

Annual Reports - 2015

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

Annual Congregational Meeting

Sunday, January 31, 2016

1:00 p.m.

1. Opening and Prayer Wayne Hochstetler
2. Report on Congregational Vote to Extend Pastor Tim's Term of Service
3. Pastoral Reports
4. Financial Stewardship Report
 - A. 2015 Spending Plan results
 - B. Approval of 2016 Spending Plan
5. Acceptance of Church Reports
6. Report from Church Board Chair
7. Other Reports
8. Comments and Announcements
9. Adjournment

Staff

Lead Pastor - Tim Schrag

Associate Pastor - Jane Roeschley

Associate Pastor - Matt Hickman

Administrative Assistant - Lynn Reha

Custodian - Bryan Oyer

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Annual Congregational Meeting
Sunday, January 18, 2015
Meeting Minutes

Call to Order and Opening Lotus Hershberger opened the meeting at 1PM. He read John 1: 1-11 and reflected on that passage.

Pastoral Reports Pastor Tim Schrag made himself available to the group for questions about his report, and reflected on the congregation's being on the other side of change. Pastor Jane Roeschley made herself available to the group for questions about her report.

Acceptance of Church Reports Errors on pages 14 and 26 were noted. Lynn Reha will correct. Ron Ropp reported about improvements to cemetery. Questions about Victim Offender Reconciliation Program (VORP) were referred to Laura Dick; John Bertshe reported on meeting with States Attorney concerning VORP. Mary Dyck moved that the Reports be accepted, Gail Fisher seconded the motion; the Reports were accepted.

Financial Stewardship Lotus Hershberger displayed and reported on the 2014 Spending Plan results and the proposed 2015 Spending Plan. Bess Desch moved that the 2015 Spending Plan be approved, Marge Weaver seconded the motion and the group passed the motions.

Reports to Congregation

1. **Youth and Young Adults attending World Conference** The group supports and encourages high school youth (2-3) and younger adults (2-3) to attend MWC July 21-26, 2015 in Harrisburg, PA. One comment encouraged us not only to send our own, but also to spend some money on youth from other countries who might not have the resources. It was pointed out that mentoring before they go, supervision on the trip and accountability after they return should all be encouraged. Testimony from previous attenders at World Conference indicated that this could be a life-changing event. The group indicated a willingness to contribute financially, and \$3000 was mentioned as a goal amount. The Church Board will figure out the logistics of funding raising.

2. Some Church Board activities over the next months

- i. **Pastoral Evaluation** Lotus reviewed the current process of Pastoral Evaluation and timing, and indicated that the Board is looking at a more formative evaluation mid-term (2.5 years)
- ii. **Leadership Selection** It was noted that this group has a lot of responsibility and influence. The Board will be looking at the leadership selection process with the goal to include more voices in the selection process.
- iii. **Congregation meeting times** These are not yet announced but will be forthcoming from Church Board

Heartland Head Start Affirmation

1. Marge Weaver reported on Head Start. Head Start is 50 years old, and there was a project in this area 50 years ago. Lauren Satchwell, Family Resources Advisor for Heartland Head Start, also spoke about how important this facility is for Head Start. We affirmed continued support for Head Start using the building.

2. Playground equipment is outdated, does not meet standard, and creates a liability for MCN. We have asked Head Start to remove the old playground. The new spot for a playground will be near the Head Start entrance.

Comments and Announcements

1. IMC conference leadership meeting will be February 6 & 7 at Menno Haven
2. CDC Conference is postponed.
3. Tim Schrag commented on building use by outside groups, including gratitude that we can share what has been given to us.

Adjournment The meeting was adjourned with prayer led by Jane at 1:55.

Minutes submitted by Lynn Reha

Congregational Meeting/Worksession Minutes
May 17, 2015

Opening Lotus Hershberger opened the meeting at 1:00 pm with reflections on conflict and reconciliation.

Church Board Work The Work of the Mennonite Church of Normal Board in the first 5 months of 2015 was presented through picture and document:

1. Mennonite Church of Normal Organizational Chart
2. Model of MCN Pastoral Relationships
3. Leadership Selection Process Jane Roeschley gave a short presentation about the updated process. A Chart was distributed which describes the specifics of the process.
4. Labyrinth The Labyrinth was completed through the work of Ryan Miller and volunteers. Designated donations covered the cost of the materials.
5. Fund for Mennonite World Conference Donations have been received and additional donations are being solicited to reach the goal of \$5000.
6. Handbook for Board Members

Resolutions which will come before Delegates to MCUSA Conference The five Resolutions were discussed by attendees, comments reported out to the assembled group, and written comments were collected to be reviewed by the Church Board.

Playground A history of current playground, difficulties with current status, and possible solutions were presented by Lotus Hershberger. These included the following pieces of information: The current playground does not meet DCFS standards; the playground belongs to Head Start; numerous conversations with Head Start Administrators have been conducted; the current playground was designed for 5-12 year olds; and our liability insurance renews in 2017. Questions were raised: How much would MCN use a new playground? Should MCN help with the costs? Should we provide volunteer labor? Comments were made to the group by attendees. Written comments were collected to be reviewed by the Church Board.

Closing Prayer was offered by Wayne Hochstetler at around 2:40 pm

Minutes submitted by Lynn Reha

Congregational Meeting
November 15, 2015

Opening Lotus Hershberger led the opening. Using some examples of where individuals or small groups of persons made significant impact in situations that seemed very difficult, the question of “Where does our enthusiasm of the spirit come from?” was raised.

Spending Plan Doug led the assembled group in examining the proposed spending plan for 2016. He also informed the group that the older furnaces and air conditioning units are being replaced over a 2-year period, and that the first group of units have recently been replaced.

Volunteer Leadership Affirmation The roster of volunteers for the committees was presented by Shelly King. She indicated her gratefulness for the volunteering that individuals have and continue to do. However, 3 positions, including 2 chairperson’s positions were unfilled. The group affirmed, with gratitude, the volunteers.

Volunteer Positions Appointed by the Church Board Lotus reviewed the positions that had been filled by the Church Board. The Board will continue to seek volunteers for the unfilled positions.

Church Board Activity Lotus Hershberger reported on the activities of the Church Board over the past few months. These activities included Child Protection Guidelines update, sabbatical plans for Pastor Jane, Website/webmaster policies and responsibilities, committee appointments, budget development, process for evaluation of Pastor Tim currently under way and then earlier this fall Board retreat related to Governance, ministry and rethinking Board leadership.

Pastor Tim lead in a closing prayer.

Minutes submitted by Lynn Reha

Lead Pastor

My pastor's report for 2014 listed four 'big picture' events for the year. These were, in chronological order; 1) Decision to call Pastor Matt to a third term, 2) Administrative assistant transition from Sue to Lynn, 3) Implementation of Area Clusters, and 4) Congregational decision to change the constitution, with the main change being in church board structure.

Not surprisingly, 2015 has involved living within these changes. Each has involved some of my focus and energy. I am happy to report that from my perspective, each of the four has been fruitful. And like every endeavor in life, there is still more progress to be had, and more fruit to be borne in each of these areas.

Another major focus for me has been the planning for the "True Story of the Whole World" congregational Bible survey which will begin in early January 2016. This would have been a daunting and perhaps discouraging task were it not that Lynette Miller and Chris Culbertson shouldered the lion's share of the planning, bringing energy, creativity, and fervent prayer to the project. As I write this we are on the brink of launching the project, and I am very optimistic.

My 2014 report contained the following, which I have cut and pasted without change. This italicized quote reflects that some things are constants in my position as lead pastor.

The customary rhythms of congregational life continued. These included sad goodbyes to deceased members, joyous dedications of newborns, baptisms, warm welcomes to new congregational attendees and fond farewells to those departing. Additionally, congregational life involves encouragement, teaching, prayer, counsel, comfort, fellowship, fun, and consolation. Sometimes my pastoral role is to take the lead. Much more often I watch appreciatively and (I hope) encouragingly as congregational members themselves manifest Christ's love.

In general, my roles of preaching, administration, and pastoral care continued without substantial change.

In 2016, in addition to putting energy into 'the usual' as listed above, I will be especially focused on the following:

- A. The "True Story" project, involving administration, weekly teacher resourcing, and some teaching.
- B. The congregational vote in February 2016 on whether to extend another call to me for 5 years, which offers an opportune time for me to consider longer term goals.
- C. Further clarification of the congregational organizational patterns (in conjunction with the Church Board, the congregation, and the other staff).
- D. Finding fruitful and helpful ways to form communication loops that will hold all of us accountable to the Kingdom tasks and ministries we have committed to undertaking.

Finally, Sue and I look forward with delight to the birth of a grandson in April 2016 (Andy and Lia), and would very much welcome your prayers for all concerned. ---Tim Schrag

Associate Pastor of Worship and Lay Ministries
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, Leadership Selection Committee, and Pastoral Council.

There were 3 lay ministry field trips this year. These are opportunities for persons from our congregation to have on-site visits with area ministries to learn more about how God is at work and what volunteer opportunities there are. 18 persons visited Immanuel Health Center here in Bloomington in August. In November, 3 persons spent the day at Living Water Mennonite Church in Chicago, attending two worship services and an afternoon lay training for churches working to be welcoming of refugees. And, two of us visited a new retreat house opening in the Eureka area this fall. Behind-the-scenes planning assistance for groups that do Mennonite Disaster Volunteer trips (March) also happens in my office.

In response to many nudges from God, including a very direct challenge at Pastors Week at Anabaptist Mennonite Biblical Seminary and from current events, long overdue conversations in this congregation about white privilege and undoing racism have been happening monthly. Important in these meetings is not only the chance to educate ourselves, but that we move to real actions for dismantling systemic racism in our congregation and in this community. My sermon on October 4 also pointedly addressed this challenge.

Special events this year included: Pastor Amos Shakya's visit from the Nepalese congregation at Living Water Mennonite Church; the annual Women of Hope meeting (relates to Bridge of Hope); attending the community seminar on Toxic Charity, celebrating the first anniversary of Area Clusters in September; and the Tshiseleka family's Habitat House build for which MCN provided Saturday child care, some of the sweat equity hours and pastoral participation in both the Ground-breaking and Houseblessing ceremonies.

One focus of ministry that continues to excite me is our Area Clusters, each one unique and yet all functioning as a way for there to be more caring and connection between us in the congregation. I love working with the Cluster Leaders and hearing about the things going on in their clusters. Mark and I hosted the Northeast Cluster for a cookout in October and the East Central Cluster came to the farm for a puppy party in November.

The Worship Committee works extra hours each Advent and Lent to help bring special elements to our Sunday worship experiences in music, drama, Children's Times, and ritual. This year I assisted with visuals for each season, by doing Children's Time during Lent about different ways of praying, by writing the scripts for the characters from the Nativity Scene who visited with the children during Advent, and by planning the re-telling of the story of the last week of Jesus' life in scriptures and hymns for our Palm Sunday worship service. There were a couple of new worship leaders engaged this year and we focused on having junior high scripture readers many Sundays this summer.

Alongside Pastor Tim and his co-workers Chris Culbertson and Lynette Miller, pastoral staff has given time to bringing to fruition the Christian Education and worship story of the Bible series that begins this month. Seeing God work out many details for our study and worship together in these months ahead has been an exciting blessing! Might we all grow in our relationship with God as we intentionally learn the Bible better.

Walking with persons in need of pastoral care due to changes in their lives, loss and grief, desiring spiritual direction, or simply needing a listening ear is a deep and very holy privilege. My calendar records 3 dozen or so such visits this year.

Administrative tasks are a necessary undergirding of the work of ministry. In my office those tasks include scheduling meetings and people, writing references, filing reports, writing articles, ordering supplies, making phone calls, doing email, and ministry planning. This year there was also a special emphasis on updating our visitor care ministries that Lynn led with the rest of the staff.

Wider-church ministry assignments included: attending the Illinois Mennonite Conference Leaders Retreat, being an MCN delegate to Central District conference regional and annual meetings, serving as Chair of the CDC Ministerial Committee, and being an MCN delegate to the national Mennonite Church USA convention in Kansas City where I co-led a workshop presentation on spiritual practices for peace-makers which was sponsored by the MCUSA Peace and Justice Network. I also serve on the Bluffton University Board.

I've been one of the pastors on MCN now for over 15 years. I continue to experience this call as a holy privilege and this congregation as a beloved ministry. Thanks be to God for our work together in God's shalom endeavor!

Jane Roeschley

**Matthew D. Hickman, Associate Pastor of Youth and Family Life
Annual Report 2015**

- In January I attended with sponsors, and both the high school and junior high youth, the Winter Youth Retreats at Menno Haven. These were great times of group-building and learning.
- In late winter, we held Family Fun Nights. Attendance numbers have declined in the past few years. Christian Education Committee is evaluating the event.
- I concluded at the end of 2015, a five-plus year run teaching youth Sunday school as we transitioned into the True Story curriculum. The high school class is being taught by a congregational volunteer. I am melancholy about not teaching Sunday school for five months; it is a favorite part of my work!
- The high school youth, sponsors, and I traveled to Kansas City for the Mennonite Church USA youth convention. Our group was comprised of 14 youth and 6 sponsors.
- I continue to take Counseling classes at Lincoln Christian Seminary. This is subject area in which my Master of Divinity program was deficient. The course content has been immediately applicable in my work.
- Attendance by youth in regular youth group meetings has been great and consistent. We began starting our Sunday evening with joint worship with junior high and high school students together.
- Our youth musicians continue to grow and thrive in their talents and ministry contributions!

I am grateful for the opportunity to work with the families, children, and youth of our congregation!

Membership Statistics

Membership as of January 1, 2015	303
Members gained by Letter of Transfer	3
Mary Alice Hertzler	March 6
Lee Hertzler	March 6
Mark Roeschley	April 12
Members gained by Affirmation of Faith	2
Andy Hedberg	April 12
Denise Hedberg	April 12
Loss of Members by Transfer	(4)
Bob & Jody Bertsche	March 26
David Engel	April 6
Mara Weaver	August 6
Loss of Members by Death	(6)
Maisie Reeser	January 8
Myrna Park	March 19
Alta Litwiller	May 12
Lora Oyer	November 21
Royale Diveley	May 31
Jerry Musselman	December 21
Membership as of December 31, 2015	298
Births	
Adah Shanna Reiman to Amy & Jeff Reiman	January 21
Ethan Scott Zehr to David & Chrissie Zehr	Feb 16
Olivia Emmalyn Petri to Emily & Aaron Petri	March 7
Ruby Joyce Brandon to Heath & Helen Brandon	April 1
Samuel Ponneau-Delaffon to J.B. & Erin Ponneau-Delaffon	May 25
Moses Joseph Charles Dick to Henry Dick & Sophie Charles	July 31
Victor Von Belzer to Keith & Kayla Belzer	September 1
Evelyn Bertsche Kasanga to Emmanuel Kasango & Malphonsia Kimbeme	November 2

Officers and Committee Members for 2016

* indicates committee chair for the year

Committee or Position	Continuing Members	Persons Affirmed to start 2016 Term
Church Chairperson		Wayne Hochstetler -1 st term
Treasurer		Adam Augspurger-2 nd term
Assistant Treasurer		Mary Alice Hertzler-1 st term
Church Board	Eric Miller (2016)-1 st term Cindy Ropp (2017)-1 st term Rick Satchwell (2017)-1 st term Mary Ann Watkins (2016)-1 st term	Larry Schrader (2018)-2 nd term Janet Wilson (2018)-1 st term
Christian Education Committee	Marcia Rossi (2016)-2 nd term	Shelly Nester King (2017)-1 st term *Beth Reeser (2017)-2 nd term
Fellowship Committee		Tim Kauffman (2017)-2 nd term *Leanne Schertz (2017)-1 st term
Financial Stewardship Committee	*Doug Ulrich (2016)-3 rd term	Linda Clemmons (2017)-2 nd term Gail Fisher (2017)-3 rd term Rick Yoder (2017)-2 nd term
Outreach Committee	*Phil Dick (2016)-1 st term Gerlof Homan (2016)-1 st term Rick Reha (2016)-3 rd term Ardys Serpette (2016)- 2 nd term Dorothy Zehr (2016)-1 st term	
Pastoral Council	*Steve Stenger (2017)-1 st term Keith Unzicker (2018)-1 st term Hazel Yoder (2016)-1 st term	Lois Hochstetler (2019)-1 st term
Worship Committee	*Cindy Ropp (2016)-2 nd term	Louise Reeser (2017)-2 nd term Randy Zehr (2017)-2 nd term
Youth Ministry Committee	Darvis King (2016)-1 st term	*Todd Kettering (2017)-2 nd term Chellie Miller (2017)-1 st term Lauren Satchwell (2017)-3 rd term

The Leadership Selection Committee members in 2015 were Stephanie Company, Cory Culbertson, Wayne Hochstetler, and Shelly King(Chair) and Rick Yoder. Pastor Jane Roeschley is the staff liaison for this committee.

Church Board Report for 2015

The Church Board for 2015 consisted of members Stephanie Company, Eric Miller, Cindy Ropp, Rick Satchwell, Larry Schrader, Mary Ann Watkins, and Lotus Hershberger continuing as Church Chairperson. We typically met on the second Tuesday of the month. Given the change in the MCN Constitution in Oct 2014, this Board is constituted differently than in prior years. The members of the Board were selected as Board members and did not become Board members due to membership on standing committees. Since this was a new board Tim led us in some team building activities over the first few months. Over a number of months all board members opened the meetings with worship.

The change in board structure caused us to think carefully about lots of issues related to how the board should function and what responsibilities belong to the board and not elsewhere. One of the first tasks we tackled was to identify the structural relationships among various entities: congregation, committees, board, pastors, cluster groups, church chairperson and pastoral council.

Early in the year we reviewed carefully the Leadership Selection Process, made appointments as were needed including delegates to IMC and CDC meetings, initiated a plan to encourage some young adults from MCN to attend MWC, accepted Ryan Miller's plan to build a labyrinth in the area outside the south sanctuary windows, created a handbook for Church Board members, approved MCN participation in an Everence workshop on Creating Congregational Cultures of Generosity later in the year, and thought carefully about the relationships among the pastoral staff.

We considered a number of models of pastoral relationships and chose to work toward a Lead Pastor/Associate Pastor model where the Lead Pastor works with the Associate Pastors in setting goals/plans for ministry for the months ahead and then reviewing with them to see if the goals were met. The Board will serve this role for the Lead Pastor.

In the Campus Use the playground equipment in the front yard is removed/moved to the space outside of the northwest corner of the building. We have worked with Head Start in planning and thought that we had only until summer 2016 to make any moves due to insurance issues. In May at a congregational work session, these issues were discussed and congregational input received. In fact the insurance issue does not come up until summer 2017 so no additional action was taken in 2015. More work with Head Start is needed in working with our future plans.

As the year progresses we reviewed the sabbatical policy and approved a sabbatical for Pastor Jane, encouraged development of an Adult Spiritual Formation plan for spring 2016, changed the Child Protections Guidelines policy to include a background check for all persons working with children/youth, encouraged discussion of the resolutions that were coming up at the MC USA convention in July 2015, reviewed MCN website information and responsibility, developed budget proposals including staff salaries and benefits, undertook and completed an evaluation of our Lead Pastor, and worked on assignments as needed.

In the fall the Board experienced a retreat centered on the book *Governance and Ministry: Rethinking Board Leadership*. Sorting through the many ideas in this book and discerning which to implement at MCN will require ongoing time and study.

On a personal note, I want to thank the board members for their hard work on many tough tasks, for their willingness to express their points of view and work with the new ways of thinking about board work.

Submitted by Lotus Hershberger, Church Chairperson

Pastoral Council Annual Report for 2015

The Pastoral Council meets regularly on the first Thursday of each month. Details about the work of the Council are summarized in the Pastoral Council brochure that is distributed to each church family and is available in the church office. The list of care includes the following: Offering counsel, prayer and personal support for our pastors; assisting the pastors and parish nurse with caring for our church family; checking in with individuals and families throughout the year about their personal and spiritual needs; praying regularly for all who worship at MCN; coordinating congregational mutual aid; considering requests for baptism and church membership; encouraging the development of leaders in the congregation; planning adult Christian education; planning and serving in the rituals of congregational life; and participating in pastoral reviews and discussion of personnel matters as requested.

The Council has prepared and served communion each time presented during the church year, has given mutual aid to those in financial need various times as needed, and has assisted others with financial needs in times of church functions held at other locations. It has received and distributed an Everence matching fund.

Pastoral Council members this year were Hazel Yoder, Judy Hershberger, Steve Stenger, and Keith Unzicker. The council met each month with Lead Pastor Tim Schrag, Associate Pastor Jane Roeschley, and Associate Pastor Matt Hickman. Judy Hershberger served as Chair of the Council. Lois Hochstetler will be welcomed to the Council in January of 2015.

Parish Nurse Marge Nester met periodically with the Pastoral Council to offer updates and care concerns for members of the congregation.

We continue to seek guidance as we serve and nurture the members and attendees of the Mennonite Church of Normal. I have found it a great privilege to serve the congregation in this way.

Submitted by Judy Hershberger, Chairperson

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, Elfriede Massier, Randy Zehr, and Louise Reeser.

The focus of our work this year included:

- addressing lighting in the sanctuary. We worked with David Warfel on identifying problem areas, potential solutions, and clarifying intentions. David and Lynn Reha collaborated on a style guide for using the screen during Sunday morning worship.
- implemented an informal survey of the congregation to learn reactions to the use of the screen during worship. A broad range of persons were included in the survey. Results indicated a variety of responses to the use of the screen. The committee decided to try to provide opportunity for both the use of the screen, and periods of time during worship when the screen is not present.
- supported the Junior, Youth, and Adult Choirs through the purchase of choral music
- supported Junior Choir with a beginning-of-the-school-year pizza party and bowling
- discussed at length the culture of worship at Mennonite Church of Normal
- seasonal worship series. For Lent/Easter and Advent/Christmas, we plan and create worship services around a theme for the entire series. Lent/Easter this year focused on God's ways of transforming work in our lives that are Upside Down and Inside Out. During Advent/Christmas we created worship services around the theme of Reclaiming the Christmas Story: Hear with New Ears, See with New Eyes, a part of which was characters from the Nativity Scene visiting our Children's Team each week. A very special part of holy seasons is the strong presence of our 3 choirs.

The work of the Worship Committee often lies in organization. It is through the gifts of so many others who beautifully share during our worship that our services breathe life. We are grateful for your willingness to partner with us.

Cindy Ropp, Chairperson

Christian Education Committee

The Christian Education committee was comprised of Bess Desch, Beth Reeser, Marcia Rossi, Annette Harnish, and Pastor Matt Hickman.

A Three Kings Extravaganza was held January 11 for the fourth consecutive year during the Sunday school hour. Children's Sunday school classes again participated along with anyone else who wanted to share their talents. Refreshments were served after the worship service.

Family Fun Nights were held the Wednesday evenings of Mar. 11, 18 and 25. The committee provided the main dish and others donated additional food items. The theme was "Kids Can Build Bridges," and was spearheaded by Pastor Matt. Attendance was low but the activities and worship were enjoyed by everyone who participated.

Twenty-seven children made use of the student passport program to help defray costs for summer camp. That number is much higher than usual so the fund was pretty well depleted—a good problem to have!

Our Noisy Offering for 2014-15 was HEPAC, a community outreach center on the U.S.-Mexico border in Nogales. Mara Weaver was our contact person for this due to her volunteer work in Mexico in 2014.

Sunday school classes have been split into four classes this fall. We now have a four- and five-year old class, a Kdgn./1st grade class, a 2nd/3rd grade class, and a 4th/5th grade class. We are in the second year of the new "Shine" curriculum.

As of Feb. 15, 2015, children's Sunday school classes are dismissed at 11:45, no matter what time the worship service ends. After feedback from teachers and discussion at our committee meetings, it was decided that the younger classes would benefit from an earlier dismissal time. Parents have been asked to pick up their children at that time.

Summer classes continue to be staffed by volunteers from the congregation so that the regular teachers get a much-needed break. We split the classes into two larger classes during this time. We spent a gorgeous Sunday afternoon at Sugar Grove Nature Center in June.

Many thanks to the committee members who helped make my work as chair the past three years go smoothly. It has been much appreciated!

Annette Harnish, acting chair

Fellowship Committee

Members of the Fellowship Committee for 2015 were Mary Engel, Leroy Loepp, Tim Kauffman and Connie Reeser-Hall. Pastor Tim Schrag served as Staff Representative.

Fellowship Committee continues to seek out ways for our membership to actively engage in connecting with each other despite our geographic diversity. Toward that end, a number of events were held throughout the year:

Winter Retreat at Camp Friedenswald, organized by the Nester and King families.

Third Sunday Fellowship dinners to increase fellowship time among members of the church. Some of the special meals were: potlucks, finger foods, bake potato buffet following the "Relief" sale, Easter brunch and soup dinner.

Annual church picnic was held at Menno Haven led by Keith and Shannon Unzicker.

Families with young children organized by Shelly King provided various activities throughout the year.

Surprise Luncheons in December.

Coffee Hour following the church service coordinated by Leroy Loepp.

Fellowship Committee looked for ways to include others from the congregation in leading an event (summer church service), and helping with Church fellowship meals.

Connie Reeser-Hall, Chairperson

Financial Stewardship Committee

As usual the Financial Stewardship Committee (FSC) had a busy and productive year. The largest portion of our time consists of maintaining and, as necessary, upgrading our “physical plant”. We also monitor the finances of our church and prepare the Annual Spending Plan. It is work that keeps us busy. Following are highlights of our year-

We made significant upgrades to our church lighting this year. With the help of David Warfel we completely replaced the Atrium cylinder lights. We have received many positive comments about this upgrade. David also assisted with the lighting upgrade to the spotlights for the front of the sanctuary.

We continued conversation with Heartland Headstart about the replacement of the playground equipment. No final decisions have been made in this area.

Supported Lydia Wilson in her campus ministry in Spain.

Installed new landscaping in the front of the church in the area adjacent to and surrounding our church canopy.

Decided to begin a plan for replacing most of the heating and cooling units in the church. Most of these units are at least 20 years old and have reached the end of their useful life. The bid for replacing these units came to around \$51,000 and will be replaced over the next three years. The first units were replaced in the fall of 2015.

Helped sponsor an Everence seminar in our church in November. The seminar was Creating a Culture of Generosity. Pastor Tim, church treasurer Adam Augspurger and committee member Gail Fisher attended.

Prepared the Annual Spending Plan.

We ended the fiscal year 2015 with a surplus of giving over our expenses. While we were significantly behind in our needs at the end of November we saw record giving in December. Once again we were simply amazed at the generosity of our church community. Praise the Lord!

Our committee structure will not change in 2016. Members of the committee will be:

Adam Augspurger (Treasurer), Linda Clemmons, Gail Fisher, Lynn Reha (Staff), Doug Ulrich and Rick Yoder.

Doug Ulrich, Financial Stewardship Chair

Outreach Committee

Members of the Committee: Rick Reha, Ardys Serpette, Dorothy Zehr, Gerlof Homan and Philip Dick. Jane Roeschley provided staff support.

Business this year included:

MDS trip to Jamestown, Colorado -- March 7-14, 2015, twelve people worked in Jamestown this week; Illinois Mennonite Relief Sale - March 20 - 21;

Mennonite Central Committee (MCC) Peace Gathering in Chicago - March 28, several Outreach Committee members attended this event at the Living Water Community Church organized by MCC Great Lakes with speakers Saulo Padilla - MCC U.S. Immigration Education Coordinator, Titus Peachy - MCC U.S. Peace Education Coordinator, Lorraine Stutzman Amstutz - MCC U.S. Restorative Justice coordinator, and Ewure Osayande - MCC U.S. Anti-Oppression Coordinator;

Forging a Better Way - April 27 and April 28, several Outreach Committee members and pastors attended workshops on Collaborative Change in Our Community with Bob Lupton, author of Toxic Charity, Co-sponsored by Home Sweet Home Ministries and First Baptist Church;

MCC Great Lakes Annual Gathering - May 2 at the Mennonite Church of Normal; the outside speakers for the event were James and Deborah Fine, former Iraq Program Coordinators for MCC; they also spoke at MCN on Sunday morning;

Collected sweat suits for the Compassion Closet at Advocate BroMenn;

Amos Shakya visit to MCN on Sunday - June 7, he participated in a ministry moment and led a Sunday School class and is from the Living Water Community Church in Chicago where he leads a Nepalese/Bhutanese ministry;

Contributed \$500 to help offset the \$1,000 MDS cost for Gerry Schrock's air fare to an MDS construction site where her services were greatly needed;

MCC Project in West Papua, Indonesia - the Outreach Committee recommended to support this ministry with \$2,000 as recommended by Phil Dick and Tim Schrag;

VORP Program - the State's Attorney has passed several cases to Laura Dick to be mediated;

Congregational conversation on white privilege and dismantling racism - monthly conversations/meetings have taken place at the MCN on the third Tuesday of the month beginning in September;

Charter for Compassion - several members of the Outreach Committee and Pastor Jane have joined Charter for Compassion at the suggestion of Rick Reha <http://charterforcompassion.org/>;

Living Water Community Church field trip - November 1, several Outreach Committee members and Pastor Jane went to observe their ministry and attend training for settling refugees led by Exodus World Service <http://exodusworldservice.org/> ;

Update on Church website - made suggestions for improvement of the website;

MCC Relief Kits for Nepal - a dozen kits were taken to Congerville in August by Bob Kauffman; and

Immanuel Health Center - several Outreach Committee members attended an open house at the Immanuel Health Center and a contribution of \$200 was made for their printing supplies.

Submitted by Philip Dick, Outreach Committee Chair

Youth Ministry Committee

The Youth Ministry Committee expresses its deep gratitude for your prayers and support for our youth activities during the previous year as the MCN youth programs are doing well overall and again we have been blessed with both consistent youth attendance and participation as well as caring and devoted sponsors and leaders.

The Youth Ministry Committee have spent their energy focused on preparing our high school youth and sponsors to attend the Mennonite Youth Convention in Kansas City, Missouri, where fourteen youth and six adults traveled for this important experience. A special thanks goes out to all those attending and providing excellent guidance and leadership: Pastor Matt Hickman, Jenna Lee, Lydia Wilson, Jeremy Haab, Connie Satchwell, and Mike Company. Closing out the year was a special area youth groups experience at the Hopedale Wellness Center; for this we have an additional thanks to Darvis King.

More highlights of the year have included an MYF fellowship kick-off night at the Satchwell's and Mathew's homes, JMYF and MYF winter retreats at Menno Haven, the JMYF fall kickoff retreat at Menno Haven, and continued JMYF and MYF volunteering at Midwest Food Bank.

The JMYF and MYF continue to meet weekly and the regular number of positive interactions and relationship-building activities which occur are too numerous to mention. A sincere thank you to those who have served during 2015 and will continue to serve in 2016, as JMYF sponsors, Chris & Cory Culbertson and as MYF sponsors, Pastor Matt Hickman, Mike Company and Connie Satchwell. Additionally, the committee thanks those with past service in the last year for JYMF, Shannon Unzinger and Lydia Wilson and for MYF Jeremy Haab.

We would also thank our committee: Pastor Matt Hickman, Darvis King, and Lauren Satchwell, who faithfully served on Youth Ministry Committee this past year and will continue to serve for the coming year.

It is an honor and a privilege to continue our efforts in the coming year to guide our youth activities in the name of and under the guidance of our Savior, Jesus Christ.

Todd Kettering
Chair, Youth Ministry Committee

Peace and Justice Committee

Advent is a time in which we share in the yearning of all those who, in their suffering and struggle, long for redemption and liberation, for unity, for peace, for a golden age - for a manifestation of God's love and unity, for a breaking in of his justice among the nations.

Today we are convinced that there still is One who will create peace and social justice for everyone. We expect him and thus long with a humble spirit that his rulership is recognized in every country. When this happens, he will turn bloody weapons into tools for work, and we shall become true brothers and sisters. This is what we want to think of when we approach the season of Jesus' birth.

However, like the prophets of old, we also need to feel the outrageous injustice that exists within society today and how heavy a burden this is. Injustice ought to stir our hearts; the lack of peace in a world bristling with weapons should haunt us. Disunity exists not only among nations, but also in the midst of every nation. Advent is a time when we await God's intervention in the need of the present day, as he intervened then in Jesus' birth. We long for the highest power to rescue this unhappy, torn humanity that knows so little community. Now is the time to ask God for a radical change in all things, even if this means we must go through judgment.

-“The Eve of Advent” by Eberhard Arnold, via Plough Magazine

Broadly speaking, your Peace and Justice Committee spent this year continuing the efforts of the last year towards establishing a Victim Offender Reconciliation Program in McLean County, maintaining traditional events with MCC and others and exploring new avenues for involvement in peace and justice initiatives. Collectively and as a group, the Peace and Justice committee:

- Continued work with VORP through meetings with Jason Chambers and Lori McCormick, board meetings, and recruitment of potential mediators. Towards the end of 2015, Laura Dick began taking the first cases for mediation.
- Coordinated a visit from MCC workers the Jantzis, who spoke at IWU and ISU as well as to our congregation.
- Staffed a booth at the MCC Relief Sale on March 21-22, offering visitors to the sale information about current peace and justice issues as well as friendly folks to talk to further.
- Invited others and attended the MCC Great Lakes Peace gathering in Chicago on March 28, where a series of four workshops and encouraging fellowship was offered.
- Attended the local “Forging a Better Way” conference, a multi-organizational effort to improve the ways poverty is addressed in Bloomington-Normal, as well as follow-up meetings that grew out of it.
- Hosted the MCC Great Lakes Annual Meeting at MCN on May 2nd. Guest speakers James and Deborah Fine also shared their experiences of their time in Iraq during the Sunday service on the 3rd.
- Hosted the Shakya family from the Living Water Community- they shared both during the service and in the Sunday school hour. Also attended a visit to Living Water coordinated by the Outreach Committee in order to explore further ties.

- Provided an opportunity for the congregation to sign petitions through IPA aimed at supporting a Clean Air Act to develop clean alternative energy sources without supporting coal-to-gas plants and nuclear power.
- Through an invitation from MCC and follow-up conversations, explored the possibility of partnering with MCC worker Kristy Reed in New Guinea.
- Hosted local pastor and activist Larry Van Gundy to explore ways to join in those ministry efforts aimed at “being a good neighbor” and improving lives in West Bloomington.
- Continued to attend Chapter meetings of Illinois People’s Action.
- Had letters sent to all parents of MCN high school students, reminding them of their right to ask that their children not be recruited at school by military recruiters.
- Disbursed the funds entrusted to us by the church as follows:
 - \$300 to Illinois People’s Action (annual membership)
 - \$1000 to Living Water Community for the Shakya Family.
 - \$100 for the film “Documented” through the Immigration Project, in order to support a free showing of the film at the Normal Theater.

I would like to thank our Committee members for their dedication and hard work this past year: John Bertsche, Meredith Schroeer, Phil Dick, Gerlof Homan, Joe Jantze, and Secretary Gabriella Harnish. 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, Chair

Wellness Committee

In the 2015 calendar year, the Wellness Committee members met on a monthly basis. Those members included Ron Ropp, Marge Nester, Vivian Hubbard, Deb Stenger, Bess Desch, Sophie Charles, and Leah Roeschley. Early in the year, Ron Ropp stepped down as chairperson and Leah Roeschley responded to the opening.

In February, the Wellness Committee planned and sponsored a “Winter Wellness Wednesday” series that covered many different aspects of wellness (mind, body, and spirit). Guest presenters included individuals from within and outside the congregation. Glenn and Janet Wilson spoke on diet, David, Abby Warfel and family spoke on commuter biking, D. Paul Miller spoke on lifelong exercise, Chris Kaufman spoke on integrative medicine, Ron Ropp spoke on the Healing Arts, Barry Weaver spoke on spiritual disciplines. Attendance varied from 15-20 people each evening and there was a variety of faces each week. A unique and healthy snack was served each week.

MCN was the site of two successful blood drives, one in April and one in November. Again, the Red Cross staff and donors are very complimentary of the location, volunteers, and goodies at the MCN blood drive sponsored by the Wellness Committee. Marge Nester serves as the lead contact person and donor recruiter.

In May, Deb Stenger worked hard to recognize the nurses within the congregation. She put together a token of appreciation and distributed them in the church mailboxes.

Vivian Hubbard dedicated many months to revising and updating the MCN Manual for Death Preparations. It was eventually printed and distributed in the fall. One orientation class was held in 2015, with more planned for the future.

The Wellness Committee sponsored a fall quarter Sunday School series on the book Boundaries by Henry Cloud and John Townsend. Bess Desch worked on the class proposal and called on Lois Hochstetler to facilitate the class. Bess substituted the weeks Lois was unavailable.

Marge Nester, as Parish Nurse, continues to make weekly contacts with those who are ill in the congregation. She also performs routine blood pressure checks. The Wellness Committee maintains an informational bulletin board monthly.

After 30 years of service Ron Ropp decided to step down from serving as a committee member on the Wellness Committee. The Wellness Committee and pastoral staff recognized his dedication and years of service with a certificate of appreciation in November.

New opportunities ahead include exploring the role and workload of the Parish Nurse within the congregation with a possible restructuring into a network/team approach, conduct more orientations to the Manual for Death Preparation, sponsor a CPR training, and search for a new committee member.

Submitted by:

Leah Roeschley, Chairperson

Parish Nurse

Much of my report is the same from year to year because much of what I do remains the same. Since I strive to keep confidential the details about what I do, let me share about my role. I hope this will be helpful for those of you who are new to our congregation or may have less frequent contact with the Parish Nurse.

I strive to be a caregiver in a congregation of many caregivers. Our congregation is blessed with many persons who are active in this role. Our Pastoral Care committee and our Wellness committee work side by side with me to attempt to speak to the caregiving needs of our congregation. I appreciate their support and counsel. I also appreciate those of you within the congregation who inform me of needs that you see as well as those who reach out to your sisters and brothers when you see a need.

The Parish Nurse is a volunteer within the congregation. I attended a 40 hour course in 2003 and was commissioned by the Church to serve in 2004. This happened as a response to a calling that I experienced of a way I could use my gifts after I retired from hospital nursing in 2005.

This year, along with visits to persons in the hospital and at home after their hospitalizations, I have accompanied individuals to medical appointments when they desired. My role also includes providing information and referrals to help persons making decisions regarding their own personal care or the care of a family member.

The Parish nurse oversees the taking of blood pressures on the first Sunday of the month. Twice per year I chair the Red Cross blood drive held in our Church. You will note through the Wellness Committee report what their activities have been this year. As a member of that committee, the Parish Nurse assists with assignments as made through them.

I am only a call away if you have a question or need someone to be an extra "ear" or a support at a Doctor's appt. or an E.R. visit. Please let me know if you are facing a surgery or a crisis so I can assist in any way that would be helpful. Many are available to provide transportation to appts., but if you have difficulty finding someone for this, feel free to check with me.

Even though I feel a passion for the things I do as a Parish Nurse, I recognize that my years to serve in this way may be numbered because of my own age and health. Since I feel so strongly about the importance of someone to be available to serve in this way, the Wellness committee and I have been discussing ways that this could happen. Soon in the near future I will be asking others within the congregation to meet with us to share your ideas. The ministry may be continued through a person who feels called as I did, or through a team of volunteers who might work together, or through a combination of volunteers, one of whom would be a nurse who would be available for consultation. Those are some of our thoughts at this time and we ask for your prayers for this ministry and ask you to feel free to share your thoughts with us.

Meanwhile, I want to know in what ways I can help you in your journey to better health. There are many ways we can help each other if we work together.

"Dear friend, I pray that you may enjoy good health and that all may go well with you." III John 1:2

Marge Nester, Parish Nurse

Mennonite Women

Mennonite Women meets at 1 pm 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 10-14 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 2015 our women's group:

Cut blocks and knotted comforters for MCC, with 13 completed.

Knit child-size sweaters

Cut, sewed, and filled 86 school kits

Measured 78 whole yards of fabric to be sent for the mission field

Collected, trimmed and sent Labels for Education to Hopi Mission School in Arizona

Peeled, cooked and prepared apples to be used for pies for the Relief Sale

Invited other contributions for the Relief Sale

57 food items donated to the Widow's Cruse Basket

Our Donations are taken to the MCC drop-off in Congerville

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

Shipping for school kits to MCC

Mennonite Women USA

Donation for Meadows Home Fall Fest

Membership dues to Meadows Home Auxiliary/Volunteers

MW USA for Timbrel subscriptions

Members of our group are active at the Meadows Home in Chenoa, and often carpool to activities there. The Spring Luncheon, Family Picnic, Bake Sale(s), Fall Fest, and Holiday Tea are favorites. We also host the Resident Birthday Party in September, providing entertainment and snacks.

In addition, some members attend the Fall Women's Retreat at Camp Friedenswald in Michigan, and Sister Care meetings whenever they happen.

In December, we had a small Christmas party with a Reading by a couple members, refreshments and hot spiced cider.

Officers for 2016 include Wilma Dyck, President. Dorothy Loepp, 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.

Although the Committee did not meet during 2015, they stand 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 or might not consider such and who could assist one in working out the details of such gifts. Very likely there will be a Planned Giving Seminar in spring 2016. Stay tuned.

Lotus Hershberger, Chairperson

Junior High Youth Fellowship

2015 was another eventful year for the junior highers. Besides our weekly Sunday night meetings, we managed to squeeze in a winter retreat, a hotdog roast at the Reesers, our own fall retreat at Menno Haven, a girls-only slumber party run by Lydia and serving twice at Midwest Food Bank. We were sad to say good-bye to Shannon and Lydia, our faithful helpers for the past three years, thankful for the many hours they spent helping us lead the youth. We are also thankful for the great parent support - meals, rides, encouraging words and prayers.

Chris and Cory Culbertson, JMYF Leaders

Homebuilders

Homebuilders is an informal group which meets at the MRC Community Room on the fourth Sunday evening of the month at 7:00 p.m. (September through March, except December).

Persons attending are invited to suggest programs. We have a wide variety of programs. Attendance is usually between 20 and 30 people.

Programs in 2015 were:

- * Medical marijuana in Illinois: What we know and what to expect, by Ralph Weisheit
- * Mental Health in McLean County, by Judy Buchanan
- * Bangladesh: Tuktuks, Sweet Tea and Tigers, by Lynn Reha
- * Sailing to Antarctica, by Wayne and Lois Hochstetler
- * Incarcerated women and the impact on families, by Dawn Beichner
- * An apple a day keeps the doctor away - make mine an extra fancy, by Larry Schrader

Everyone is invited to attend the programs.

Gerlof and Roelie Homan, Coordinators

Cemetery Trustees

The Mennonite Church (Ropp) Cemetery Trustees met a number of times informally during the year and had our formal Trustee meeting November 29th to review activities and plan for the coming year. The Trustees recommended to the Church Board that the three Trustees whose six year terms expire in 2015 be reappointed for another term. They are Phil Dick, Mary Jantze and Mannie Oyer. Trustees whose terms expire at the end of 2018 are John Reimer, Steve Stenger and Ron Ropp.

The major activity this year was the completion of the center Meditation area. A dedication of the area was held May 24th. A boulder unearthed in the area by Christian Ropp, an Amish Mennonite Bishop, around 1857 holds a plaque with the story of the Cemetery. A work day was also held in May for general cleanup and maintenance. Leroy Loepp provided mowing for the Cemetery with occasional assistance from Mannie Oyer. It was agreed to ask Leroy to continue mowing for the coming year.

The Guidelines for the Cemetery are being reviewed and will be available to all plot owners and anyone interested. Presently there are seventy-four lots reserved. Only 14 of those are undesignated. The Trustees voted to increase the price of lots from \$325 to \$400 beginning January 1, 2016 in order to cover future costs and upgrades. Anyone interested in more information or in purchasing lots may contact any of the Trustees, or get information in the Church office.

Ron Ropp, Chairperson

Student Mutual Aid Program (SMAP)

The most visible part of the SMAP program is perhaps the fund-raiser held each summer. This year we gathered June 7, 2015 at the church instead of Eric and Chellie Miller's backyard due to the forecast of nasty storms. We still enjoyed an evening of delicious food, fellowship and of course pledging. We raised close to 40,000 dollars which added to our reserves of \$17, 454, met the amount needed to support our three returning students and two newbies. Jenna Lee (Senior) and Joelle Friesen (Junior) were returning to Goshen College with Meredith Satchwell (Freshman). Bluffton University was being represented by Caitlin Haab (Freshman) and Jacob Love (Junior). Costs continue to increase modestly but could be significant in years to come when more youth are eligible to attend. Care packages will continue to be sent out to all the college students in the Spring. The Committee would like to thank the extensive efforts of exiting members Gail Fisher, Shannon Unzicker and Connie Yoder and the continued help from current committee members: Mary Dyck, 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 and plan for this program to be around for a long time!

Chair Darvis King

Mennonite Church of Normal Balance Sheet Consolidated-For the Year Ending December 2015

BANK ACCOUNTS	1050	
CHECKING ACCOUNTS	1100	
General Ckg-Heartland Ban	1120	\$36,782.19
SAVINGS ACCOUNTS	1200	
Money Mkt-1st St.Bk-0.30%	1210	159,085.90
Subtotal Bank Accounts	1050	195,868.09
TOTAL ASSETS		\$195,868.09
PAYROLL DEDUCTS PAYABLE	2000	
Health Savings Withheld	2050	\$0.90
RESERVE FUNDS	2099	
SPECIFIC PURPOSE FUNDS	2100	
SMAP Fund	2103	31,763.57
Cemetery Fund	2104	12,537.07
Mennonite Women	2105	544.94
Ministerial Prep Fund	2106	80.01
CPT Trips Fund	2108	4,553.17
Organ/Piano Maint. Fund	2129	9,911.75
Subtotal Specific Purpose Funds	2100	59,390.51
OTHER DESIGNATED FUNDS	2300	
Cap Imprv & Repair Escrow	2302	57,388.68
Sunday School Offering	2305	794.93
Missional Giving Fund	2306	4,321.87
MYF Fundraising Reserve	2308	581.31
JMYF Fundraising Reserve	2309	252.00
Campus Enhancement Escrow	2311	10,198.35
Mutual Aid-Miscellaneous	2320	5,707.03
Reserve Fund	2330	38,923.86
Accr'd N-Local 1st Fruits	2350	2,130.00
Planned Giving Funds	2356	0.01
Misc. Designated Funds	2361	873.60
Subtotal Other Designated Funds	2300	121,171.64
MEMORIAL FUNDS	2400	5,316.07
Subtotal Reserve Funds	2099	185,878.22
TOTAL LIABILITIES		185,879.12
NET ASSETS		
Unrestricted Net Assets	3110	\$9,988.97
TOTAL NET ASSETS		9,988.97
TOTAL LIABILITIES AND NET ASSETS		\$195,868.09

Mennonite Church of Normal
FUNDS RECEIVED AND DISBURSED IN ADDITION TO BUDGET

	Balance 01/01/2015	Funds Received	Funds Disbursed	Balance 12/31/2015
SPECIFIC PURPOSE FUNDS				
Student Mutual Aid Program (SMAP)	22,412.82	55,079.66	(\$45,730.91)	31,763.57
Cemetery Fund	15,401.75	42.05	(2906.63)	12,537.07
Mennonite Women	561.25	1104.	(1120.31)	544.94
Ministerial Prep Fund	80.	0	0	80.01
CPT Trips Fund	4,553.17	0.00	0.00	4,553.17
Organ / Piano Maintenance	10,857.75	32	(978.00)	9,911.75
Subtotal - Specific Purpose Funds				59,390.51
OTHER DESIGNATED FUNDS				
Capital Improvements & Repair Escrow	53,989.77	25,204.21	(21,805.30)	57,388.68
Sunday School Offering	777.73	370.50	(360.50)	794.93
Missional Giving Fund	5,307.42	14.45	(1000)	4,321.87
MYF Fundraising Reserve	6,396.74	252	(9717.49)	581.31
JMYF Fundraising Reserve	0	252	(0)	252.00
Campus Enhancement Escrow	5198.35	5000	(0)	10,198.35
Mutual Aid - Miscellaneous	9,751.53	10,361.99	(14,406.49)	5,707.03
Reserve Fund	38,807.70	116.16	0.00	38,923.86
Planned Giving Funds	0.01	0.00	0.00	0.01
Accr'd N-Local 1 st Fruits	2130	109,021.68	(109,021.68)	2,130
Miscellaneous Designated Funds:				
Periodicals	(277.77)	1618.20	(1,464.80)	(124.36)
Comfort Project	586.39	0	(586.39)	0
Relief Sale Quilts	0	4900	(4850)	50.00
Alternative Gifts Fair	(58.30)	20,761.00	(20,761.00)	(58.30)
Funeral and other Meals	6.83	327.63	(327.63)	6.82
Mennonite World Conference	0	5731	(5176.35)	554.65
Sunday school offering - Head Start	59.27	101.29	(160.56)	0
HAAQG and Wild Ones A/V	60.00	380	(350)	90
Menno Haven Sunday	81.40	847.77	(736.60)	192.57
Miscellaneous	(112.00)	421.00	(421.00)	(112.00)
VORP	873	240	(0)	1113.00
Menno Haven bunk room +retreat	0	5500	(5500)	0
Peace and Justice Project	500	0	0	500
Spiritual Director's Retreat	0		(1423)	(1423)
Labyrinth Project		1303	(1252.56)	50.44
True Story Books	0	851	(873.81)	(22.81)
Sister Care	56.60	0	(0)	56.60
Subtotal - Misc Designated Funds				873.60
Subtotal- Other Designated Funds				121,171.64
MEMORIAL FUNDS				
Anna Mae Reeser	0	2460	(392.42)	2067.58
Earl Kaufman	.33	0	(.33)	0
Alta Litwiller	0	1500	(0)	1500
Royale Diveley	0	1748.49	(0)	1748.49
Jeannie Nafzinger	1517.25	0	(1517.25)	0
Myrna Park	0	330	(330)	0
Subtotal - Memorial Funds	\$2,943.33	\$5,765.00	(\$600.00)	5,316.07
Unrestricted Net Assets				9988.97
TOTAL LIABILITIES & NET ASSETS				195,868.09

Mennonite Church of Normal

**Income and Expense Statement (UNAUDITED) with Proposed Spending Plan for 2016
January 2015 - December 2015**

INCOME	Title of Line Item	2015 Expenditures	% of Budgeted	2015 Budget	2016 Proposed
	Unified Spending Plan	\$501,659.33	0.00%	\$0.00	
	Tapes/CD's Sold	82	0.00%	0	
	Use of Church Building	5,590.00	0.00%	0	
	Janitor Svc - Head Start	5,192.03	0.00%	0	
	Janitor FICA - Head Start	110.26	0.00%	0	
	Janitor Supps -Head Start	58.81	0.00%	0	
	Waste Pick-up -Head Start	100	0.00%	0	
EXPENSES					
BUDGETED EXPENSES					
MUSIC AND WORSHIP					
	Honorariums	300.00	75.00%	400.00	400
	Worship Materials	330.93	33.09%	1,000.00	750
	Music License&Sbscrptns	202	101.00%	200	200
	Projects	0	0.00%	200	200
	Junior Choir	0	0.00%	150	150
	Choir Music/Accompanist	743.55	185.89%	400	750
	Organ/Piano Tunings	1,425.00	114.46%	1,245.00	1245
	 Subtotal Music And Worship	 3,001.48	 83.49%	 3,595.00	 3695
EDUCATION					
	S. S. Materials	1,895.94	84.26%	2,250.00	2,250.00
	S. S. Supplies	303.2	121.28%	250	250
	Nursery Staff Person	3,056.52	87.33%	3,500.00	3,500.00
	Nursery Supplies	0	0.00%	50	50
	Family Fun Night	133.61	33.40%	400	400
	Teacher Training	0	0.00%	50	50
	Teacher Appreciation	80	40.00%	200	150
	 Subtotal Education	 5,469.27	 81.63%	 6,700.00	 6,650.00
YOUTH MINISTRY					
	MYF - Activities	7,209.87	101.55%	7,100.00	7,500.00
	MYF - Transportation	3,037.22	94.91%	3,200.00	3,350.00
	Christian Education	538.4	134.60%	400	440
	Sponsor Training	0	0.00%	100	100
	JMYF - Activities	1,767.84	52.00%	3,400.00	3,600.00
	JMYF - Transportation	1,094.99	132.73%	825	870

INCOME	Title of Line Item	2015 Expenditures	% of Budgeted	2015 Budget	2016 Proposed
	Discipleship Materials	198.16	88.07%	225	250
	Youth Ministry Comm.-Misc	284.24	94.75%	300	350
	Youth Pastor Misc	104.64	29.90%	350	350
	Subtotal Youth Ministry	14,235.36	89.53%	15,900.00	16,810
	CHURCH BUILDING				
	Janitor Service	14,662.50	112.79%	13,000.00	13,500.00
	Janitor FICA	1,108.77	110.88%	1,000.00	1,025.00
	Janitor Supplies	2,136.71	133.54%	1,600.00	1,600.00
	Maintenance & MinorRepairs	7,546.12	150.92%	5,000.00	5,250.00
	Equipment	3,400.52	68.01%	5,000.00	5,000.00
	Electricity	6,984.27	99.78%	7,000.00	6500.00
	Natural Gas	4,184.60	83.69%	5,000.00	5,000.00
	Water & Sewer	2,151.92	97.81%	2,200.00	1,800.00
	Waste Pick-up	3,016.53	167.59%	1,800.00	1,800.00
	Telecommunications	3,406.37	136.25%	2,500.00	3,000.00
	Insurance	11,080.00	110.80%	10,000.00	11,000.00
	Snow Removal	1,260.00	96.92%	1,300.00	1,300.00
	Cap Imprv & Repair Escrow	16,800.00	100.00%	16,800.00	17,220.00
	Mowing &Ground Care	2,668.68	106.75%	2,500.00	3000.00
	FSC Miscellaneous	125	100.00%	125	125
	Campus Enhancements	5,000.00	100.00%	5,000.00	3,000.00
	Subtotal Church Building	85,361.86	106.94%	79,825.00	80,120.00
	FELLOWSHIP				
	Fellowship Supplies	654.96	130.99%	500	500
	Church Dinners	677.76	58.94%	1,150.00	1,150.00
	Miscellaneous	0	0.00%	450	450
	Subtotal Fellowship	1,332.72	63.46%	2,100.00	2,100.00
	STAFF AND ADMINISTRATION				
	Salaries	186,453.40	100.29%	185,909.20	191,059
	FICA	2,402.53	100.66%	2,386.80	2,466.36
	Pension	15,471.00	90.65%	17,066.93	17,494
	Life,AD&D,& LTD Insurance	1,351.24	83.19%	1,624.32	1237.08
	Medical Insurance	18,942.84	94.04%	20,142.84	21,843.48
	Car Allowance (mileage)	1,865.31	53.29%	3,500.00	3,500.00
	Continuing Ed/prof. Exp	3,069.93	69.77%	4,400.00	4,400.00
	Conference Expense	1,906.85	95.34%	2,000.00	1,750.00
	Health Savings Account	8,210.36	100.00%	8210.36	8211
	Office Expenses	2,908.01	96.93%	3,000.00	3,000.00

INCOME	Title of Line Item	2015 Expenditures	% of Budgeted	2015 Budget	2016 Proposed
	Direct Giving Fees	1,026.45	85.54%	1,200.00	1,200.00
	Sabbatical				3200
	Subtotal Staff And Administration	243,607.92	97.66%	249,440.81	259,360.92
	CONGREGATIONAL NURTURE				
	Adult CE Materials	898.08	119.74%	750	1000
	Library	373.19	62.20%	600	400
	Movie License	437.17	194.30%	225	225
	Camperships	1,935.00	198.46%	975	975
	Pastoral Council	467.32	93.46%	500	500
	Wellness	412.19	103.05%	400	400
	Laity Training	1,190.51	136.06%	875	1375
	Cluster Group Support	282.09	20.15%	1,400.00	1,400.00
	Subtotal Congregational Nurture	5,995.55	104.73%	5,725.00	6275
	FIRST FRUITS - LOCAL				
	Outreach	7,612.92	84.59%	9,000.00	9,000.00
	Indigent Assistance	384.04	76.81%	500	400
	Peace and Justice	1,400.00	46.67%	3,000.00	3,000.00
	Subtotal First Fruits - Local	9,396.96	75.18%	12,500.00	12,400.00
	FIRST FRUITS: NON-LOCAL				
	Mennonite Mission Network	44,247.60	100.00%	44,247.60	45,132.96
	IL Mennonite Conference	14,541.12	100.00%	14,541.12	14,831.82
	Central District Conf	14,541.12	100.00%	14,541.12	14,831.82
	Menn Education Assoc MEA	15,067.44	100.00%	15,067.44	15,368.34
	Menn Central Comm MCC	3,818.88	100.00%	3,818.88	3,895.38
	Menno Haven Camp	3,965.76	100.00%	3,965.76	4,045.32
	Camp Friedenswald	3,965.76	100.00%	3,965.76	4,045.32
	Maple Lawn Homes	1,774.80	100.00%	1,774.80	1,810.50
	Meadows Mennonite Home	1,774.80	100.00%	1,774.80	1,810.50
	Christian Peacemaker Teams	1,774.80	100.00%	1,774.80	1,810.50
	MennoMedia	1,774.80	100.00%	1,774.80	1,810.50
	Menn Disaster Service MDS	1,774.80	100.00%	1,774.80	1,810.50
	Ministry Support	6,000.00	100.00%	6,000.00	6,000.00
	CorinthianPlan Mutual Aid	22,366.92	100.00%	22,366.92	24,249.48
	Subtotal First Fruits: Non-local	137,388.60	100.00%	137,388.60	141,452.94
	Subtotal Budgeted Expenses	505,789.72	98.56%	513,174.41	528,863.86

INCOME	Title of Line Item	2015 Expenditures	% of Budgeted	2015 Budget	2016 Proposed
TOTALS		505,789.72	98.56%	513,174.41	528,863.86
EXCESS INCOME\EXPENSES		7002.71	-1.36%	(\$513,174.41)	

Financial Statements prepared by:
Lynn Reha, Administrative Assistant
Adam Augspurger, Treasurer

2016 Spending Plan
Doug Ulrich, Chair
Financial Stewardship Committee

January 20, 2015

Financial Stewardship Committee
Mennonite Church of Normal

This is to state that I have examined financial records of the Mennonite Church of Normal for the year ended December 31, 2015. Requested financial records were readily available. Checking Account and Money Market balances at Heartland Bank(1) and First State Bank(2) respectively were reconciled to balances reported on the Balance Sheet as printed. (see footnotes)

Deposits for weekly offerings, paid invoices and checks issued were recorded accurately as determined by random examination. Unrestricted Net Assets (Net Worth) stood at \$17,703.62.

Explanation was given to make the following transfers:

*Y/E 2014 Income over Expenses 711.94) as of 12/31/14

*Y/E 2015 Income over Expenses (7,002.71) as of 12/31/15

This results in a final Net Worth at 12-31-15 of:\$ 9,988.97

These amounts to be transferred to: #2302 - Capital Improvement & Repair Escrow.

Robert L. Kauffman, Auditor

(1) This is related to the General Checking account for \$200 due to timing difference between printing the Balance Sheet vs the Outstanding Check list.

(2) The second discrepancy was due to interest of \$42.47 recorded two times in March 2014.

Mennonite Church of Normal Narrative Budget for 2016

With deep gratefulness, the Financial Stewardship Committee acknowledges your generosity in 2015. Your gifts have been an investment in God's Kingdom, and have borne much fruit. We anticipate many new initiatives in the year to come. This narrative budget frames our stewardship intentions in terms of anticipated, continued fruitbearing in 2016.

Worshipping - \$52,761.95

In worship the gathered body enters into God's presence and opens itself to the source of its being. Worshipers are formed into a faithful covenant community as they respond to stories of God's acts in human history as recorded in the Bible, by their experiences of God's love and power in their lives and corporately, and through their hope in the present and future reign of God. Currently our gathered community averages 179 worshipers per Sunday.

Planning worship services, writing sermons, coordinating volunteers and conducting weddings, funerals and other special services, all require significant time on the part of our pastors. This category also includes expenses for music and choirs, instrumental maintenance, bulletin preparation, communion supplies, seasonal decorations for our worship space, and honorariums for guest speakers.

Learning (Christian Formation) - \$120,737.94

The 2011 Discernment and Direction (D&D) document prioritizes our congregational desire to form persons toward mature Christian discipleship. We believe Christian discipleship is a lifelong journey of growth and spiritual renewal.

Christian formation has been identified as the overall goal of programming for children, youth, and their families. In addition to the Newborn-Twos age group (17 children) we have four children's Christian education classes (43 students), a junior high class (15 students), a senior high class (22 students), and a variety of adult classes (average attendance 40-50). The costs for curriculum and other supplies, teacher training and appreciation, pastoral staff time, other educational activities such as the church library, and professional childcare on Sunday mornings are included in this category. In 2016, it is anticipated that the *True Story of the Whole World* adult and senior high Christian Education will attract additional adult Christian Education attendance.

Junior and senior high youth group activities fall under Christian Formation. This year, in addition to regular activities, senior high students and adult leaders will attend winter youth retreat at Menno Haven in January. Also, an experience with Serving With Appalachian People (SWAP) is planned for Senior High Youth this summer. Youth Ministry anticipates a 4% increase in number of youth from 2015-2016.

The junior high group has weekly meetings throughout the school year. It is planned for junior high youth to attend *Know Jesus Retreat* in August. In the Fall, the group has a kick-off retreat with sponsors at Menno Haven; they will also attend winter youth retreat at Menno Haven in January. The D&D document states that we will emphasize spiritual renewal in our congregational programming, as we plan for speakers, retreats, and small group curriculum. In 2016, *The True Story of the Whole World* project is a new initiative that provides that emphasis.

A significant mutual aid effort, not included in the total for this category, is the Student Mutual Aid Program (SMAP). Since 1977 Mennonite Church of Normal has covered tuition costs for MCN students attending Mennonite colleges and universities. By now well over 100 young persons have benefitted. During 2016, we will be supporting five students, including Joelle Friesen (Jr-Goshen), Jenna Lee (Sr-Goshen), Jacob Love (Jr-Bluffton), Caitlin Haab (Fr. Bluffton), Meredith Satchwell (Fr-Goshen). During the summer of 2016, Pastor Jane Roeschley has been approved to take a Sabbatical, part of which will be a Celtic Pilgrimage in June.

Caring - \$79,711.84

As human beings, we yearn to belong. We enter into, and are nourished by, relationships through which transformation into Christ-likeness occurs (one-to-one, group or family, school, camp, congregation, regional, denominational). As we learn to trust, forgive, give and receive counsel, and care for others, our community takes on the character of Jesus. The Pastoral Council, together with our pastors, has primary responsibility for this aspect of congregational life.

Pastoral care for persons who are transitioning from one life stage to another or who are facing health, relational or other types of crises, is ongoing. But caring for the fellowship goes beyond individual or interpersonal challenges; it includes pastoral oversight of the overall functioning of the church body. Examples could include staff supervision, equipping of our many volunteers, and staffing of the various committees.

The Wellness Committee looks for ways to support wellness initiatives advocating for the health of the whole person. Fellowship activities nurture and encourage community life.

The Administrative Assistant in the Church Office provides a variety of services to congregants and committees, including compiling reports throughout the year, publishing the Midweek weekly, programming the electronic sign, and keeping our website up-to-date, to name a few.

Area Clusters are providing new avenues to strengthen the Mennonite Church of Normal community. We offer hospitality to each other, (especially newcomers), celebrate life events, and offer assistance and encouragement to each other in times of need.

A significant portion of your giving is not included in our budget, but is nonetheless a major ministry of the congregation. The Mutual Aid Fund is administered by the Pastoral Council. With prayerful discernment, they are able to disburse funds to our brothers and sisters with financial needs beyond their personal resources.

Reaching Out - \$164,456.82

Our congregation's work extends far beyond our doors. By supporting denominational ministries of the Mennonite Church USA, we participate in the work of the wider church, not only in this country but around the world. For example, we have offered financial support to the Living Water Community Church in Chicago, which has a ministry to Nepalese immigrants. Efforts are also being made to develop personal relationships with members of this congregation.

We support other Mennonite-related organizations, including church camps and nursing homes.

Additionally, we support local ministries and organizations, such as Bridge of Hope, Home Sweet Home Ministries, Immanuel Health Center, the Jesus House, and more. We have provided classroom space free of charge to the local Head Start program since 1991. Our pastors serve as our representatives to a variety of denominational and community organizations, and offer pastoral care and support on occasion to individuals from the wider community.

We participate in the Corinthian Plan, through which our staff receives health coverage. A portion of the premium is “mutual aid,” thereby providing assistance to 75 pastors in Mennonite congregations which struggle with the high cost of healthcare. It is included in this category.

2016 Projects Two outreach activities which are seeking to make peace are the newly created *Undoing Racism Conversations* and the renewed *Victim Offender Reconciliation Program*. Our website has been refurbished in 2015; under the leadership of the Administrative Assistant, during 2016 project leaders and committees will be encouraged to keep their sections of the website current.

Bricks and mortar (Administration and physical plant) - \$111,195.31

Our church grounds, worship and fellowship spaces, classrooms and offices, and their contents, are essential to our ministries. The D&D document states that we will “make full strategic and missional use of our campus.” It is indeed a biblical obligation to care for our facility and grounds, stewarding these resources wisely and carefully. We anticipate investing in our campus in 2016, as per our completed campus use study and landscape architect plans.

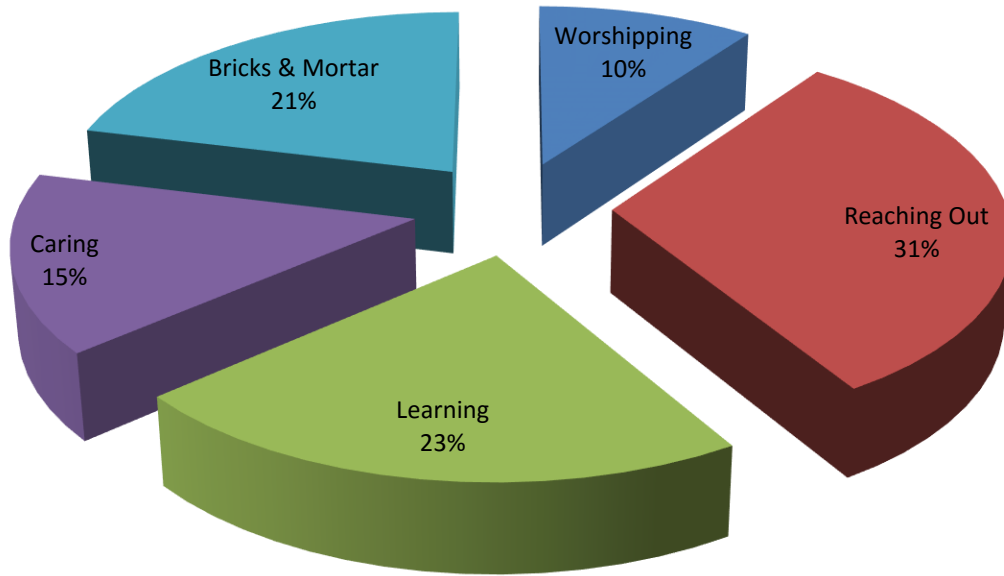
The custodian keeps the building clean and ready for use by our committees, choirs, book study and youth groups, as well as the Central Illinois Mennonite pastor peer group, the local quilt guild, Wild Ones native plant society, Head Start, and others. Utilities, insurance, equipment maintenance and upgrades, and services like snow removal and grounds care, are all part of providing a safe, functional and fruitful environment in which to meet our obligations as Kingdom workers.

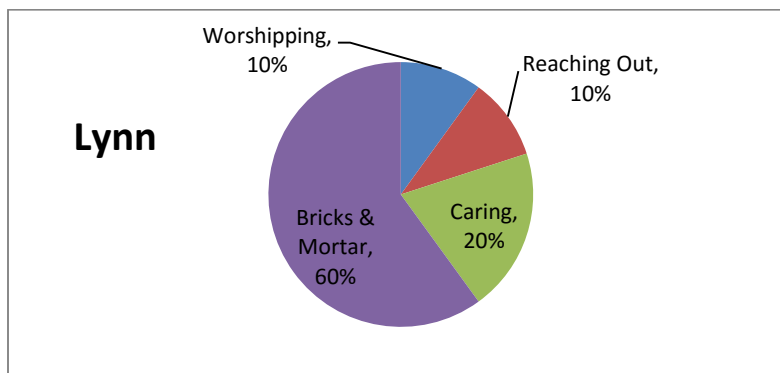
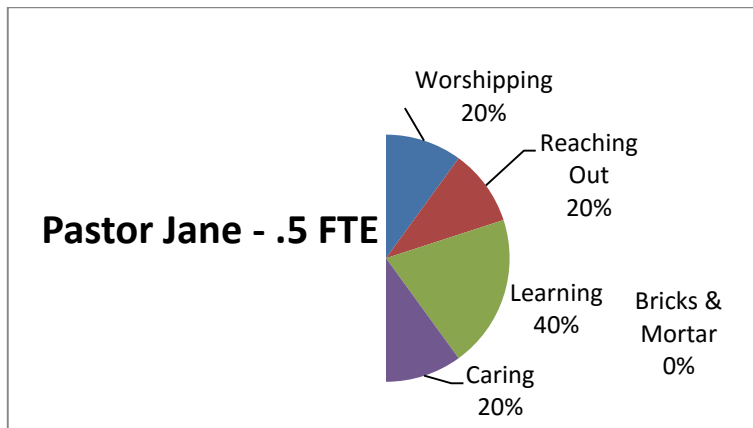
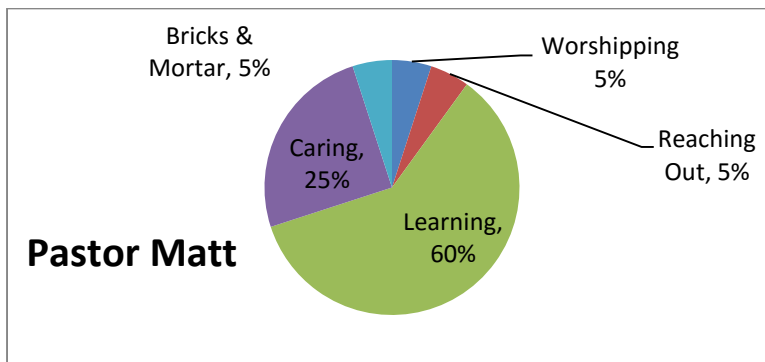
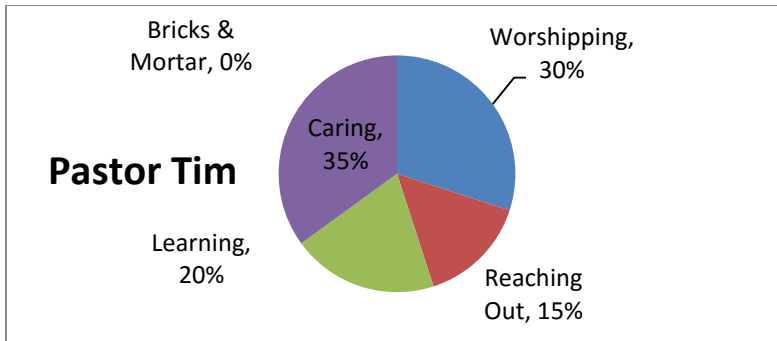
Expenses in this category could be parsed out in finer detail into the four previous categories. Here are two examples:

- Paper and copying costs for events outside of Sunday morning worship, including staffing and utilities. These are *Reaching Out* expenses.
- Turning on the lights, and heating or cooling our building every Sunday morning could be included in *Worshipping*, as well as costs for the weekly worship bulletin.

TOTAL: \$528,863.86

2016 Budget by Percentage





Mennonite Residential Community (MRC)

Members of the 2015 MRC Corporation Board include: Hazel Yoder, (vice chairperson), Bob Kauffman (treasurer), Gerry Schrock (secretary), Andy Reeser (chairperson), Marilea White, Terry Wiebenga, John Gundy, Julie Musselman and Larry Reeser. Five members of the board are appointed to five-year terms by the Mennonite Church of Normal (MCN). Four members are elected to four-year terms by the MRC Residents Association.

Major events for 2015 include:

- All garage doors were replaced during the year. Residents were appreciated for the natural light the windows provided.
- The compost area was overhauled to enhance the working area. Thanks to Lee Hertzler and Roger Clemmons for their hard work to update the area. Residents also painted the maintenance shed.
- A significant portion of the year was spent updating the MRC bylaws and reviewing policy for the unit maintenance funds.
- Hazel Yoder and Andy Reeser completed their terms on the board. MRC is very appreciative for all the guidance they provided to the community.
- Roger Clemmons (Resident's Association) will be joining the Board in 2015. A committee member from the MCN is to be determined.
- Thanks to Manny Oyer, Tim Kauffman, 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.
- The MRC Board is thankful for an active and healthy group of residents to serve.
- Many times community members provided assistance to their neighbors.

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 MCN board members for additional information regarding the community.

Andy Reeser, Chairperson

Heartland Head Start

In 2015 Heartland Head Start celebrated 50 years of Opportunity. Our program was one of the pilot programs for Head Start and we are still going strong 50 years later. Part of the reason for our success is because of the generosity of the Mennonite Church of Normal, you have hosted one of our classrooms for more than 20 years. We are so lucky to have the opportunity to have our classroom in such a lovely place. The children have large areas to learn and play, indoors and outside. Many children and families have benefitted from the services our program offers, because your church has cared. With that being said, I would like to say **“Thank You.”**

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.

As with anything that has been around for 50 years changes occur. Heartland Head Start is now offering Early Head Start services, which serves infants and toddlers, as well as pregnant moms. We currently have 3 EHS classrooms.

The classroom at Mennonite Church of Normal serves 34 children, ages three, four and five years, and their families living in the town of Normal. Our teaching team this year includes Jennifer Whitman, teacher assistant and Aimee Wright, lead teacher. Jennifer and I have worked together for several years and this is our third year at this site. We have had several different staff assist our classroom in the roll of Kitchen/Classroom Aid. Emily Evanson is the Family Resource Advocate for our classroom. This is Emily’s first year working with Head Start and I have been with Heartland Head Start for 10 program years and just want to say that this is one of the best facilities I have had the opportunity to teach/ be assigned to. The building itself, as well as the people who we see are truly a blessing each day.

Finally, I would like to extend an invitation to each one of you to join us. If you have a special talent to share, or would simply enjoy reading to a small group of children, you are welcome to do so. Thank you, readers and volunteers, for all you do for us! Our classroom is a better place because of you. Our children’s literacy, language, and social skills have improved because of your efforts. Together, we *can* make a difference in a child’s life.

Aimee Wright, Lead Teacher

