited any questions about their submissions in the Annual Reports. Pastor Tim Schrag was asked why the processing by the congregation of the events about departure of Matt Hickman had fallen to him, as it was stated in his report. He answered that he was dividing the question into two parts: 1) the extra duties from Matt's sabbatical (which he assumed was not being questioned) and 2) the work with "covering" Matt's duties in the Fall. He indicated that it looked as if Sunday School and other youth activities were not planned to be covered, so he 'jumped into that breach.' Tim further indicated there was more traffic in his office with the processing in the congregation—and that it took a toll. He said, "It was not assigned nor did I volunteer. It just comes with my job." Jane indicated that further conversations about the change in personnel also increased her pastoral work. Jane concluded with, "It is a joy to be your pastor." [Please review the recording for further detail.]

## Acceptance of Committee Annual Reports

There was a slight correction in accuracy of one line in the 2018 Spending Plan (p. 30, Music License and Subscriptions should have been \$200 rather than 0 as presented in the Reports.) There was also an omission of the birth of Miriam Dick.

This comment was added, “We know that Matt Hickman’s departure from us has caused a lot of pain and broken relationships in our congregation. I am concerned with the spiritual well-being of our congregation as we move forward. I would like to name that. This is not to cast blame or anything like that. Matt’s termination was partly his responsibility but partly also our responsibility, and partly a reflection of our failures not just in this last year but over the last 10 years, perhaps. I would just like to name that and say that I am putting this out here in the Light and would invite God to be present in our lives as we ask God for forgiveness as we move forward in asking one another for forgiveness and in continuing to be in relationship with one another in rebuilding relationships.”

The Annual Reports were unanimously accepted as corrected.

### **Spending Plan Policy Task Force (Janet Wilson)**

Janet Wilson, Vice Chair of the Church Board, announced that there will be a Spending Plan Policy Task Force created with the goal of creating a policy concerning deficits or surpluses. The Board approved the creation of this group at their January meeting. She invited volunteers for this Task Force to send their names and the strength that you would bring to this group to Wayne by January 31. At the February Board meeting, this group will be formed. Wayne also reminded the group that we are taking nominations for the LGBTQ Design Team, which are also due by Jan 31.

### **2018 Committee Volunteers and Recognition of Outgoing Committee Members**

Jane reviewed changes to the slate since November: One open spot on the Church Board; one opening on the Christian Education committee; Financial Stewardship has added one member, Andy Reeser; and Youth Ministry has added two members, Barry Weaver and Connie Satchwell.

A question was raised about the use of Apprentice members and it was clarified that some of the high school students serving on committees are full members.

It was clarified that the date after the name of the person is the year that the term is over, and that the number of terms is indicated by the constitution.

A question was raised about the openness of the Leadership Selection Committee to suggestions of naming the gifts of others for the openings on the committees, especially the open Church Board position.

The updated slate of committee leaders was unanimously affirmed.

Wayne recognized the outgoing committee volunteers and thanked them for their service. He also recognized all who have served on standing committees and other committees.

### **Final Question**

It was asked whether one had to be a member to volunteer for the Spending Plan Policy Task Force and LGBTQ Design Team. Wayne replied that this had not been addressed by the Board, but those names would be considered on their merits.

### **Closing**

Pastor Tim Schrag closed the meeting with prayer.

Mennonite Church of Normal  
Congregational Meeting  
November 18, 2018

Wayne Hochstetler, Church Chair, opened the meeting at 1:10.

**Agenda of meeting** Wayne outlined the agenda for the meeting. He indicated that we will be following our tradition of the presentation of slate of volunteers for the various committees and also the introduction of the proposed spending plan for the next year.

**Opening Remarks** Wayne gave brief opening remarks on transition. He indicated that along with the seasons, he, and the church, are also in transition. He invited us to reflect that different leadership styles can be good for the church. Wayne then led the group in prayer for the meeting.

**Slate of volunteers** After acknowledging the excellent meal just served by the youth, Mike Company introduced the slate of volunteers. He thanked those who have just completed terms of service. Some terms of service that were on the slides display were clarified. Wayne Hochstetler asked for a show of hands affirming the slate of volunteers. The volunteers were affirmed.

**Spending Plan** Lotus Hershberger introduced the proposed 2019 Spending Plan. He began by giving thanks for the donations which have put us close to breaking even in 2018. He drew our attention to the communication about finances that has been available in the bulletin. He also emphasized that the spending plan is what we agree to do for financial gifts, but that it is a small part of all the gifts offered for the mission of this church.

Several questions were asked about the proposed spending plan. A summary of the questions, answers and comments is provided below. The detail of these questions is on the CD recording in the church office.

- 1) Why doesn't the church pay for a Health Saving Account for Bryan? (Bryan does not work enough hours per week to receive Corinthian Plan health insurance. A person who is not on our health insurance cannot by law have an HSA provided by us.)
  - a. If someone is averaging 28 hours, it should be a mission of this church to make that happen so he can qualify.
- 2) Are there funds in the Campus Use Plan for plantings in the West Berm? (There is a plan for the plantings of the West Berm, and it was delayed to kill the thistles and then delayed again because of the roof change. However, the West Berm is not funded out of the Campus Use Plan).
- 3) The Corinthian Plan costs include Mutual Aid for congregations which cannot fund a pastor by themselves.
- 4) What is experience-based feedback? (It is a process by which programs of the church are evaluated. The groups often meet right after Sunday School and the funds are to provide snacks.)
- 5) For 2020 planning, could we please consider additional mission opportunities locally? (The Spending Plan Task Force recommended that we examine spending on local and non-local mission, and we will be doing that in 2019.)
- 6) Please refresh my memory on the ownership of Maple Lawn. (Maple Lawn was sold and now is for-profit. The cottages are still church related. Part time chaplaincy is provided by Dennis Kennel. What we are giving goes to the financing of that particular ministry.)

- a. We should consider changing the name of the account to chaplaincy.
  - b. There has also been a change in ~~ownership~~ management\* at Meadows. Earlier in the year at Mercy Creek there was a transfer of ministry from Meadows Mennonite to Franciscan communities. At Meadows, just within the last month, we have signed a new management agreement to take over the operation of Meadows. Meadows will continue as a faith-based community for at least the next year, and will continue chaplaincy services.
- 7) What is Ministry Support being used for? (This started with the Mennonite Mission Network ministry of Wayne and Lois Hochstetler and has continued by assisting Lydia Wilson in her campus ministry in Spain. It has also helped pay for spiritual direction training for Lynn Reha.)
  - 8) Could someone speak to the decision to take Junior High students to conference? (The program has been enhanced, the conference is closer, and it is good to expose kids at a younger age)
  - 9) What is the projection of the time that we will need to pay the \$13,000 costs to the LLC for roof and electricity? (Seven years)

**Closing** Wayne reminded us that budgeting is a process and asked the congregation to please give your questions and comments to the Financial Stewardship Committee so that you are prepared to vote on the budget in January. Wayne thanked all for allowing him to be the congregational chair. He closed the meeting in prayer at 2:10.

\*Corrected in December 11, 2018 Board Meeting

## **Lead Pastor Pastor Tim Schrag**

I look back on 2018, my last full year as pastor at Mennonite Church of Normal, as an interesting and sometimes perplexing mixture of challenges, blessings, and fulfilling ministry experiences. The congregation continued with the 'usual' aspects of congregational life and ministry (detailed in the committee reports). My primary roles again were preaching, administration, and pastoral care.

But beyond these usual elements of congregational life, 2018 found MCN dealing with things out of the norm. To wit, continuing to process the ramifications of a staff transition, exploring a formal stance on inclusion for LGBTQ persons, taking first steps to prepare for the 2019 departure of two long-tenured pastors, making a major decision about solar energy on our campus...these are some examples of what enlivened MCN life in 2018. Within this context, I sought to find ways to give steady leadership and supportive pastoral care to all. As I enter into my last year, I would pray for the wisdom and insight to "finish well", without trying to impose my wishes on MCN for the time following my departure.

An important event for me in 2018 was a two-month sabbatical leave. In part the goal of this time was to give myself a time of restful space, after a season of higher-than-usual demands on my emotional and spiritual resources. An equally important goal was to ponder and pray about my remaining time here as pastor. And still a third goal was to enact a 'test run' of living with Sue in an RV, pursuant to the 'retirement' goal of doing extended stints in voluntary service while domiciled in an RV.

I felt that the sabbatical was a success in all regards. I am so very grateful for a congregation which cares for its leaders in this generous way.

I wish to express my deep appreciation for the many MCN persons who have given of themselves in ministry endeavors. Might I especially name those who have staff roles: Pastor Jane Roeschley, Lynn Reha, Lauren Satchwell, Chris Culbertson, and Bryan Oyer. What wonderful co-workers!

## Associate Pastor of Worship and Lay Ministries Report 2018 (Half-Time)

### Pastor Jane Roeschley

- **This half-time ministry continues to focus** on the weekly and seasonal rhythms of worship, on supporting lay ministries, and on pastoral care and administration. I work closely with Outreach Committee, Worship Committee, Cluster Leaders and Leadership Selection Committee. I meet with Pastoral Council and Church Board.
- Teaching opportunities this year included **Exploring Your Fit** in both an adult CE and Youth classes. I also fulfilled a longtime dream of offering an **Enneagram** class which gave a good number of attenders an introduction to this very helpful spiritual formation tool.
- We formally identified and blessed for service **2 trained Spiritual Directors within our congregation**, Lynette Miller and Lynn Reha, who are available to meet with people to talk about their experiences of God. Lynette and I were able to attend the Mennonite Spiritual Directors Gathering in May.
- **The Area Cluster ministries** continue even as leadership changes take place. Not traditional Small Groups, the goal of Clusters is to enhance connection and care among church attenders, especially during illness/surgery, moves, being new to the congregation and other life events. Many clusters also have times together for fellowship. Tim and I meet regularly with the Cluster Leaders. I also continue to serve as an interim Cluster Leader for the NE Cluster.
- I continue to give staff support to the **Experience-based Feedback Group facilitators**. Sessions this year included groups about Family Fun Nights and Cluster Groups. Sessions on MYF SWAP and congregational musicians are upcoming.
- As a way to continue to expand how gifts are shared in the congregation, several high school **youth were invited and trained to lead Lenten worship services**.
- Special services this year included a **re-designed Maundy Thursday** service in March, and a **sung Communion** in November and a new format for **The Longest Night Service**. We also brought back a congregational overnight **Quiet Retreat** in August in Springfield.
- I was also privileged to be the **speaker at the Illinois Mennonite Women Retreat** at Menno Haven in April.
- Serving as **Interim Lead Pastor during July-August**, while Tim was on sabbatical, proved to be energizing. I bumped up to 3/4<sup>th</sup> FTE during that time. It was a great privilege to have 5 baptisms during the summer, including my first experience with lake baptisms - such joy! Plus, I also offered a personal narrative sermon based on my learnings as a minister and as a mom about LGBTQIA+ inclusion.
- Walking with **persons in need of pastoral care** due to congregational changes, changes in their lives, the desire for spiritual direction, the experience of loss or grief, or simply needing a listening ear continues to be a deep and very holy privilege.
- **Administrative tasks** are a necessary undergirding of the work of ministry. They include scheduling, writing reports and references, responding to public requests, going to meetings, making phone calls, doing email, and ministry planning, etc. It is amazing how much time can be gobbled up with office work.
- I will be away the month of June 2019, co-leading a Celtic Pilgrimage.
- **MCN continues in my prayers** as you undertake pastoral transitions in the coming months. Change can be wearing. May God guide, provide, direct and bless.



## Membership Statistics

<b>Membership as of January 1, 2018</b>		<b>295</b>
<b>Members Gained by Baptism and/or Affirmation of Faith</b>		<b>12</b>
Matt Culbertson	July 1	
Carol Lou Eisenhardt	July 8	
Arthur Headley	August 5	
Carolyn Headley	August 5	
Charlotte Hedberg	August 5	
Jonah King	August 5	
Evan King	August 12	
Sam Warfel	August 12	
Emmanuel Kasongo	September 30	
Marlphonsia Kimbembe	September 30	
Tshitshi Tshiseleka	November 25	
Ginette Molino	November 25	
<b>Members Lost by Death</b>		<b>(4)</b>
Roymane Oyer	September 30	
Russell Oyer	March 19	
Aileen Wilson	June 7	
D. Paul Miller	November 3	
<b>Membership as of December 31, 2018</b>		<b>303</b>
<b>Births</b>		
Jozie Elaine Yoder	February 24	Parents: Courtney & Reuben Yoder

## Officers and Committee Members for 2019

Committee or Position	Affirmed Committee Members
<p><b>Church Chairperson (2) three-year terms</b> Serves as official spokesperson of the congregation; presides at Church Board meetings &amp; congregational meetings</p> <p><b>Church Board (2) three-year terms</b> Is responsible for long range planning, the division of responsibilities among the Committees, policies and overall visions, evaluation, policies for employees</p>	<p>Cindy Ropp (2021) 1<sup>st</sup></p> <p>Stephanie Company (2020) 1<sup>st</sup>  <u>Eric Miller (2019) 2<sup>nd</sup></u>            Shannon Neely (2020) 1<sup>st</sup>            Rick Satchwell (2020) 2<sup>nd</sup>  <u>Mary Ann Watkins (2019) 2<sup>nd</sup></u>            Janet Wilson (2021) 2<sup>nd</sup></p>
<p><b>Treasurer (4) three-year terms</b> Receives, holds and disburses all money on behalf of the Congregation, keeps accurate records and file periodic financial reports</p> <p><b>Assistant Treasurer</b></p>	<p>Adam Augspurger (2019) 2<sup>nd</sup></p> <p>Mary Alice Hertzler (2021) 2<sup>nd</sup></p>
<p><b>Christian Education (3) two-year terms</b> Assesses the educational needs of the congregation and develops and administers such programs as required to meet those needs</p>	<p>Chris Culbertson</p> <p>Spring Neely (2019) 1<sup>st</sup>            Shelly Nester King (2019) 2<sup>nd</sup>  <u>*Beth Reeser (2019) 3<sup>rd</sup></u></p>
<p><b>Fellowship Committee (3) two-year terms</b> Assesses fellowship needs and is responsible to provide opportunities for fellowship experiences to unite and strengthen the congregation. Seeks to bring others into the fellowship of the congregation.</p>	<p>Rick Harnish (2020) 1<sup>st</sup>  <u>Tim Kauffman (2019) 3<sup>rd</sup></u>            JB Ponnou-Delaffon ad hoc            Kristen Satchwell (2019) 1<sup>st</sup>            *Marge Weaver (2020) 2<sup>nd</sup></p>
<p><b>Financial Stewardship (3) two-year terms</b> Supervises the financial affairs of the congregation, including maintenance and development of facilities as well as stewardship promotion</p>	<p><u>Linda Clemmons (2019) 3<sup>rd</sup></u>            *Lotus Hershberger (2019) 1<sup>st</sup>            Carroll Miller (2020) 2<sup>nd</sup>            Andy Reeser (2019) 1<sup>st</sup></p>
<p><b>Outreach Committee (3) two-year terms</b> Evaluates and promotes service opportunities for persons in the church and community</p>	<p>Aaron Petri (2020) 1<sup>st</sup>  <u>*Phil Dick (2020) 3<sup>rd</sup></u>            Phylis Versteegh (2020) 2<sup>nd</sup>  <u>Dorothy Zehr (2020) 3<sup>rd</sup></u></p>
<p><b>Pastoral Council (2) four-year terms</b> Works as part of a team with the Pastors in dealing with personal, spiritual, relational and financial concerns of congregational members</p>	<p>Melika Hershberger (2020) 1<sup>st</sup>  <u>*Steve Stenger (2021) 2<sup>nd</sup></u>            Tshitshi Tshiseleka (2019) 1<sup>st</sup>  <u>Keith Unzicker (2022) 2<sup>nd</sup></u></p>
<p><b>Worship Committee (3) two-year terms</b> Working with the Pastor(s), is responsible to plan and implement worship opportunities for the congregation</p>	<p>Julie Musselman (2020) 2<sup>nd</sup>  <u>*Louise Reeser (2019) 3<sup>rd</sup></u>            Connie Reeser-Hall (2020) 1<sup>st</sup>  <u>Randy Zehr (2019) 3<sup>rd</sup></u></p>
<p><b>Youth Ministry (3) two-year terms</b> Develops, oversees, and manages the Jr &amp; Sr. High ministry</p>	<p><u>Darvis King (2020) 3<sup>rd</sup></u>            *Chellie Miller (2019) 2<sup>nd</sup>            Connie Satchwell (2019) 1<sup>st</sup>            Barry Weaver (2019) 1<sup>st</sup></p>

\* Denotes Chairperson of committee, Underline indicates last term; not eligible for re-election

**Leadership Selection Committee:** Caleb Augspurger, Mike Company, Dorothy Loepf, Pastor Jane Roeschley, Lauren Satchwell, Randy Zehr

## Church Board

The Church Board for 2018 consisted of members Eric Miller, Cindy Ropp, Rick Satchwell, Andy Hedberg, Mary Ann Watkins, Janet Wilson, and Wayne Hochstetler, as Church Chairperson. We typically met on the second Tuesday of the month. The Board has worked hard this year, and has accomplished significant results. Over the course of the year all Board members opened the meetings with worship.

This Board is committed to work with the future of the congregation in mind. The Church Board works from the perspective of the vision statement (which speaks to what we wish the congregation to be in the future) and the mission statement (which expresses how we work into that vision as a congregation), both of which were approved by the congregation in 2017. These statements provide a guiding light and direction for us. Each committee and group is also asked to work from this perspective.

2018 was the Year of the Task Forces. The Board appointed and charged five task forces with specific assignments. 1) To have consistent personnel policies to guide the Board, a Personnel Policy Task Force was created; their work is ongoing, but is expected to finish soon. 2) To address Spending Plan issues, a Financial Policy Task Force made recommendations to the Financial Stewardship Committee; next year's spending plan will reflect those recommendations. 3) To guide the work of studying our understandings of LGBTQIA+ dynamics, a Process Design Team was formed; their work will be complete by mid-year. 4) A Solar Working Group was formed to study and bring recommendations on implementing solar energy for MCN; that work is complete, and installation will proceed when suitable weather permits. 5) An Emergency Preparedness Task Force was implemented to bring recommendations to the FSC regarding the safety of MCN members during emergencies which may arise; that work is complete, and FSC will begin implementation during 2019.

The Board spent major time receiving reports from these groups and working with their recommendations. Our sincere gratitude is extended to the many individuals who have worked well and steadily on our behalf. We look forward to reaping the rewards of their work.

In addition to the work of the task forces, the Board and the MCN congregation received a request from Crosswinds Community Church in April, 2018, to rent space and to hold services in our facility. In July, 2018, this request was approved and the congregation continues to use our facility. That seems to be going well.

In July, 2018, the Board received the retirement notices from both Pastors Tim Schrag and Jane Roeschley. While these formal notices were anticipated, nevertheless they provided a new reality of the transition which lies ahead of us. In August, Central District Conference Minister Doug Luginbill met with the Board to discuss how to begin to manage the transition. The Board subsequently decided to ask the Conference to provide us with a Transitional Pastor, who will help us deal with our grief of having long-term pastors leave us, and to assist us in making necessary decisions regarding our future. The Transitional Pastor will guide us in doing the necessary work of finding a new pastor(s). A Search Committee will be formed as a result of that work.

In 2018 the Board continued to use Congregational Listening Sessions to work on specific topics. Two such sessions were held, and the feedback from them has been very valuable. Session 1 was specific to items of sexuality and provided results of the sexuality survey which was distributed. Session 2 was held on June 3 to process responses to the request from Crosswinds Community Church to rent and hold services in our facility. Both sessions provided valuable feedback which the Board used to move forward.

An important marker for the Board was our retreat held in March, 2018. The Board came together to worship and to discuss and pray about how we manage the work before us during the year to come.

Definition continues regarding the relationship between Mennonite Church of Normal (MCN) and Mennonite Residential Community (MRC). Issues of property ownership, insurance coverage, as well as usage of MRC facilities by MCN persons were clarified in helpful ways. The Board is hopeful that this relationship can continue to be fruitful into the future.

The Board is very pleased and grateful to know that certain individuals continue to hold us up in prayer, individually and as a group. We also know that many of you are interested in the work of the Board and the congregation, and we continue to solicit your feedback and support. This symbolizes the pattern of partnership which the Board wishes to have with the various members of the congregation. We solicit each of you to find a way to continue to express that relationship.

With appreciation to each of the Church Board members for their dedicated work, I submit this report.

Wayne Hochstetler, Ccongregational Chairperson

## **Pastoral Council**

Serving on the pastoral council for 2018 were Keith Unzicker, Lois Hochstetler, Melika Hershberger, and Steve Stenger as chair. Serving from the staff is Tim Schrag and Jane Roeschley.

Monthly meetings are a time of offering prayer and council to our staff, reporting on monthly contacts made to individuals and families in the congregation, as well as dealing with situational concerns with members. Mutual aid funds are granted in some situations. The planning, preparation and serving of communion several times a year as well as other rituals of our congregation are our responsibility as well.

Marge Nester, our Parish Nurse meets with us as needed as well as Lynette Miller and Chris Culbertson as they plan and developed adult Sunday School.

All on the council feel it to be and honor and privilege to serve this congregation and its leaders.

Steve Stenger, Chair

## Worship Committee

The Worship Committee shall, in conjunction with the Pastors, give oversight to the worship life of the congregation. - MCN Committee Handbook

Committee members include Jane Roeschley/pastoral staff, Cindy Ropp/chair, Randy Zehr, Louise Reeser, Julie Musselman, and Lynette Miller.

The focus of our work this year included:

- supporting the musical gifts of our congregation, especially youth musicians, accompanists, and soloists as they regularly share in our Sunday morning services. We deeply appreciate the extra time, effort, and skill involved to bring a Lenten and Advent orchestra to our worship.
- supporting the Junior, Youth, and Adult Choirs through the purchase of choral music.
- seasonal worship series: For Lent/Easter and Advent/Christmas, we plan and create worship services around a theme for the entire series. Special choral music was presented by all three choirs. As a committee we review denominational materials and decide on the focus for Lent and Advent. Then we make contacts throughout the congregation for persons we want to include in the leading of these services. A meeting with these leaders is held with the committee and Pastor Tim to brainstorm and finalize plans. These meetings have been rich with creativity and blessing and we sincerely thank all those who have participated. During Lent this year, we were thrilled to include several youth in worship leading. During Advent, we focused on the gifts God has freely shared with us. We appreciated the opportunity to, in turn, share gifts with the congregation.
- participating in a Worship Committee Retreat hosted by Julie at her home. We spent time focusing on the following:
  - intention of various practices - sharing of announcements, joys, and concerns, etc.
  - responding to congregational concerns - i.e. how we may inadvertently contribute to feelings of marginalization for various persons in the congregation because of specific worship practices, speech, etc.
  - discussed the need for closely looking at worship practices especially in light of persons identifying as LGBTQ - wanting to ensure feelings of welcome and safety
- assisting an area-wide Congregational Hymn-Sing highlighting the work of the new hymnal committee. The Worship Committee also put forth a request for funding for the new hymnals to the Financial Stewardship Committee, and we will be looking at issues related to the new hymnals in the coming year.
- co-sponsoring with Wellness Committee of a Quiet Retreat which was well-received.
- sorting through and thinning Worship materials that have gathered in various closets and spaces around the building, i.e. banners. While these many items have blessed us in their time, we recognize the opportunity to gift them to others.

The work of the Worship Committee often lies in organization of events and empowerment of individuals. I am especially grateful for the tremendous work of this committee. Much of what we do occurs behind the scenes, and significant time and energy is devoted to cultivating a spirit of holy community in our worship services. I also want to state how grateful the committee is to the support, encouragement, and follow through Pastor Jane so beautifully provides. The Holy Spirit breathes life into our worship through the gifts of all who beautifully share. We are grateful for your willingness to partner with us.

Cindy Ropp, Chair

## Children's Ministry Report

**Our goal: To lead children to love Jesus and learn from the Holy Spirit so they will live for God.**

Here's a look at some of the work in 2018 of the Christian Ed Committee, which focuses on children's ministry in our congregation.

In 2018 we. . .

- ◆ Supported, staffed and trained leaders for 4 children' Sunday School classes
- ◆ Increased the visibility and role of prayer partners, inviting them regularly into the children's classes
- ◆ Initiated a singing time for children in between church and Sunday School
- ◆ Offered 3 nights of Family Fun Night in April. The theme was Wind and Waves and families participated in singing, Bible stories and activities.
- ◆ Recruited volunteers to run a Science in the Summer SS program
- ◆ Organized summer nursing home visits for children wishing to play or sing for residents
- ◆ Offered an intro to the Bible workshop for all 3<sup>rd</sup> graders receiving their Bibles
- ◆ Offered a children's story telling time workshop for all children's story time volunteers
- ◆ Offered a baby blessing session for all parents with little ones
- ◆ Initiated intergenerational Advent Sunday School classes during December
- ◆ Redecorated the nursery and began work on the Head start hallway and alcove area
- ◆ Prayed regularly for our children and their families

We are grateful for the many amazing volunteers that have helped show God's greatness to our children in tangible ways. As we continue to focus on the awesomeness of God in all of our programming, we look forward to seeing a love for God grow in all of our children's lives.

Chris Culbertson, Children's Ministry Leader

## Fellowship Committee

Members of the Fellowship Committee this year were Kristen Satchwell, Gerry Schrock, Tim Kauffman, Marge Weaver, JB Ponnou-Delaffon (ad hoc) and Tim Schrag (staff).

It is the committee's task to offer and facilitate opportunities for fellowship that strengthen existing relationships and encourage new ones in our lives as a church family and community.

The committee organized the Relief Sale celebration lunch in March, Easter breakfast in April and Christmas Eve cookie reception. Fundraising meals were prepared and served by the youth prior to congregational meeting in January and November. The traditional July 4 picnic in the park was cancelled due to scheduling conflicts.

We are grateful to the Nester and King families for hosting and turkey-roasting for the Thanksgiving carry-in. They also provided leadership for the annual church retreat at Camp Friedenswald in January. The Peaceful Woods and fellowship were delightful!

The August 12 church retreat day at Menno Haven Camp and Retreat Center was preceded by Saturday night camping for nine households. On Sunday our group of 75 worshiped (thank you Joe Culpepper and Wesley Hershberger for leadership), witnessed baptisms in the lake, played and visited.

We give many thanks to Tim Kauffman, Leroy Loepp and Diane Wiman who faithfully provide beverages and snacks for our Sunday morning fellowship time. Many thanks, also, to Lois Hochstetler (signing), youth artists (Emily Hershberger, Lexi and Nick Neely and Charlotte Hedberg) and Lynn Reha (printing) for sending birthday greetings from our church family to attendees this year.

Many among us encourage fellowship, subtle and obvious. This is a piece of life that can't be done without the village. Thank you!

Marge Weaver, Chair

## Financial Stewardship Committee

Members of our committee are as follows: Linda Clemmons; Lotus Hershberger, Chair; Carroll Miller; Andy Reeser; Adam Augspurger (Treasurer), Lynn Reha (Staff–Office Manager), and Nathan Miller, an apprentice member from January - September.

It has been a very busy year.

- Restructured the Balance Sheet to meet current accounting practices.

- Worked with AirTech and others to resolve heating and cooling problems that remain in the office and pastor's area, however issues have not yet been completely resolved.

- Appointed Andy and Adam to the Budget Deficit Task force and received their report. Some changes in the 2019 Spending Plan resulted. A larger re-evaluation of the spending plan will be undertaken in 2019.

- In an attempt to educate the congregation on where the funds from the spending plan go, we decided to place notes in the bulletin as well as set up displays related to those notes.

- Worked on emergency plans for weather and fire related issues. One training session was held. Another is needed.

- Supported Lynn Reha in her ongoing development in Spiritual Direction.

- Renewed the insurance policy with Church Mutual and included both the MRC CB and Garage/shop as those are owned by MCN.

- Received the report that the roof was declared a total loss due to hail damage. MCN has received part of the insurance pay out to date. The remainder will occur when the roof is replaced. It was decided to replace the shingle roof with a standing seam metal roof due to the solar project under consideration.

- Developed a solar project proposal with information from the Solar Working Group. That proposal was submitted to the Board and approved. The congregation also approved proceeding with the project. This includes a standing seam metal roof, solar panels on the south and west roof areas and the formation of an LLC to finance the Solar Panels and the roof under the panels. Implementation will occur in early 2019.

- Approved a working arrangement between the MCN and the SolarEnergy@MCN, LLC.

- Worked on charges for groups using the building including establishing a contract with Crosswinds Church for the fall of 2018.

- Other repairs/upgrades: Carpet in Head Start area; couches, painting & white boards in the High School room; painting in the Nursery.

- revised FSC Guidelines for Handbook

- Decided to retain the electric sign and replaced four malfunctioning LED boards

- prepared the Annual Spending Plan after receiving information from various Committees.

Thankfully all committee members will be continuing for the 2019 year.

Lotus Hershberger, Chair



## Outreach Committee

Members of the Committee: Phylis VerSteegh, Dorothy Zehr, Rochelle Augspurger for part of the year, Aaron Petri for part of the year, and Philip Dick, Chair. Jane Roeschley provided staff support.

Business this year included:

1. The Committee supported Joy Care Center's Jobs Partnership Program Prison Ministry. Phil represents the Outreach Committee on the Joy Care Center Board and has coordinated quarterly gatherings where area church representatives meet and greet ex-felons. Quarterly gatherings were held at MCN on March 15 and June 21. Dr. John Baldwin, Director of the Illinois Department of Corrections, was the featured speaker at the June 21 gathering. A quarterly gathering took place on September 20 at the Mt Pisgah Baptist Church in Bloomington. The next will be December 13, at First Presbyterian Church in Normal; the speaker will be Amy Cambron from the Kewanee Life Skills Re-Entry Center. Many of the re-entry people in the Jobs Partnership program come from the Kewanee Life Skills Re-Entry Center.
2. More than 30 "Returning Citizen Care Kits were collected and given to the Joy Care Center's Jobs Partnership Program Prison Ministry with particular help from Joe and Mary Jantze.
3. The Committee worked with the Church Board, Carol Eisenbach, Andy Hedberg and Jeff Reiman to establish a Free Little Library at MCN.
4. The Committee financially supported Amos Shakya's AMBS tuition at AMBS. He is a Nepalese pastor and is instrumental in starting churches in Aurora and St. Charles, IL.
5. We financially supported the purchase of quilt supplies for Sue Schrag to make quilts for MCC and immigrant families.
6. The Committee supported the Global South Voices Project Speaking Tour which came to MCN on Monday, September 24. The tour was coordinated by MCC with help from Eastern Mennonite University and Goshen College. Speakers from El Salvador, Zimbabwe and Nepal told of the impact of global warming on their homeland and what they are doing to minimize its impact.
7. The Committee helped sponsor Quinn Wilson to go on a Christian Peacemaking Team (CPT) delegation to the West Bank of Israel from October 22 to November 5. Quinn will make a presentation about this trip at MCN at 7:00 PM on January 13, 2019.
8. The Committee contributed to the Brethren Mennonite Council for resources given to MCN.
9. The Committee contributed to the Immigration Project of B/N which is a local non-profit organization that provides legal services to immigrants living in central and southern Illinois.
10. The Committee contributed to public school teachers who attend MCN to help students in need.
11. The Committee supported the MCC Relief Sale.

12. The Committee continued to support the Widow's Cruise food drive for Home Sweet Home Ministries.
13. The Committee supported the Alternative Gifts Fair. Abby Warfel and Sophie Charles were the coordinators.

Philip Dick, Chair

## Youth Ministry

The Youth Ministry Committee had another very busy year in 2018. We continue to have consistent attendance by youth and have been blessed with devoted sponsors and volunteers for our youth programs this year.

We began the year with the Junior High and High School attending Winter Retreats at Menno Haven. These retreats are always a positive experience for the youth that attend.

Much of the early part of the year was spent with planning and logistics for the summer SWAP service trip to Hindman, Kentucky for the MYF. We had 14 high school youth participate in this impactful experience. We were fortunate to find numerous devoted volunteers that helped to make the trip a huge success. We'd like to thank Lauren Satchwell, Jeremy Haab, Marge Weaver, Adam Augspurger, David Voegtlin, and David Warfel.

Once the summer trip was completed, we turned our attention to planning for convention. MennoCon 2019 will take place in Kansas City in July 2019. In the past both JMYF and MYF attended convention, but a number of years ago the decision was made to limit the convention attendance to just MYF. After much discussion, the committee decided to include the JMYF in 2019. After convention, the committee will solicit feedback and make a decision whether to continue to offer this experience to JMYF in the future.

Our youth activities are funded by fundraising, family contributions and spending plan allocations. During 2018 much of our fundraising was done by preparing congregational meals. We have received strong positive feedback that people enjoy having the meals served at the tables by the youth and hope to continue to follow this format when possible. We'd like to thank Gerry Schrock, Rick and Connie Satchwell and Lauren and Kristen Satchwell for helping to organize these meals. We also chose to participate in the Menno Coffee fundraiser offered by the conference for MennoCon 2019 and added tea as an option. We also had a night at Pizza Ranch and a percentage of the profits were donated to the youth while they busied the tables.

- Both MYF and JMYF enjoy consistent attendance with 12-14 consistently at MYF with a potential of 25. JMYF consistently has 7-8 at JMYF with the potential of 9.

We'd like to thank those that served as sponsors in 2018. We could not function without the commitment to our youth by these dedicated sponsors.

- JMYF sponsors Darvis and Shelly King, and assistants David and Abby Warfel
- MYF sponsors Lauren Satchwell, Jeremy Haab, Mike Company, and Gabriella and David Harnish

We'd also like to thank those that have served as Sunday School teachers during the year:

- Laura Dick - Junior High
- Holly Zehr, Rick & Connie Satchwell, Pastor Jane - Senior High
- The MYF joined the LGBTQ design team class in the fall.

After completing an extensive 12-week course, five youth chose to be baptized this summer.

This year's Youth Ministry committee includes Connie Satchwell, Darvis King, Barry Weaver, Lauren Satchwell and Chellie Miller. Their devotion to the youth in our church allows us to provide quality programming throughout the year. We are grateful to the congregation for their prayers and support as we work to create enriching programming for our youth.

Chellie Miller

Lauren Satchwell

Chair, Youth Ministry Committee

Youth Ministry Leader

## Peace and Justice Committee

*There are many who are enkindled with dreamy devotion, and when they hear of the poverty of Christ, they are almost angry with the citizens of Bethlehem. They denounce their blindness and ingratitude, and think, if they had been there, they would have shown the Lord and his mother a more kindly service and would not have permitted them to be treated so miserably. But they do not look by their side to see how many of their fellow humans need their help, and which they ignore in their misery. Who is there upon earth that has no poor, miserable, sick, erring ones around him? Why does he not exercise his love to those? Why does he not do to them as Christ has done to him?*

Source: Martin Luther, from [Watch for the Light](#)

Broadly speaking, your Peace and Justice Committee spent this year encouraging one another in individual peace and justice efforts, maintaining ties and support of MCC, exploring links with fellow organization and individuals in our community, and working to inform and involve the congregation in peace and justice related issues.

Collectively and as a group, the Peace and Justice committee:

- Jobs Partnership Program Prison Ministry - Phil Dick serves on the Board of this organization and attended two graduations and a job fair for the program and reports to the Committee on the ministry. He also coordinated a presentation for representatives of area churches in March at MCN. We also hosted their quarterly meeting in June. Additionally, our group coordinated with Outreach to gather returning citizen car kits in Jan and Feb. These kits were put together by our JMYF and then distributed through Jobs Partnership and the Labyrinth programs.
- MCC Relief Sale - We ran a "Peace and Justice" booth at the sale and also served at the "Meet the Mennonites" booth. We handed out literature and served hot tea.
- Tom Neilson Concert - This event took place in April at MCN. There was moderate attendance- those attending enjoyed and appreciated his music, that speaks to a variety of social justice issues. Donations covered \$296 of the cost, and P & J covered the remaining \$124.
- Our group expressed concerns and sent a statement regarding the hospitality training that was given entitled "Greeters & Ushers- First Line of Defense at MCN." We were unable to find alternative models for issues of security, but we urged instead for a model of welcome based on Jesus' teachings.
- High School Peace Initiative - As a group, we facilitated a three week class with our junior and senior high youth in August that explored the history and meaning of pacifism in Anabaptist tradition, highlighted some alternative service experiences, and offered more information about and alternatives to military service. Additionally, we had a meeting with Barry Riley, Superintendent of the District 87 School District in June. He expressed a desire for us to serve in less confrontational ways (ie, help students with college applications) rather than being present alongside military recruiters. That has tabled the project for now.
- We co-hosted a program with Homebuilders through MCC in Sept entitled "Global South Voices," where perspectives on climate change were shared from El Salvador, Zimbabwe, and Nepal.

- We continued our membership in IPA- Illinois People's Action and their leader, Dawn Dannenbring, spoke at our Oct meeting. She shared the history and structure of IPA as well as their current initiatives and needs.
- Alternative Gifts Fair - Abby and Sophie Charles coordinated this event on November 11 and 18. There was great participation from families making displays, and just over \$20,000 was raised.
- Our group approached a few folks about serving on a CPT- Christian Peacemaker Team- and Quinn Wilson accepted. He traveled to Israel from Oct 22-Nov 5, and he will report back on his experiences to the church congregation soon.
- Abby Warfel served on the task force for Financial Concerns, set up to address objections to how the budget deficit was handled last summer. She reported satisfaction on the process, primarily because budget shortfalls will be divided among all non-essentials categories in the future, rather than just the outreach ministries as was done in 2017. The recommendations are still working their way through the church structure, however, so follow-up on this may come in the following year.
- LGBTQ- We remain concerned about this issue, feeling that Jesus models acceptance and welcome for all. In cooperation with the Wellness Committee, we sent a letter expressing this concern to the Process Design Team and Church Board. We would be interested in continuing to help in this initiative as it moves forward.
- Abby resigned as chair during this past year; we have been working together collectively to move things forward until a new chair comes along. Our Committee members are: Abby Warfel (remaining, just not as chair), John Bertsche, Henry Dick, Joe Jantze, and Secretary Phil Dick. Meredith Schroer formally resigned from our group, due to their extended visits to MN, but attends when she is able. Life changes led Gabriella Harnish to resign from our group as well. Our best thanks to Pastor Tim Schrag for his invaluable counsel. We are hoping that others in the church will feel led to join us.

Abby Warfel and Henry Dick, Peace and Justice Committee Members

## Wellness Committee

The Wellness Committee members met on a monthly basis. Those members included Marge Nester, Vivian Hubbard, Bess Desch, Sophie Charles, Gabriella Harnish, and Leah Roeschley. Due to life changes, Deb Stenger resigned from the Wellness Committee in March.

MCN was the site of two successful blood drives, one in April and one in November. There was a good mix of community members and church members that attended the drives. There are plenty of volunteers that help with the drive, extending beyond Wellness Committee members.

Marge Nester, as Parish Nurse, also continues to make frequent contacts with those who are ill in the congregation, either in person or by phone. She also performs routine blood pressure checks, however blood pressure check attendance has decreased over this year. She is also willing to provide transportation or be an additional set of ears at medical appointments. Barry Weaver retired from his medical practice this year and plans to be in touch with Marge (Nester) on how he can be of help to those with medical needs and questions.

The Wellness Committee contributed money to compensate the guest speaker for the Quiet Retreat that happened in August.

The Wellness Committee has made their support for full inclusion of LGBTQ people public to the congregation. We are in current discussion of how we can contribute to making Mennonite Church of Normal a more welcoming space.

We recently invited Carrie Fisher Stalter to consider joining the Wellness Committee. She is an RN and attended our October meeting.

Leah Roeschley, Chair

## Mennonite Women

Mennonite Women meets in the morning on the second Monday of each month, January to May, taking a break during the summer months, then again September to December. Attendance varies from 7-12 persons each meeting. Our time is used for projects, fellowship, devotions, and prayer. Most supplies are donated, and finished items go to Mennonite Central Committee, to be used where most needed.

In 2018 our women's group:

- Cut blocks and knotted comforters for MCC, with 9 completed and delivered.
- 10 Knit child-size sweaters
- Cut, sewed, and filled 65 hygiene kits
- Cut, sewed, and filled 137 school kits
- Peeled, cooked and prepared apples to be used for pies for the Relief Sale: 21 freezer bags filled
- Invited other contributions for the Relief Sale

We receive an offering at each meeting, and have paid:

- Mennonite Women USA
- MW USA for (23) Timbrel subscriptions

We also host the Resident Birthday Party in September, providing entertainment and snacks. This time, we had a guitar player, and served cookies.

In addition, some members attend the Fall Women's Retreat at Camp Friedenswald in Michigan, and Sister Care meetings whenever they happen. Some of the women also attend the Spring retreat at Camp Menno Haven.

In December, we had a Work Day for knotting comforters, and small Christmas party with refreshments, and coffee.

Our friend Hazel Yoder moved out of state to be closer to family.

Officers for 2018 include Mary Jantze, President. \_\_\_\_\_ , Vice President.  
Diane Wiman, Secretary/Treasurer. Deanna Moshier, Project Coordinator.

Diane Wiman, Secretary



## Planned Giving Committee

This Committee, established in 2010, is composed of the Church Chair, Lead Pastor, Chairperson of Financial Stewardship, and two persons appointed by the Board. At the end of 2010 the Committee distributed to all members of the congregation a brochure entitled “Planned Giving Fund” which outlines the structure and plans for handling endowments as well as other planned gifts to the Mennonite Church of Normal.

Included in the brochure was a statement of purpose for a Planned Giving Fund at the Mennonite Church of Normal. Such a fund is

- To provide for the receipt of gifts both for purposes of endowment and other planned gifts by having a plan that is coordinated with our total stewardship ministry.
- To promote faithful Christian stewardship of all resources, present as well as accumulated, by encouraging personal wills and estate plans that reflect concern for and participation in God’s work through our congregational ministries.
- To encourage gifts of accumulated assets and to enhance the mission of our congregation beyond that which is supported through regular giving.

During 2017 the Committee undertook a revision of the original guidelines primarily due to the changes in MCN structure of a few years ago. At the end of 2017 those revised guidelines have been submitted to the MCN Board for approval. The brochure will also need some revision if the revised guidelines are approved.

The changes in the original guidelines have been approved by the Church Board and some revisions have been made in the brochure. Although the task was not completed in 2018, hopefully it will be done early in 2019. When the new brochure is complete, we will ask to do a Ministry Moment to make people aware of the Committee’s work as well as report on the receipt of any recent planned gifts.

The Committee stands ready to speak with individuals or small groups about endowments, bequests and other planned giving. Contributions and plans for contributions are welcome at any time. The Committee welcomes questions, inquiries and conversations about the idea of planned giving, why one might consider such and who could assist one in working out the details of such gifts.

Lotus Hershberger, Chair

## Homebuilders

Homebuilders remained active this year under the direction of Terry Wiebenga and Lotus Hershberger. Seven events occurred during the year, four in the spring and three in the fall.

They were as follows:

1. Jan 21, 2018. The speaker was Ben Webb who is running for the Illinois House of Representatives in the 105<sup>th</sup> District.
2. Feb 18, 2018. The speaker was Matt Harms who told the story of his time in the Middle East and Israel with photos and video.
3. March 25, 2018. The speaker was Jill Blair who is running for the Illinois House of Representatives in the 88<sup>th</sup> District.
4. April 29, 2018. The speaker was Madeleine Callahan taking and showing items about the St John's Bible which is a recent hand written and decorated Bible.
5. Sept 24, 2017. Co-sponsored the event from The Center for Sustainable Climate Solutions (CSCS) and MCC with partners from El Salvador, Zimbabwe and Nepal.
6. Oct 7, 2018. Co-sponsored a showing of the 90 minute film *Is There a Lesson? 45 Years on the Anabaptist trail* with John Ruth and TourMagination.
7. Nov 18, 2018 Wayne and Lois Hochstetler offered a program of pictures and comments about their recent trip to Russia.

Although attendance has been small, the programs have been interesting and informative to those present. Suggestions for possible programs are always welcome.

Lotus Hershberger and Terry Wiebenga, Coordinators

## **Cemetery Trustees**

In 2018, two of the early Cemetery supporters and plot owners passed: Russ Oyer and D. Paul Miller.

The trustees met briefly from time to time during the year to address specific issues, mostly of a maintenance nature. Two official meetings were called on May 5 and November 4.

Maintenance issues included care of the new trees planted last fall, which seem to have gotten a good start with plenty of watering during dry seasons and other work with all the trees. This was done by Trustees since the workday had to be cancelled. The only expenditure was to Wettstein Wildlife Services who worked for August through December to eradicate voles and moles who had invaded a good bit of the Cemetery. The other expenditure was for mowing and weed control thanks to Mannie Oyer and Leroy Loepp.

A new row on the West end of the plots has been opened to accommodate more options. Present cost of plots is \$400. The Church Board asked for an appraisal of the Cemetery stones, etc. for insurance purpose. Pontiac Stone estimate the value of stones, etc to be \$90,000.

Terms of John Reimer, Ron Ropp and Steve Stanger end this year and are eligible to renew. Phil Dick, Mannie Oyer, and Mary Jantze terms run through 2021.

Ron Ropp, Chair

## **Student Mutual Aid Program (SMAP)**

The most visible part of the SMAP program continues to be the fund-raiser held each summer. This year we gathered June 9, 2018 at Eric and Chellie Miller's. We enjoyed an evening of delicious food, fellowship, singing, reports from current students and of course pledging. We needed to raise ~ 56,000. We pledged ~ 47,000. At the writing of this report we had raised over 58,000. We continue to support all college students throughout the year and plan to send a yearly care package. If you need an update on who of our young people are in college take a look at the bulletin board in the Library. This year from our congregation we sent five students to Mennonite colleges; Meredith Satchwell (Senior) and Ryan Miller (Junior) and Clara Unzicker (Sophomore) returned to Goshen College adding Josh Friesen (Freshman) to their fold as well. Josh did not need any congregational monetary support because he earned one of the Presidential scholarships ☺. Bluffton University continues to be represented by Caitlin Haab (Senior). Costs continue to increase modestly but we do have the opportunity to have many students in the future. I would like to thank the existing committee members: Mary Dyck, Annette Harnish, Katie Driscoll, Chellie Miller, Mark Roeschley and Darvis King. I want to continue to offer my thanks to everyone that helps this program to thrive as we continue to plan for this program to be around for a long time!

Darvis King, Chair

**Mennonite Church of Normal Balance Sheet**  
**Consolidated-For the Year Ending December 2018**

BANK ACCOUNTS	1050	
CHECKING ACCOUNTS	1100	
General Ckg-Heartland Ban	1120	\$151,570.74
SAVINGS ACCOUNTS	1200	
Money Mkt-1st St.Bk-0.30%	1210	98,792.48
Subtotal Bank Accounts	1050	250,363.22
TOTAL ASSETS		\$250,363.22
DESIGNATED FUNDS	2099	
SPECIFIC PURPOSE FUNDS	2100	
SMAP Fund	2103	7,627.70
Cemetery Fund	2104	9,070.40
Mennonite Women	2105	790.57
Ministerial Prep Fund	2106	80.01
MDS Trips Fund	2107	10.00
CPT Trips Fund	2108	2,114.35
Organ/Piano Maint. Fund	2129	<u>9,490.68</u>
Subtotal Specific Purpose Funds	2100	29,183.71
OTHER DESIGNATED FUNDS	2300	
Cap Imprv & Repair Escrow	2302	29,325.96
Sunday School Offering	2305	717.97
Missional Giving Fund	2306	4,359.03
MYF Reserve	2308	8,428.83
JMYF Reserve	2309	874.43
Campus Enhancement Escrow	2311	13,213.08
Roof	2312	41,122.02
Mutual Aid-Miscellaneous	2320	5,576.74
Above Budget - MCC	2351	18.12
Accr'd Ministry Support	2352	3,424.96
Planned Giving Funds	2356	6,000.01
Misc. Designated Funds	2361	-1,103.29
Special Registration	2361-100	34,131.01
Subtotal Misc. Designated Funds	2300	33,027.72
Subtotal Other Designated Funds	2099	146,088.87
MEMORIAL FUNDS	2400	5515.93
TOTAL LIABILITIES		180,788.51
NET ASSETS		
Unrestricted Net-Current	3110	\$17,764.95
Unrestricted--Prior Years	3120	51,809.76
TOTAL NET ASSETS		69,574.71
TOTAL LIABILITIES AND NET ASSETS		\$250,363.22

## Funds Received and Disbursed in Addition to Budget

DESIGNATED FUNDS	Balance 01/01/2018	Debit	Credit	Balance 12/31/2018
<b>SPECIFIC PURPOSE FUNDS</b>				
Student Mutual Aid Program (SMAP)	4,928.77	77,115.56	79,814.49	7,627.70
Cemetery Fund	9,671.80	850.00	248.6	9,070.40
Mennonite Women	147.21	854.64	1498	790.57
Ministerial Prep Fund	80.00	0.00	0.00	80.01
MDS Trips Fund	10.00	0.00	0.00	10.00
CPT Trips Fund	4,553.17	2,438.82	0.00	2,114.35
Organ / Piano Maintenance	8,967.61	0.00	523.07	<u>9,490.68</u>
<b>Subtotal - Specific Purpose Funds</b>	<b>28,358.56</b>	<b>81,259.02</b>	<b>82,084.16</b>	<b>29,183.71</b>
<b>OTHER DESIGNATED FUNDS</b>				
Capital Improve. & Repair Escrow	21,130.85	10,670.06	18,865.17	29,325.96
Sunday School Offering	266.12	5.58	457.43	717.97
Missional Giving Fund	4,348.37	0.00	10.66	4,359.03
MYF Fundraising Reserve	1,570.47	3,505.23	10,033.59	8,098.83
MYF Family Contribution	345.00	2,645.00	2,630.00	330.00
JMYF Reserve & Family Contrib.	574.43	310.00	610.00	874.43
Campus Enhancement Escrow	13,213.08	0.00	0.00	13,213.08
Roof	0.00	12,800	53,922	41,122.02
Mutual Aid - Miscellaneous	2,520.91	2,101.75	5,157.58	5,576.74
Prepaid 2018 Contribution	19,000.00	19,009.88	9.88	0.00
Accrued N-Local 1 <sup>st</sup> Fruits	152.80	112,106.04	111,953.24	0.00
Above Budget MCC	18.12	0.00	0.00	18.12
Accrued Ministry Support	3,310.00	3,885.00	3,999.96	3,424.96
Planned Giving Funds	8,000.01	2,000.00	0.00	6,000.01
<b>Miscellaneous Designated Funds:</b>				
Periodicals	325.53	1244.83	1,278.00	358.70
Relief Sale Quilts	150.00	6,650.00	6,500.00	0.00
Alternative Gifts Fair	0.00	20,618.00	20,618.00	0.00
Funeral and other Meals	6.81	354.51	347.70	0.00
Quilt Blocks for MCC	-40.00	0.00	40.00	0.00
HAAQG and Wild Ones A/V	115.00	295.00	180.00	0.00
Menno Haven Sunday	-96.83	905.17	1002.00	0.00
Miscellaneous	-11.99	1,677.40	1,689.39	0.00
Victim Offender Rec. Proj.	1,113.00	0.00	0.00	1,113.00

Camp Friedenswald Weekend	-2,420.00	3,030.00	2,655.00	-2,795.00
Peace and Justice Project	612.00	612.00	0.00	0.00
Adult CE Books	102.19	450.81	348.62	0.00
Immigrant Children	0.00	650.00	650.00	0.00
North Main Cluster Project	12.57	12.57	0.00	0.00
Special R Project	0.00	0.00	220.00	220.00
Sister Care	56.60	56.60	0.00	0.00
<b>SubTotal Miscellaneous Projects</b>	<b>-75.12</b>	<b>36,556.89</b>	<b>35,528.71</b>	<b>-1,103.29</b>
Special Registration	3,326.22	23,010.25	53,815.04	<u>34,131.01</u>
<b>Subtotal Misc Designated Funds</b>	<b>3,251.10</b>			<b>33,027.72</b>
<b>MEMORIAL FUNDS</b>				
Doug Poag	300.00	0.00	0.00	300.00
Alta Litwiller	1,267.00	0.00	0.00	1,267.00
Royale Diveley	1,748.49	0.00	0.00	1,748.49
Rachel Zehr	685.44	0.00	0.00	685.44
Gerlof Homan	275.00	0.00	0.00	275.00
Aileen Wilson	0.00	0.00	180.00	180.00
D. Paul Miller	0.00	470.16	1530.16	1,060.00
Subtotal - Memorial Funds	4,275.93	470.16	1710.16	5,515.93
Subtotal Designated Funds	110,335.77			146,088.87
<b>TOTAL LIABILITIES</b>	<b>113,169.10</b>			<b>180,788.51</b>
<b>NET ASSETS</b>				
<b>Unrestricted Net—Current Year</b>	<b>3,878.00</b>			<b>17,764.95</b>
<b>Unrestricted -Prior Years</b>	<b>47,553.64</b>			<b>51,809.76</b>
<b>Unrestricted Net Assets</b>				<b>69,574.71</b>
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>164,600.74</b>			<b>250,363.22</b>

**Mennonite Church of Normal  
Income/Expense & Spending Plans 2018 & 2019**

		2018 Actual	Budget %	2018 S. Plan	2019 Prop. S. Plan
<b>INCOME</b>					
	Unified Spending Plan	\$479,595.68			
	Tapes/CD's Sold	15.65			
	Use of Church Building	9,312.00			
	Janitor Svc - Head Start	3,432.60			
	Janitor FICA - Head Start	262.61			
	Janitor Supps -Head Start	1,052.39			
	Waste Pick-up -Head Start	619.10			
	Family Fun Night	-27.18			
	Interest Income	52.85			
	Miscellaneous Income	114.37			
	<b>TOTAL INCOME</b>	<b>494,439.07</b>			
<b>EXPENSES</b>					
<b>BUDGETED EXPENSES</b>					
<b>MUSIC AND WORSHIP</b>					
	Honorariums	700.00	175.00%	400.00	1300.00
	Worship Materials	650.31	130.06%	500.00	600.00
	Music License & Sbscprtns.	56.00	28.00%	200.00	100.00
	Projects	128.70	64.35%	200.00	1200.00
	Junior Choir	0.00	0.00%	150.00	150.00
	Choir & Accomp. Music	856.81	85.68%	1000.00	1,000.00
	Organ/Piano Tunings	795.00	63.86%	1,245.00	1,350.00
	<b>SUBTOTAL MUSIC &amp; WORSH.</b>	<b>3186.82</b>	<b>86.25%</b>	<b>3,695.00</b>	<b>5,700.00</b>
<b>EDUCATION</b>					
	Background Screening	5.75	11.50%	50.00	50.00
	S. S. Materials	1592.05	75.81%	2,100.00	2,100.00
	S. S. Supplies	290.12	116.05%	250.00	250.00
	Nursery Staff Person	3,823.62	109.25%	3,500.00	4,000.00
	Nursery Supplies	64.13	128.26%	50.00	50.00
	Family Fun Night	230.07	57.52%	400.00	400.00
	Teacher Appreciation	0.00	0.00%	125.00	125.00
	Children's Ministry	1281.70	64.09%	2000.00	2000.00
	<b>SUBTOTAL EDUCATION</b>	<b>7287.44</b>	<b>85.99%</b>	<b>8,475.00</b>	<b>8,975.00</b>

YOUTH MINISTRY				2018 Actual	Budget %	2018 S. Plan	2019 Prop. S. Plan
			MYF - Activities	6,945.48	78.04%	8,900.00	8,000.00
			MYF - Transportation	2,331.97	64.78%	3,600.00	3,600.00
			Christian Education	172.41	57.47%	300.00	300.00
			Sponsor Training	0.00	0.00%	100.00	100.00
			JMYF - Activities	801.44	30.82%	2,600.00	4,900.00
			JMYF - Transportation	288.56	28.86%	1,000.00	1,500.00
			Discipleship Materials	213.06	85.22%	250.00	250.00
			Youth Ministry Comm. -Misc.	114.12	28.53%	400.00	400.00
			Youth Pastor Misc.	97.84	32.61%	300.00	300.00
			<b>SUBTOTAL YOUTH MINISTRY</b>	<b>10,964.88</b>	<b>62.84%</b>	<b>17,450.00</b>	<b>19,350.00</b>
			<b>CHURCH BUILDING</b>				
			Electric Sign Maintenance	3,654.00	146.16%	2,500.00	2,500.00
			Janitor Service	19,423.28	126.95%	15,300.00	16,000.00
			Janitor FICA	1,480.90	126.57%	1,170.00	1,250.00
			Janitor Supplies	1,903.09	115.34%	1,650.00	1,750.00
			Maintenance & Minor Repairs	3,760.50	156.69%	2,400.00	3,000.00
			Equipment	3,412.70	85.32%	4,000.00	4,000.00
			Electricity	7,220.32	111.08%	6,500.00	7,500.00
			Natural Gas	5,569.66	107.11%	5,200.00	5,500.00
			Water & Sewer	2,657.94	126.57%	2,100.00	2,500.00
			Waste Pick-up	1,849.52	88.07%	2,100.00	2,100.00
			Telecommunications	4,559.94	120.00%	3,800.00	4,000.00
			Insurance	9,847.00	89.52%	11,000.00	11,000.00
			Snow Removal	1,834.98	152.92%	1,200.00	1,200.00
			Cap Improvement & Repair	16,807.99	100.05%	16,800.00	18,000.00
			Mowing & Ground Care	2,677.23	89.24%	3,000.00	3,000.00
			FSC Miscellaneous	500.00	0.00%	0.00	0.00
			Campus Enhancements	0.00	0.00%	0.00	1,000.00
			<b>SUBTOTAL CHURCH BLD.</b>	<b>87,159.05</b>	<b>110.72%</b>	<b>78,720.00</b>	<b>84,300.00</b>
			<b>FELLOWSHIP</b>				
			Fellowship Supplies	1,300.31	144.48%	900.00	1,100.00
			Church Dinners	558.39	79.77%	700.00	500.00
			Miscellaneous	178.93	59.64%	300.00	300.00
			<b>Camp Events</b>				<b>100.00</b>
			<b>SUBTOTAL FELLOWSHIP</b>	<b>2,037.63</b>	<b>107.24%</b>	<b>1,900.00</b>	<b>2,000.00</b>



				2018 Actual	Budget %	2018 S. Plan	2019 Prop. S. Plan
			<b>STAFF AND ADMINISTRATION</b>				
			Salaries	169,347.46	97.49%	173,707.00	164,099.00
			FICA	3,335.25	90.66%	3,679.00	3,967.00
			Pension	14,172.96	113.03%	12,539.00	11,224.00
			Life, AD & D & LTD Insurance	1,272.74	80.86%	1,574.00	1,109.00
			Medical Insurance	34,922.53	83.34%	41,906.00	35,259.00
			Car Allowance Lead Pastor	1,523.82	89.64%	1,700.00	1,700.00
			Car Allowance Wor. Pastor	577.49	52.50%	1,100.00	1,100.00
			Car Allowance Youth				250.00
			Continuing Ed Lead Pastor	1,559.05	86.61%	1,800.00	1,800.00
			Continuing Ed Wor. Pastor	899.81	74.98%	1,200.00	1,200.00
			Continuing Ed Youth Ld				250
			Conference Expense	326.52	32.65%	1,000.00	5,000.00
			Health Savings Account	6,270.14	99.99%	6,208.00	3,279.00
			Office Expenses	4,463.52	127.53%	3,500.00	3,750.00
			Direct Giving Fees	1,496.69	99.78%	1,500.00	1,500.00
			Retirement				4,000.00
			<b>SUBTOTAL STAFF &amp; ADMIN</b>	<b>240,104.98</b>	<b>95.31%</b>	<b>251,913.00</b>	<b>239,487.00</b>
			<b>CONGREGATIONAL NURTURE</b>				
			Adult CE Materials	482.57	48.26%	1,000.00	1,000.00
			Library	277.80	92.80%	300.00	1,000.00
			Camperships	380.00	30.40%	1,250.00	1,500.00
			Pastoral Council	179.33	35.87%	500.00	500.00
			Wellness	0.00	0.00%	400.00	400.00
			Laity Training	650.00	130.00%	500.00	1,000.00
			Cluster Group Support	152.08	21.73%	700.00	700.00
			Experienced-Based Feedback	0.00	0.00	200.00	200.00
			<b>SUBTOTAL CONG. NURTURE</b>	<b>2,121.78</b>	<b>43.75%</b>	<b>4,850.00</b>	<b>6,300.00</b>
			<b>LOCAL OUTREACH/MISSION</b>				
			Outreach	6701.50	74.46%	9,000.00	9,000.00
			Indigent Assistance	90.80	22.70%	400.00	400.00
			Peace and Justice	923.00	30.77%	3,000.00	2,500.00
			<b>SUB FRST FRUITS - LOCAL</b>	<b>7,715.30</b>	<b>62.22%</b>	<b>12,400.00</b>	<b>11,900.00</b>

				2018 Actual	Budget %	2018 S. Plan	2019 Prop. S. Plan
			<b>NON-LOCAL OUTREACH/MISSION</b>				
			Mennonite Mission Network	45,810.00	100.00%	45,810.00	46,726.00
			IL Mennonite Conference	15,053.98	100.00%	15,054.00	15,355.00
			Central District Conf	15,053.98	100.00%	15,054.00	15,355.00
			Menn Education Assoc MEA	15,599.04	100.00%	15,599.00	15,911.00
			Menn Central Comm MCC	3,953.04	100.00%	3,953.00	4,032.00
			Menno Haven Camp	4,106.04	100.00%	4,106.00	4,188.00
			Camp Friedenswald	4,106.04	100.00%	4,106.00	4,188.00
			Maple Lawn Homes	918.96	100.00%	919.00	937.00
			Meadows Mennonite Home	1,838.04	100.00%	1,838.00	937.00
			Christian Peacemaker Teams	1,838.04	100.00%	1,838.00	1,875.00
			MennoMedia	1,838.04	100.00%	1,838.00	1,875.00
			Menn Disaster Service MDS	1,838.04	100.00%	1,838.00	1,875.00
			Ministry Support	3,999.96	100.00%	4,000.00	4,000.00
			<b>SUB. FST. FRTS: NON- LCAL</b>	<b>115,935.20</b>	<b>100.00%</b>	<b>115,953.00</b>	<b>117,254.00</b>
			<b>TOTAL EXPENSES/Spending Plans</b>	<b>476,531.08</b>	<b>96.20%</b>	<b>495,356.00</b>	<b>495,266.00</b>
			<b>EXCESS INCOME\EXPENSES</b>	<b>17,907.99</b>	<b>-3.62%</b>		

### Audit

Financial Stewardship Committee

Mennonite Church of Normal

A review of Financial Statements and supporting records was made along with various documents related to the year ended December 31, 2018. Bank statements and related records were reconciled to MCN records and ledgers. With the exception of two or three relatively small amounts, statements and records were reconciled to bank balances. These records, in turn agree with financial statements presented to members of MCN.

A limited in scope review of income/offering and expense records was performed. This review showed thorough, well maintained supporting records.

Robert L. Kauffman, Auditor

January 8, 2019

## Mennonite Residential Community (MRC)

Members of the 2018 MRC Board include: Larry Schrader (chairperson), Terry Wiebenga (vice-chairperson), John Gundy (secretary), Bob Kauffman (treasurer), Roger Clemmons, Dorothy Loep, Julie Musselman, Larry Reeser, and Marilea White. Five members of the board are appointed to five-year terms by the Mennonite Church of Normal. Four members are elected to four-year terms by the MRC Residents Association.

Major accomplishments for 2018 include:

- The MRC Handbook has been revised, and will be distributed soon. Some important revisions were approved by the Board. Rules for use of the MRC Community Building (MRC CB) were clarified. MRC residents are encouraged to review the revised Handbook
- Waiver of liability forms were approved by MRC and MCN Boards, and must be signed by each user of the shop before using shop equipment. General Woodworking and Woodshop Safety Rules were adopted.
- Job Descriptions of MRC Employees have been completed and will be added to the MRC Handbook.
- The board continues to discuss solar energy for the MRC community. Community Solar appears to be our best option, as we lack space for solar arrays on the MRC property. With Community Solar, the solar arrays will be owned and installed on a third party's property, and connected to the Ameren grid. Electricity will be provided to MRC residents at a reduced cost. Currently, the board is waiting on more information on Community Solar options for MRC. A Solar Working Group for MRC will be appointed.
- Several dead or dying trees were removed from the campus, numerous trees were pruned, and several trees will be replaced.
- Concrete repair/replacement of selected driveways has been completed.
- Jan Gundy, Jim Bortell, and Jeff Overright have continued planning for work on the Nature Preserve using native plants, shrubs and trees. In May, Jan presented a document titled MRC Pollinator Nature Preserve. In June, the Board approved the Nature Preserve Plan and authorized implementation of the Plan.
- Some new furniture was added in January to the lower level of MRC CB.
- A new contract was negotiated with Comcast to provide High Definition (HD) service for about \$82 per month beginning January 1, 2019. New HD boxes were installed in each unit.
- Three new signs were installed at entrances to announce that No Solicitors are permitted on MRC property.
- The Board authorized extension of the retaining wall behind the MRC shop and garage.
- The Board adopted a policy about use of mulch around trees at MRC. Comanagers are to be consulted for approval before spreading mulch.
- A policy was established to send a \$50 memorial to honor past MRC residents who pass away.
- Kathy Hollenbeck will no longer be serving as custodian for the MRC CB. Bryan Oyer assumed those responsibilities during November, 2018.
- Julie Musselman (MCN) has completed her first term and has agreed to continue for a 2nd term.
- Marilea White (MRCRA) completed her term, and will be replaced by Barb Teuscher (MRCRA).
- Board members Marilea White and Roger Clemmons served as a nominating committee for 2019 officers. They presented the following slate of nominees, who were elected: Larry Schrader—Chairperson; Dorothy Loep—ViceChairperson; Terry Wiebenga—Secretary; and Bob Kaufman—Treasurer.
- Thanks to Manny Oyer, Larry Reeser, and Paul Watkins for the maintenance of the MRC, Larry Reeser and Paul Watkins for management expertise, and Lotus Hershberger and Linda Clemmons for handling financial matters. Thanks also to all MRC Board Members who have served faithfully during 2018.

The MRC Board is thankful for an active, healthy, and caring group of residents to serve. Applications to reside in the MRC are received on a regular basis. Highest priority is given to members of the Mennonite Church of Normal. Second in priority—retired pastors and missionaries; third—Mennonites from surrounding churches; and fourth— members of the community with similar values.

Ask MRC board members for additional information regarding the community.

Larry Schrader, Chair

## Heartland Head Start

We would like to say, “Thank You” to the Mennonite Church for allowing our classroom to have a home in your church. We truly appreciate the beautiful classroom and facilities. We have large areas to play and learn, both inside and outside. There have been many children and families who have been able to benefit from the generosity the Mennonite Church has provided in the 20 plus years of partnership between Heartland Head Start and Mennonite Church.

Heartland Head Start enhances the lives of children and families by providing a comprehensive child and family development program for 3-5-year-old children and their families who meet the federal guidelines in McLean and Livingston counties in Central Illinois.

Our preschool program is designed to improve each child’s quality of life, learning and health, while providing services that empower the entire family along with their communities. Heartland Head Start utilizes staff, parents and community resources to provide services in the areas of education, mental and physical health, disabilities, nutrition and social behaviors for our children and their families. We now have several options for families to choose from for their child’s attendance at Heartland Head Start, full-day, school day or part-day.

Heartland Head Start also offers Early Head Start services, which serves infants and toddlers, as well as pregnant moms. We currently have 4 EHS classrooms, these classrooms are full day classrooms. We have also implemented a Home-Based Program, the Parent Child Educators work with families and children in their homes a couple of times a week. These families and children receive the same services as the children who are in a classroom.

This year our classroom at Mennonite Church of Normal has returned to a double session classroom. We have 17 children attend in the morning and 17 different children come to school in the afternoon. Last year we were a school day classroom that served 20 children daily. Last year we offered services to approximately 14 less families than previous years. North Normal has several areas where there are many families who are eligible for Head Start services. Since this is our only classroom in Normal the decision was made to return to the double session, in order to serve more children. We still serve ages three, four and five years, and their families. Our teaching team this year: Aimee Wright, lead teacher and Jennifer Whitman, teacher assistant. Jennifer and Aimee have worked together for several years and this is our year 6th year at this site. Laura Thirtyacre is the Family Resource Advocate for our classroom. Currently we do not have a classroom assistant.

Finally, I would like to extend an invitation to each one of you to join us. We are always looking for volunteers in our classroom, especially those who would like to read to the children in a small group.

Aimee Wright, Lead Teacher