
ASSEMBLY AGENDA

FRIDAY

- 11:30 Registration
- 12:00 Lunch*
- 12:30 Welcome and introductions – Elton DaSilva
- 12:40 “What is the Gospel?” – Bruce Guenther
- 1:25 The Gospel in your context – panel discussion
- 2:00 Coffee break
- 2:30 Workshops
- 3:30 Closing
- 5:00 Leaders banquet (by invitation)

FRIDAY EVENING

- 6:30 Registration
- 7:00 Worship Service – open to all
 - Worship in song – CMU team
 - “The Ultimate Good Samaritan” – Victor Neufeld
 - The Lord’s Table – Keith Poysti, Walter Fast
- 9:00 Closing

SATURDAY

- 8:30 Registration
- 9:00 Welcome – Harold Froese
- 9:05 Worship in song – Steinbach MB worship team
- 9:15 “Living for the Least, the Last, and the Lost” – Brian Cooper
- 10:00 The Gospel in your context – panel discussion
- 10:30 Coffee break
- 11:00 Workshops
- 12:00 Lunch

- 1:00 Church Planting Manitoba – Elton DaSilva, Gord Fleming
- 1:20 Questions on church planting
- 1:50 Executive Report – Elton DaSilva
- 2:10 Leadership Board – Harold Froese, Glyn Allen
- 2:40 New Faces
- 2:50 MB Biblical Seminary – Bruce Guenther
- 3:00 Canadian Conference – Willy Reimer
- 3:15 Business Decisions – Harold Froese
- 3:30 Closing

* Register for Friday lunch and workshops by contacting your church office.

Welcome, Delegates and Guests, to Assembly 2013

We welcome you to Assembly this year under the theme "The Church and the Gospel". Together we want to learn more about the ministry that God has planned for us. We will have some excellent workshops and panel discussions led by faculty of MB Biblical Seminary — and we look forward to their leadership. CMU will also be leading us in music for this event.

Assembly is always a great opportunity to meet some old friends and make some new friends while we talk about Jesus and his church.

We encourage you to enjoy the hospitality of the Steinbach MB Church family. We thank them for their generosity in hosting us at Assembly this year.

Much of what we plan to talk about is in this book — we encourage you to read through it before Assembly. We look forward to seeing you — and are excited about what God has in store for us.

Harold Froese
Moderator
Mennonite Brethren Church of Manitoba

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Workshops

All workshops will be offered Friday @ 2:30 pm and Saturday @ 11:00 am.

1. Fifty Ways to Make Peace – Keith Poysti, Edgar French



Edgar French (MBCM Pastor) and Keith Poysti (MBCM Conference Pastor) will lead participants in exploring how Christ’s Good News contains the seeds of peace *and* commissions us to be peace makers. Come and contribute to finding new ways to be peace makers wherever we work and play!

Edgar French (left) is lead pastor of Christian Family Center, a multicultural MB congregation in the heart of the Elmwood community. He is an MA graduate of Canadian Mennonite University. Edgar is married to Rachel, and together they are raising two vivacious boys.

Keith Poysti (right) has been the Conference Pastor for the Mennonite Brethren Church of Manitoba since 2005. He is a graduate of Moody Bible Institute and Mennonite Brethren Biblical Seminary. Prior to his current ministry, Keith pastored churches in Fresno, CA, in Winnipeg (including a church in the North End) and Steinbach.

2. Bearing Witness to our experiences of Jesus Christ – Andrew Dyck



In this workshop, participants will be guided into a conversation about the pitfalls and possibilities of speaking about Jesus with friends, neighbours, and colleagues. The following questions may be considered: What are our own experiences of knowing Jesus? Where and when do we hear people talking about Jesus? What can we promise to people who trust Jesus?

Andrew Dyck recently joined the faculty of Mennonite Brethren Biblical Seminary Canada at Canadian Mennonite University. Previously, he worked as a pastor for sixteen years, and before that as a physiotherapist for eight years. Living and speaking about the Gospel have been important to Andrew wherever he has lived. He is writing a doctoral dissertation that includes a chapter about conversion among Mennonite Brethren. He and his wife Martha have three adult sons.

3. Why Does the World Need a Saviour? The Gospel according to Genesis 1-3 – Pierre Gilbert



The death of the Son of God to save humanity is the most wondrous mystery of the Christian faith. It is also the most inaccessible to reason; so much so that theologians have sometimes been tempted to reduce the Christ event to a mere historical/ political drama. For the most part, such attempts have tended to result in less, not more, clarity and insight into what originally happened to the human race, and why this condition necessitated such radical divine intervention.

In this workshop we will use Genesis 1-3 to inform our understanding of the basic elements of the Gospel. It is hoped that this investigation will offer new insights into God’s project for humanity, the nature of sin and its consequences on history, and will also provide a more adequate foundation to apprehend some of the Ultimate Reality reasons behind the absolute necessity for Christ’s self-sacrifice to save the human race. It is hoped that by sharpening our understanding of the most basic elements of the Gospel, this workshop will also contribute to increase the effectiveness of the preaching of the Gospel in our churches.

Pierre Gilbert has a Bachelor of Religious Education, an MA and a Ph.D. in Old Testament. He pastored a church in Waterloo, Quebec, and then taught at ETEM (an MB Bible College in Montreal). He taught Old Testament at Mennonite Brethren Biblical Seminary (MBBS) in Fresno, CA from 1996-1999. Pierre presently teaches for Canadian Mennonite University and MBBS in Winnipeg. His academic interests focus on biblical theology, spiritual warfare, and the problem of evil. He is the author of *Demons, Lies, & Shadows. A Plea for a Return to Text and Reason*. He is married to Monika, and they have 3 adult children.

4. Nobody Gets Left Behind – Rachel Twigg Boyce



When we come to understand that the gospel message was meant for each of us, we should be inspired both to follow Jesus and to ensure that no one is left behind. Come to reflect theologically and to hear stories of how House Blenders are seeking to share "not only the gospel, but our lives as well" (1 Thess. 2:8) with neighbours in West Broadway.

Rachel Twigg Boyce is the pastor of House Blend Ministries (houseblendministries.com). When she is not working, she can often be found drinking coffee, walking her dog, or doing both at the same time.

5. Church is Risky Business! The main liability risks facing churches – Anthony Reimer



Churches and their leaders are constantly dealing with issues surrounding matters of risk and liability. Society is placing more and more responsibility on organizations to ensure programs and screening practices are becoming tighter and more complete. And then there are the insurance companies...

Anthony Reimer is the President of Lakeview Insurance. He and his team have specialized in insuring churches and Christian charities since 1990. He volunteers and serves on several boards of non-profit organizations. When he’s not sitting at a desk, he enjoys hockey, golf and water sports. Anthony and his wife Donita have four sons ranging in ages 10 to 18.

The Ministry Focus of the Mennonite Brethren Church of Manitoba

Who are we?

We are a community of believers, joined and formed by a common experience of God in Christ and the shared conviction that following Jesus moves us to seek the healing of our world. We have formed communities of faith across the province for nurture, worship and mission as we live and work in a variety of settings. Through our history we have learned to value mutual support, accountability and serving others. The vision of our earlier leaders, led and empowered by the Holy Spirit, has resulted in mission, media and educational projects in Manitoba that now touch the lives of people around the globe. We continue to value and embrace our partner organizations.

What do we do?

Continuing to build on the past, we choose to joyfully pursue a life aligned with the character and teachings of Jesus. Such a life, both corporate and individual, calls us to be rooted in sound biblical teaching, striving for moral purity and ethical behaviour.

Empowered by the Holy Spirit, we inspire and nurture one another through encouragement as well as exhortation. We enhance local initiatives and mentor emerging leaders by providing resources and building connections between our various congregations.

We reaffirm our commitment to be peacemakers in a culture where violence is seen as an acceptable means of resolving conflicts. We assist churches in developing non-violent means of practicing Christ's way of peace and reconciliation within their communities.

Where do we focus?

We focus on following God into his mission in the world, where people transformed by the message of Jesus bring reconciliation, healing and hope to their communities. We hear God calling us to compassionately minister with and among people who are poor and to initiate the emergence of new Christ-centred faith communities, wherever God is leading us.

Decision Points

This summary outlines the recommendations to be presented to Assembly delegates by the Leadership Board. The page reference indicates where background information for the recommendation is provided in this book. Additional information will be provided at Assembly. Amendments to the recommendations may also be made at the Assembly.

Process Recommendations

1. Status of Printed Reports: We recommend that the printed reports be accepted as presented.
2. Status of Recommendations: We recommend that all printed recommendations be considered moved and seconded.
3. Recording Secretaries: We recommend that the recording secretaries be appointed as presented.
4. Minute Review Committee: We recommend that the minute review committee (members to be presented at Assembly) be authorized to review and prepare the minutes for publication in consultation with the Executive Committee.
5. Ballot Committee: We recommend that the Steinbach MB Church nominees for the ballot committee be appointed as presented.
6. Ballots: We recommend that all ballots be destroyed at the close of the Assembly.
7. Parliamentarian: We recommend that the parliamentarian be appointed as presented.

Church Planting Proposal

8. We affirm the direction of this church planting proposal. (pages 13-14)

Financial Reports

9. Financial Reports: We recommend that the financial reports for 2012 be accepted as presented. (pages 47ff)
10. Budget: We recommend the acceptance of the 2013 MBCM budget as presented, including the rate of 8% of receiptable revenue towards the Conference Support Fund. (pages 47ff)
11. Financial Review: We recommend the appointment of BDO Dunwoody accounting firm for the year 2013.

Nominating Committee

12. Elections: We recommend the acclamation of the nominees on the Election Slate. (pages 18-19)

Leadership Board

Harold Froese, Moderator

It was again a privilege for us to serve as your leadership board this past year. In addition to committee work, we meet quarterly and enjoy discussing God's work and praying together. The leadership board also represents the conference at various events and serves on the board of the Canadian Conference of MB Churches.

A highlight each meeting is when we hear from a guest church or partnership ministry. It is a joy to hear what God is doing as well as an opportunity to pray for a specific ministry.

Our Executive Director continues to do an excellent job for us and works tirelessly on behalf of the conference. It has been a joy for us as a board, and for me personally, to work with Elton DaSilva.

Strategic Plan

The ministry plan which we presented at last years' assembly is based on the 5 key areas of our Ministry Focus statement:

1. Church Health
2. Leadership Training
3. Church Planting
4. Compassion Ministry
5. Community Building

Our focus statement talks about "enhancing local initiatives" and "initiating the emergence of new Christ-centered faith communities". Our strategic plan helps us achieve these goals through equipping, resourcing, and inspiring our local churches to accomplish their God given mission.

Church Planting Manitoba

We were privileged to work with and assist our French Church in selling their property. They have a new pastor, Arisnel Mesidor, and are meeting at the Crossroads MB Church.

Two new ministries began during the past year. Eastview Community Church began a ministry in a building they purchased at 188 Princess St. Walls of Freedom continued their ministry through a building purchase at Logan and Ellen. Both of these ministries provide a good template in that the local church leads the ministry and we, with our partners in the Canadian Conference, were able to provide support and financing.

Council of Representatives

Thank you to Eastview Church for doing a great job of hosting our fall Council of Representatives meeting. It was great to celebrate what God is doing and also to spend time in prayer.

Elton DaSilva and David Balzer led us in a conversation re our philosophy of ministry, based on our strategic plan. Roger Friesen gave us an overview of the tremendous amount of work he has done in developing a resource library for churches. Keith Poysti led us in discussion of our credentialing process and the very good Church Unity Project he has been developing.

Thank you to Len Penner for assisting us in the afternoon presenting The National Office Review Report completed on behalf of the Canadian Conference of Mennonite Brethren Churches (CCMBC). We thank you for your very good input as this will help us work with CCMBC in our conversations regarding budget allocation and sustainability, communication, Stewardship Fund Review, and C2C ministries.

Canadian Conference of Mennonite Brethren Churches

God has given us many resources as a denomination, and it has been a privilege serving with our Canadian partners. At the Canadian Conference we are undergoing an assessment of our ministries and

trying to discern where God is leading us in the future. This process is continuing, and future direction conversations have been very positive. Similar to our strategic plan in Manitoba, our direction is moving to be a catalyst for ministry through the provinces by resourcing, equipping, and encouraging them. It has been a joy working with the Canadian Conference Board and Willy Reimer as our CEO, and Paul Loewen as our moderator.

In Manitoba we have been developing very good working relationships with Alberta and Saskatchewan. With Gord Flemings' assistance, we have also developed ideas about how church planting, with C2C support, could work in Manitoba. We will be presenting these ideas at the Assembly.

Churches

We again would like to thank our churches for their continued support of the work of our conference.

Financial support is strong, and we could not do our work without your help. As a Leadership Board and staff, we appreciate the phone calls, messages of support, and prayer we receive throughout the year. We are also very appreciative of the many individuals who serve on our various committees and agencies.

Affirm our Staff

We also want to take this opportunity to affirm our staff for the work they do each day. It has been great for us as a leadership board, and, for me personally, to work alongside these people of faith as they minister among us.

Two of our Leadership Board members, Noel Hudson and Kathi Fast, will not be continuing this year. We thank them for their service among us. Kathi has served us for 8 years and has been active on many committees. Thank you, Kathi!

Thank you for allowing us to serve you as a Leadership Board. We have a lot of fun and look forward to what God has in store for us in the coming year!

Executive Director's Report

Elton DaSilva

At last year's Assembly, we presented you with an overview of our goals and objectives for the next five years. Today I want to take some time to reflect on the steps taken this past year towards achieving those goals and objectives.

First, let me remind you of the three primary goals of our five-year plan:

1. Identify a clear mandate for the conference office.
2. Provide a different approach to ministry.
3. Development of resources and new initiatives.

To be brief, I will concentrate on the second goal: "Provide a different approach to ministry". In our outline, we talked about the need to resource churches towards a goal. Our focus is not to duplicate or create resources just for the sake of having them.

The aim is to provide tools that facilitate the mission of the church. To that end we will concentrate less in the creation of new programs and focus instead on the facilitation of "tailor-made" processes unique to individual situations. Two of those process-oriented tools presently under development are:

- "Every church can...": Processes for helping churches become outward-focused;
- "Leading through change": A discernment and planning process.

Partnerships

We are also strengthening our partnerships with our national and other provincial conferences in order to provide better resources for the local church. One of these partnerships is with C2C. Together we have developed a church planting plan that will be greatly beneficial to our province. The plan will be presented at Assembly 2013 for your input and discernment.

Another beneficial partnership that is being formed is with our MB Biblical Seminary. On top of offering

bursaries for pastors and grants for students, we have helped to facilitate the hiring of a faculty position to be located here in Manitoba.

We are also looking forward to working with Ron Toews, the new national leadership development director, and Norbert Bargaen, the new national Human Resources director, in order to continue to serve our churches better.

We are working in close partnership with the Alberta conference. Daniel Beutler has been a great resource to me in particular and brings a wealth of knowledge to the areas of leadership development and church health.

New Resources

Something else noted in the five-year plan was the need to become more proactive in our approach to ministry. Our goal is to help resource pastors and leaders in areas of significant need before these needs become urgent.

During this past year our congregational services office has finalized a complete library of resources for churches. These resources are in the form of templates that can be changed and adapted by individual congregations to suit their needs. In this library you will be able to find a 55-page internal review checklist, staff position descriptions, governing documents, leadership and management policies and procedures, and much more.

Another proactive development is the creation of a church unity pilot project aiming at resourcing congregations on how to approach conflict. The pastoral ministry office is also working nationally with our Board of Faith and Life and MB Biblical Seminary to develop a better approach to pastoral credentialing.

A new website is under development. This new website will allow us to better communicate with our congregations, showcase what God is doing among us, as well as house the resources that are being developed in this office. This new website utilizes more up-to-date technologies that are comparable to the age of smart phones and tablets.

We are glad to report that our new “Leaders2 Learners” professional development series has been very well attended, and the reviews of the first two events indicate that they have been of benefit to our leaders.

This year we'll be primarily focusing on two areas: strengthening our efforts towards church planting and working with existing churches in the area of visioning. We have received a number of invitations from congregations to lead staff and leaders retreat. Our aim will be to help church leadership discern their next ministry steps.

Thank you

I wish to take time to say “thank you” to Russ Toews. Russ has served our conference with passion and dedication for almost seven years. We pray God's blessings for Russ and Sharon as they continue to follow God's lead.

A big thank you to those who volunteer on our boards and committees. Your dedication to this conference is a source of inspiration to me and to our congregations. Thank you to the MBCM staff for your hard work and dedication during this past year. Thank you also for adapting quickly to the changes we are implementing.

Church Planting Proposal

Elton DaSilva, Executive Director

Harold Froese, Moderator

In Manitoba, C2C is seeking to partner with and serve the MB Church of Manitoba as the C2C team works alongside of provincial leadership, Elton DaSilva, local church bodies, and the planters God is raising up.

What is C2C?

Vision

In Canada today there are 30 million people who do not know Jesus and who are not in a loving, intimate, life saving relationship with God. The need for people to be reconciled with God is great. As a church planting movement, C2C is predicated upon introducing people to Jesus and seeing lives transformed by the power of the gospel.

Etched in the façade of our Parliament building in Ottawa are the words from Psalm 72:8, “**And He shall have dominion from Sea to Sea!**” Our God rules and his Kingdom purposes will be established, but until that day comes when all things are restored and Jesus returns in all his splendor, we pray and toil with all his energy to make known the hope of glory which is in us, that is Christ Jesus our Lord and Savior. (Col. 1:27-29)

You might think our goal as a church planting movement is to plant churches, but in reality our mission is to see people’s lives transformed by the power of the gospel and to see them grow into a deeper relationship with God as churches multiply themselves and disciples are made.

Values

As a movement, C2C has three values that govern our thinking and planning. We are unapologetically...

- Gospel Centered

- Spirit Led
- Mission Focused

What does that mean practically? Keeping our eyes fixed on Jesus, the message we declare is the mission we have of proclaiming God’s reconciling work on the cross through Jesus’ death, the forgiveness of sins, Jesus’ victory over death, and his soon and intimate return when creation itself will be set free from its bondage to sin and decay.

In all of this, we are Spirit dependent. Any movement that wishes to have a lasting, eternal impact must be infused with and propagated by the Holy Spirit. To that end we labor in prayer, calling out to God for His enabling presence and life changing power to raise up church planters, to enable church multiplication, to enliven local churches as they live out his love for their communities and neighborhoods, and to provide the means, both financially and tactically, by which church planting and life transformation take place.

Systems

Strategically, C2C seeks to come alongside and serve the church, locally and provincially, through the following steps:

- Prayer
- Intensive Interviews of Potential Church Planters
- Planter Assessments
- Covenant Relationships with Planters
- Apprenticeships
- Financial support for Church Planters
- Coaching of Planters
- Leadership Task Forces for Church Plants
- Training Cadres for the Equipping of Planters

As a facilitating movement that partners with provincial leaders and churches across Canada for Kingdom advancement through church planting, C2C serves the body of Christ Coast to Coast as Canadians reach Canadians, churches reach Canadians, Conferences reach Canadians, Christ reaches Canada for the glory, renown and fame of our Lord Jesus Christ.

What could a partnership with C2C look like in Manitoba?

After much prayer and consideration, the MBCM Leadership Board would like to propose the following:

Creation of a C2C Manitoba Leadership Team

We propose the creation of a leadership team to oversee church planting efforts in this province. This team will be composed of local leaders and pastors as well as two representatives of the C2C work team. The scope of its work will include vision casting, budget approval, interviewing potential church planters, and recommending church planters for assessment. This team will be responsible to make decisions related to church planting in this province. It reports to the MBCM Executive Director through the Manitoba church planting director.

Creation of a C2C Manitoba Work Team

C2C will deploy a team to be on the ground in Manitoba. This team will be composed of C2C regional directors from other parts of the country. These directors will spend time in Manitoba, helping to facilitate the planting of new churches. Their responsibility will be to engage with local churches, do initial interviews of potential planters, organize training cadres, coach planters, and participate in taskforces and other church planting related activities. The Manitoba church planting director will be part of this team.

Closer Working Relationship among the Prairie Provinces

Because of similarities among the three prairie provinces, we suggest a much closer working relationship among them. The regional church planting directors from these three provinces will spend time resourcing each other and helping the church planting developments across provincial lines.

MBCM's Responsibilities

The MB Church of Manitoba will remain responsible for the hiring of a Manitoba church planting director. C2C Manitoba will report and respond to the MBCM Executive Director who, in turn, reports to the Leadership Board. MBCM remains responsible for funding new church planting initiatives in this province. MBCM is responsible for the salary of the Manitoba church planting director.

Will you join us in praying that the power of the Spirit will continue to be poured out in the Church in Manitoba? Will you join us in praying that the Gospel will spread across our Manitoba? Will you join us in praying that new churches will be planted and lives transformed, and that all of this will result in the praise and worship of our Lord and Saviour Jesus Christ?

Recommendation:

We affirm the direction of this church planting proposal.

Conference Pastor's Report

Keith Poysti

The first line of my Position Description says that I should give "Pastoral Ministry to the Pastors of MBCM congregations". It is a real privilege and honour to work this out with the pastors who have been called to the churches in our conference. In an environment where qualified pastors are few and far between, it is gratifying to see how God continues to call and provide great spiritual leaders for our churches.

In 2012 about 10 of our 40 MB churches in Manitoba were looking for lead pastors – almost all of those positions are now filled! Some general trends and observations about spiritual leaders in MBCM congregations come to mind:

- A number of our lead pastors are in their early 30's, and are proving to be exceptionally mature and capable.
- Several pastors come from Pentecostal denominations and bring a welcome emphasis on the Holy Spirit.
- Pastors today are forming networks and are supporting each other in many different ways.
- The challenges of pastoring are not decreasing!

An encouraging trend is that congregations are open to call and equip people from within their congregation for ministry positions. There also seems to be more readiness to call pastors who may not have much formal experience but who have training, demonstrate godly character and who have gifts for ministry.

With some of our long serving pastors retiring from ministry and with the current shortage of experienced pastors, congregations will have to continue to adjust to the new reality. In my opinion, there has never been a better time to explore opportunities for pastoral ministry – are you hearing God's call!?

Internship and Tuition Grants

Another welcome sign is the increasing number of churches offering internship experiences to young

people wanting to explore and develop gifts for ministry. MBCM offers a limited number of grants for internships.

Also, pastors are demonstrating their commitment to continuous learning by taking advantage of MBCM tuition grants for MBBS courses completed at CMU. Pierre Gilbert and Andrew Dyck are the MB faculty members of our seminary program in Winnipeg.

Credentialing/Ordination

The Conference Pastor and the MBCM Faith and Life Committee are responsible for examining the life and doctrine of every new pastor serving in MBCM churches in Manitoba.

The Canadian Conference Board of Faith and Life has recently revised and updated the Credentialing process making it more uniform across Canada. Credentialing helps ensure that the standards required for the privilege of serving as a pastor in an MB Church in Canada remain high.

Church Unity Project

Because of the increasing diversity within MBCM congregations accompanied by the reality of disagreements, division and conflict, we are launching a new initiative called the Church Unity Project. Designed to increase the capacity of congregations to transform their differences into opportunities, **we have a vision for churches who will be so unified that nothing will prevent them from freely and joyfully pursuing God's mission together.**

Brian Strom, Director of Canadian Institute for Conflict Resolution, is partnering with MBCM to provide relevant, practical training sessions for church members who want to lead the way in being peacemakers in their church and community. As Jesus declared, *"Blessed are the peacemakers for they will be called children of God."* Matthew 5:9

Director of Congregational Services Report

Roger Friesen

Since my report at Assembly 2012 of my work on a Church Organizational Manual, there has been a steady flow of request from our churches looking for information on how to improve their governance models.

This has given me the opportunity to visit with the leadership groups of some churches and engage in conversation with them. **These opportunities to meet with churches have been a highlight for me this year.** My work on the Organizational Manual is ongoing. I continue to update it as I become aware of new material.

In addition to working on helping churches with governance matters, I have had opportunities to help churches with doing a yearend financial review for those who do not have an internal audit committee. It is important that our financial reporting to our congregations and to Revenue Canada is done as clearly and accurately as possible. I have also been serving some churches by completing their Registered Charity Information Return, the T3010 form. These services are provided to the churches without any additional fees.

Administration of the Safe Place Policy for Children continues to be the most challenging aspect of my responsibilities. The insurance industry is being very cautious in their efforts to provide liability coverage to organizations whose ministry involves contact with under-age children. This coverage is included in the policy that the Conference carries on behalf of the churches.

In return for this coverage, our churches are asked every three years to complete an Abuse Prevention Declaration form. This declaration request was sent to our churches in early 2013 and we had requested that they be returned by March 1. At that time we

will be able to assess the degree to which our churches are able to comply and what the areas of difficulty are.

The cost of doing police record checking is not a trivial matter. Some of our churches are spending more than \$1,000 each year on doing these checks for their volunteers. We continue to work with the insurance broker to strike a balance between the controls they are asking for and the ability for church staff/volunteers to do ministry.

I expect that my time in the Conference office will continue to be two days a week, usually Monday and Thursday. It is a joy for me to serve the churches.

Nominating Committee

Margarete Schulz

This past fall and early winter leading up to Assembly 2013 has found the Nominating Committee of the Mennonite Brethren Church of Manitoba (MBCM) as always, in prayerful and diligent consideration of nominees for the boards and committees with MBCM representation. In preparation for Assembly to be able provide the election slate, it is always a time of concentrated deliberation and effort, and the congregational support in recommendations is vital to fulfilling this role!

The Nominating Committee begins a new term following each Assembly with the annual responsibility of looking at the upcoming terms and eligible incumbents as well as vacancies for each of the MBCM represented boards and committees, and seeking Divine guidance in filling positions for the upcoming Election Slate.

The role and responsibility of providing cross-sectional representation of the MBCM churches for godly leadership in the various roles on the boards and committees can be daunting! The significance of each congregation's contribution for recommendations to these positions cannot be overstated in the enabling of the Committee to provide a comprehensive election slate for acclamation at each Assembly.

With heartfelt appreciation we gratefully acknowledge those churches that take an active role in providing guidance to the Committee to identify the people who will help lead in their Conference representation with these various ministries.

We would also like to encourage those churches that have taken less opportunity to participate and realize the blessing of corporately experiencing God's faithfulness in provision for all of His "Kingdom work". He is more than able to provide workers for His harvest both in congregational ministries as well as in

other service opportunities. The Lord is faithful to lead and guide and provide! – and we are once again grateful to be able to present a nearly full election slate.

Each year new opportunities present as vacancies, and we would like to emphasize that we need each other - and request your congregational input in identifying suitable candidates from your congregations – those with the gifts and attributes appropriate to serve on the various boards or committees.

As we enter a new Assembly year, please review the *Anticipated Vacancies for Assembly 2014* and **prayerfully consider how your congregation may be involved in the larger "Kingdom work" of the Lord's harvest** – in the Conference representation in these ministry opportunities through facilitating godly and capable leadership on these boards and committees.

We express our sincere appreciation of your involvement in nominations for the various upcoming opportunities and anticipation of your continued contributions. Blessings on behalf of the MBCM Nominating Committee: Michelle Penner (Mclvor); Ed Schroeder (Elm Creek); Val Foord (Snow Lake); Kathi Fast (Crossroads), outgoing ex-officio Leadership Board Secretary – THANK YOU ! – and welcome to Cory Normand (Eastview) in this role; and my sincere gratitude for their insight, support and efforts, Margarete Schulz (Eastview), Chair.

We also express sincere appreciation for the Leadership Board in their continued efforts for new members to fill the vacancies for the seamless continuation of our Nominating Committee.

Recommendation:

We recommend the acclamation of the nominees on the Election Slate.

Election Slate

MBCM Leadership Board

(2 year term)

<u>Executive</u>	<u>Incumbent</u>	<u>Nominee Underlined</u>	<u>Term</u>
Moderator	Harold Froese	<u>Harold Froese</u>	2015
Assistant Moderator	Gerald Dyck	continuing	2014
Secretary	Kathi Fast	<u>Cory Normand</u>	2015
Treasurer	Glyn Allen	continuing	2014

Members at Large

Wayne Eisbrenner	<u>Wayne Eisbrenner</u>	2015
Val Willems	<u>Val Willems</u>	2015
Noel Hudson	vacancy	2015
Abe Klassen	continuing	2014
Pat Kroeker	continuing	2014
Ruth Schellenberg	continuing	2014

CMU Council

(3 year term)

Art DeFehr	<u>Art DeFehr</u>	2016
Alan Janzen	<u>Alan Janzen</u>	2016
Al McBurney	vacancy	2016
Mary Friesen	continuing	2015
Ron Malech	continuing	2015
Fred Pauls	continuing	2015
Marvin Dyck	continuing	2014
George Klassen	continuing	2014
Mary Reimer	continuing	2014

Eden Health Care Services

(3 year term)

Ethel Schroeder	<u>Ethel Schroeder</u>	2016
Evelyn Labun	<u>Evelyn Labun</u>	2016
Joan Muehling	continuing	2015
Carole Clarke	continuing	2015
Kathy Baerg	continuing	2014
John A. Janzen	continuing	2014

Nominee Profiles

Leadership Board

Harold Froese, Moderator:

Incumbent. Harold is a member of Fort Garry MB Church. He has served in numerous capacities at his church including caregiver, trustee, personnel, nominating, council chair, and moderator. Harold is an egg producer and has represented egg producers at provincial, national, and international levels. He is a director of Manitoba Egg Farmers and has acted as a policy advisor to successive ministers of agriculture. He is also an agricultural loans officer at Sanford Credit Union (Oak Bluff branch).

Cory Normand, Secretary:

Cory Normand has been attending Eastview Community Church since 1998, becoming a member in 2005. Cory grew up in Winnipeg and worked for the not-for-profit community for 25+ years before accepting the position of Administrative Manager at Eastview Church. She considers it a blessing to serve her Lord and Saviour Jesus each day using the gifts and skills he has given her. She likes to keep things simple, "Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ." Phil. 1:27.

Wayne Eisbrenner:

Incumbent. Wayne is a member of Selkirk Community Church. He is currently the Provincial Field Director for Canadian Sunday School Mission Ministries. He also has 21 years of pastoral experience and spent 13 years working in the banking industry.

Val Willems:

Incumbent. Val is a member of La Salle Community Fellowship and is involved in worship planning and music. She has served the Conference as a member of the Board of Congregational Ministries. She works for an engineer and teaches piano. Some favorite activities include: baking, gardening, exploring Canada (tenting), playing piano, and doing puzzles.

Canadian Mennonite University Council

Art DeFehr:

Incumbent. Art is a member of River East MB Church. He has a long-term commitment to post-secondary Christian education and was a leader in the development of Canadian Mennonite University. He has initiated numerous church and para-church endeavours. Art is President of Palliser Furniture.

Alan Janzen:

Incumbent. Alan is a member of Westwood Community Church where he is now the Moderator. He grew up in the Winkler MB Church and has been involved in music ministry for over 35 years. As a teacher, he taught all grades in the public schools in rural Manitoba and Winnipeg before joining Manitoba Education where he held positions as Curriculum Consultant and later Assistant Director of Curriculum. His responsibilities included provincial K-12 curriculum development in the arts, languages, social studies, and English, as well as Vocational Education and Special Education services. He is currently a Crosstown Civic Credit Union Board member where he has served in various roles, including that of Board Chair. He has been a supporter of CMU since its inception.

Eden Health Care Services

Ethel Schroeder:

Incumbent. Ethel is a member of Westwood Community Church. She has been involved in church as the Chair of the Music Committee, leader of a worship team and Chair of the Adult Teaching Ministries. Other volunteering includes work with Living Bible Explorers, helping run a lunch program for middle school children in the core area of Winnipeg, and serving as past president of the local chapter of Christian Women's Club. She is a retired nurse and medical office administrator.

Dr. Evelyn Labun:

Incumbent. Evelyn is a long time active member of Fort Garry MB Church. She has worked as a nurse educator most of her professional career, and has held various positions in two year and university level institutions working with many different mental health and cross cultural care issues. She served on MCC and other Christian organization committees. Her professional career began at Kingsview Mental Hospital, one of the chain of Mennonite Mental Health hospitals in the USA. She is interested in the intersection of health and spirituality, bringing an Anabaptist perspective to such issues, and has published and spoken in that area. She now lives in Winnipeg and enjoys traveling, exploring new ideas, skiing, canoeing and observing nature.

Mennonite Central Committee**Stephanie Stobbe:**

Stephanie is a member of the River East MB Church. She is an active educator, trainer, and ADR practitioner with a Ph.D. in Peace and Conflict Studies. She has conducted conflict resolution courses, workshops, and research in Canada, United States, South America, and Southeast Asia. In 2006, she was invited to work with local citizens in the development of the first peace program in Laos. Recently, she co-edited a book, *Critical Aspects of Gender in Conflict Resolution, Peacebuilding, and Social Movements* (2011).

In 2012 Stephanie was invited to be a member of American Bar Association (ABA) team of experts to discuss "Gender-Responsive Peacebuilding: Implementing the Secretary-General's Report on Women's Participation in Peacebuilding" and provide recommendations to the UNDP, Peacebuilding Support Office, and the UN Women as they address UN Security Council Resolutions 1325 and 1889. Stephanie is a professor in Conflict Resolution Studies at Menno Simons College at the University of Winnipeg in Canada.

Ernie Wiens:

Incumbent. Ernie has been a member of La Salle Community Fellowship since May of 2010. He has been a believer in Jesus Christ since he was a young lad. He was baptized upon confession of faith at the Glenlea Mennonite Church in May of 1967. Following graduation from University of Manitoba, Ernie taught at the MCI, Gretna for five years and then three years under MCC in Botswana, Africa. On return to the family farm in 1975, he combined farming and church ministry for 25 years. He has been serving on the MCC Manitoba Board since 2009.

Mennonite Disaster Service**Alvin Klassen:**

Alvin is a member of Eastview Community Church. He has been a Christ follower since young, baptized at 18 and actively in relationship with Jesus. Alvin has been a firefighter, currently in his 27th year with the City of Winnipeg and acting as a Captain. He and his sons have a construction business as well. God has blessed him with skills and talents that he can use constructively with people and situations, and Alvin has always been interested in MDS.

Bert Suss:

Bert is a member of the Steinbach MB Church where he has served in various leadership positions. He is a retired high school teacher. He also operated a small Christmas tree farm outside of Steinbach. After retirement, he taught at the Lithuanian Christian College in Klaipeda Lithuania for eight semesters. Subsequently he served with MDS for six years. Bert relishes the outdoors and country living. He enjoys playing golf in summer and cross-country skiing in winter.

Treasurer's Report

Glyn Allen

Once again, I want to start by thanking all the churches represented within our provincial denomination for their continued confidence in and support of the MB Church of Manitoba (MBCM). Thank you!

Despite all we may read and hear about how the Canadian economy is outperforming that of our southern neighbour, it remains that discretionary dollars are difficult to come by and are sought by more and more worthy organizations. We are therefore extremely pleased that so many churches have seen fit to encourage the Conference leaders through the Conference Support Fund. In fact, support reached 99.5% of the 2012 budgeted figure, an outstanding level of support.

The MBCM has worked hard to control all expenses while providing meaningful support to our churches. As a Leadership Board, we are pleased to once again recommend to the Assembly that the Conference Support Fund (CSF) remain at the present level of 8% of adjusted receiptable revenues.

Total revenues increased to \$691,800 up from \$536,200 the previous year. This was due largely to \$135,000 in in-out entries taken from various funds for grants in support of Eastview Church's 188 Princess St. project (\$50,000), Simonhouse Bible Camp (\$35,000), and Walls of Freedom (\$50,000). We are also excited to hear of emerging opportunities to reach out to our communities in 2013.

Expenses, before departmental expenses, came in less than budgeted after considering the unbudgeted grants to Eastview and Walls of Freedom totaling \$100,000. Funds in partial support of the salary for a Seminary professor at CMU totaling \$35,000 were not required in 2012 but will be disbursed in 2013. Departmental expenses, representing Congregational

Services and the Conference Pastor Ministries, showed a smaller deficit than originally projected (\$24,800 vs. \$28,200), again demonstrating strong financial control.

The budget for 2013 calls for a breakeven year. This is predicated on vigilant management of expenses and a similar level of support to what we have experienced last year from our churches. \$35,000 will be directed to Church Planting Manitoba in 2013, based on approximately 0.5% of Conference Support Fund revenues, similar to our practice in 2011 and before.

Recommendations:

1. We recommend that the financial report for 2012 be accepted as presented.
2. We recommend acceptance of the 2013 budget as presented, including the rate of 8% of receiptable revenue towards the Conference Support Fund from our churches.
3. We recommend re-appointment of BDO Dunwoody as our accounting firm for the year 2013.

Church Salary Grid Guidelines – 2013

1. **Pastoral and program staff salaries** are composed of a base salary as outlined in 2. plus supplements as outlined in 3. and 4. Congregations determine where incoming pastors and program staff are placed on the grid.
2. **Base Salary Grid:** Base = \$42,647; this is an increase of 3.36% over the 2012 base salary. Increments are scaled downward to be 1.8% at Step 11.

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
A)			46,085	47,805	49,524	51,243	52,962	54,681	56,400	58,119	59,838
B)	42,647	44,366	46,085	47,805	49,524	51,243	52,962	54,681	56,400	-	-

Line A = Lead Pastors Line B = Other Pastoral and Program Staff

- 2.1 Move up one step after each year of experience.
- 2.2 A Lead Pastor beginning in a church should begin at not less than Step 3 unless the Church Board decides otherwise.
- 2.3 Other Pastors beginning in a church should begin at not less than Step 1 unless the Church Board decides otherwise.
- 2.4 Consideration should be given to years of pastoral experience.

3. Membership Size Supplement: Lead Pastor

Base Salary	- when membership less than 100
+ 5% of base (\$2,132)	- when membership from 100 to 199
+ 10% of base (\$4,265)	- when membership from 200 to 299
+ 15% of base (\$6,397)	- when membership from 300 and up

Membership Size Supplement: Other Pastors and Program Staff

Base Salary	- when membership less than 100
+ 3% of base (\$1,279)	- when membership from 100 to 199
+ 6% of base (\$2,559)	- when membership from 200 to 299
+ 9% of base (\$3,838)	- when membership from 300 and up

4. Education Supplement:

Bachelor's degree or equivalent: (2) plus (3) only
 Master's degree or equivalent: (2) plus (3) plus 8% of base: (\$3,412)
 Doctorate: (2) plus (3) plus 11% of base: (\$4,691)

Administrative Support Salary Grid

	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Secretary/Receptionist	28,520	29,510	30,697	31,878	33,054	34,224	35,390	36,549	37,704
Office Administration		31,281	32,539	33,791	35,037	36,278	37,513	38,742	39,966
Administration/Accounting		33,051	34,380	35,703	37,020	38,331	39,636	40,935	42,228

Each step represents one year full-time employment or equivalent.

Base = S/R Step 1 = \$29,510. This is an increase of 3.36% over the 2012 base. Increments are scaled downward to be 1.8% at Step 8.

Schedule of Conference Support - 2012

	Location	Members*	2012 Budget	Support Received
	General Donations			600
1	Boissevain	Boissevain	123	17,872
2	Christian Centre Fellowship	Snow Lake	6	3,472
3	Christian Centre Fellowship	Thompson	33	4,375
4	Christian Family Centre	Winnipeg	41	1,000
5	Community Fellowship	Newton	152	19,926
6	Connect Community Church	Winnipeg		500
7	Crossroads	Winnipeg	101	9,555
8	Eastview	Winnipeg	490	15,854
9	Eglise Communautaire de la Riviere-Rouge	Winnipeg	34	4,000
10	Elm Creek	Elm Creek	242	13,260
11	Elmwood	Winnipeg	354	16,040
12	FaithWorks	Winnipeg	74	-
13	Cornerstone Community Church	Flin Flon	31	4,631
14	Fort Garry	Winnipeg	349	38,950
15	Fourth Avenue Bible Church	Niverville	127	12,500
16	Friends Community Church	Carman	18	3,600
17	Grace Church	Cranberry Portage	8	-
18	Jubilee Mennonite Church	Winnipeg	122	7,469
19	Justice	Justice	51	5,949
20	La Salle Community Fellowship	La Salle	55	7,500
21	Lakeview Community Church	Killarney	113	14,135
22	Manitou	Manitou	80	7,948
23	Mclvor Avenue	Winnipeg	546	36,000
24	North Kildonan	Winnipeg	602	35,000
25	Portage Avenue Church	Winnipeg	287	23,556
26	Richmond Park	Brandon	180	25,243
27	River East	Winnipeg	218	27,375
28	Salem	Winnipeg	46	3,000
29	Selkirk Community Church	Selkirk	51	6,630
30	Slavic Evangelical Church	Winnipeg	33	1,475
31	South Park	Altona	136	9,000
32	Steinbach	Steinbach	407	41,150
33	The Meeting Place	Winnipeg	210	6,000
34	Westside Community Church	Morden	254	34,621
35	Westwood Community Church	Winnipeg	214	1,500
36	Winkler	Winkler	500	51,892
37	Winnipeg Chinese	Winnipeg	49	-
	Total Contributions		6,337	\$ 513,360
	Bethel Evangelical Christian Assembly	Winnipeg	16	-
	Philadelphia Eritrean Church	Winnipeg	80	-
	Walls of Freedom	Winnipeg		
	Total Emerging Churches		96	0
	Overall Total		6,433	\$513,360

