

June 14th, 2026

2026-2027 ANNUAL FAMILY MEETING

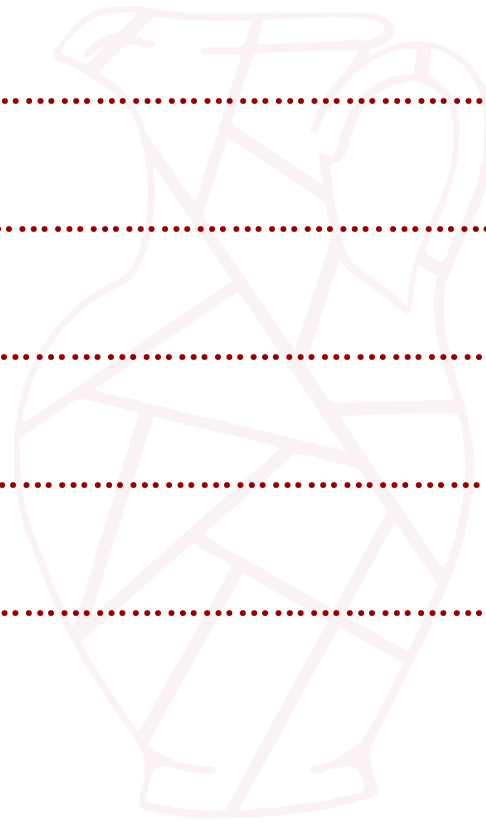
Mosaic Church

www.mosaicmtown.com/familymeeting



AGENDA

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- Staff and Volunteer Updates 4
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- Elder Nominations 14
- Voting Logistics 15





MOSAIC'S STRATEGY *(How are we doing it?)*



Gospel Centered - *Expressed through everything we do*

- The means by which we are redeemed, continue to grow in redemption, and become a vessel for the redemption of all people.



Gospel Gathered - *Expressed through our Sunday Family Gatherings*

- Average Attendance: **166 people** - Mosaic Kids: **33 kids**



Gospel Family - *Expressed through our Connection Groups*

- # of Groups: **9**
- # of people in Groups: **124** - **75%** of Mosaic Attenders
- Connection Group Leaders: **31 Leaders**



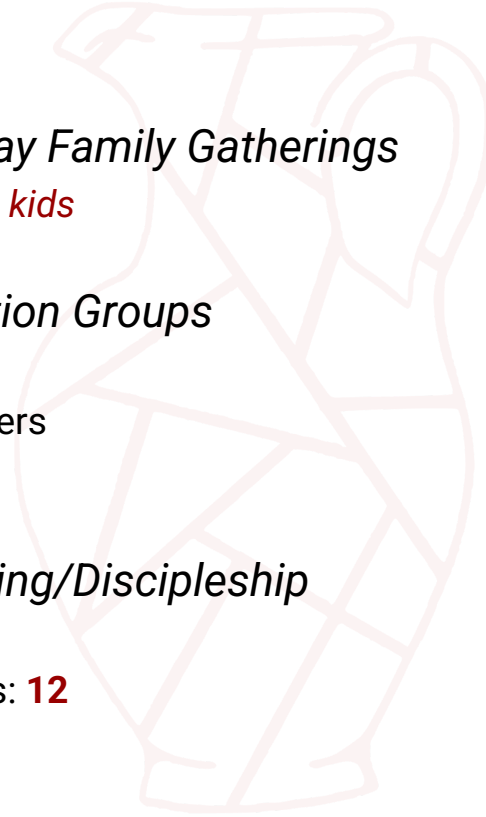
Gospel Mission - *Expressed through our Equipping/Discipleship*

- Family Membership Classes: **2**
- Mosaic Family Members: **87** - New Family Members: **12**
- Baptisms: **5**



Gospel Redemption - *Expressed through our City Ministries*

- **500 Backpacks** assembled w/Supplies & Delivered to the school
- Local Organizations Supported - **13**





LEAD PASTOR UPDATE

I'm so thankful for this church. I'm so excited about what God is doing at this church—and I am so sure that He will continue to do great work in and through this church. I see my role centered on a few things: preaching, staff and elder leadership, and vision.

I find one of my most central and important roles is the preaching of the Word. Don and I plan to continue to keep preaching the Word, and the guests that we invite will also do the same! (2 Timothy 4:1-2) I love our team of elders as well. We have been training and growing together much in the last six months. Right now, we are learning to be a team of shepherd leaders, and not merely a team of overseers of a non-profit organization. (1 Peter 5:1-11)

I've had a great time getting to know the staff and working closely with them. I want you to know that everyone on the staff team is in this for the right reason. They pray for you, they want to serve you, and they want to help all of you do the work of the ministry. We don't "professionalize" the work of ministry here at Mosaic. (Ephesians 4:12)

I get very excited as I daydream about the future. I do want us to be content for the time being. But I also think it's healthy to have gospel optimism, to have hope! To make our requests before the Lord and to watch expectantly as He gets to work. (Psalm 5:3)

Let us pray and ask God to provide for the future of Mosaic. Right now, we are stabilizing and training as a church. We are building a foundation. I believe God will give growth, don't you? We'd love to have a facility, we'd love to see more in Marshalltown and County come to Christ. We'd love to keep serving our community and having an increasing impact.

Paul wrote this in his letter to the Corinthians:

"What then is Apollos? And what is Paul? They are servants through whom you believed, as the Lord has assigned to each his role. I planted the seed and Apollos watered it, but God made it grow. So neither he who plants nor he who waters is anything, but only God, who makes things grow. He who plants and he who waters are one in purpose, and each will be rewarded according to his own labor. For we are God's fellow workers; you are God's field, God's building."

1 Corinthians 3:5-9

Let's plant, water, cultivate, fertilize, and do all the labor we need to do... but let's depend fully on the Lord to provide. Let's seek first the Kingdom of God.



- Travis Newman | Lead Pastor



ASSOCIATE PASTOR UPDATE

I guess I would summarize this past year as a year of transitions. Last July I was still serving as your Interim Pastor. In January our Lead Pastor arrived on the scene and I transitioned into a new role as part-time Care Pastor. After some reflection and evaluation, I requested that my title going forward be changed to part-time Associate Pastor, signifying a broader role of general pastoral ministry in support of Travis. I will still retain the responsibility of overseeing the administration of the Care Policy, but I will also be engaged and available for other pastoral duties alongside and in support of Travis, as well as serving as his “pastor.”

As Interim Pastor, I thoroughly enjoyed carrying the bulk of the preaching load as we worked our way through the timely books of 1 and 2 Timothy. Advent Season gave us the opportunity to celebrate the coming of our Savior through the perspective of “A Christmas Family Album: Joseph, Mary, and Jesus.” We wrapped up the calendar year with a challenge from Joshua 3. 2026 brought a reduced preaching schedule, but I still relished the opportunities I had to interact with the challenging and rewarding prophecy of Habakkuk and the powerful gospel truths of Ephesians.

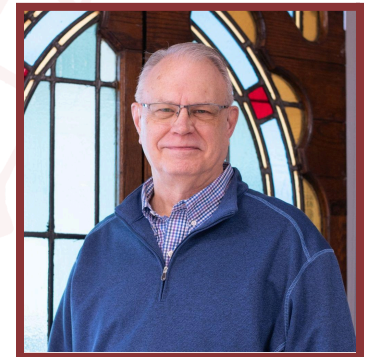
Along with sharing in preaching responsibilities, I had the privilege as Care Pastor of engaging with the Mosaic family in various ways: bereavement visits, pre- and post-surgery calls, and numerous conversations, calls, and text exchanges with those desiring pastoral care and support. I have also enjoyed a number of informal breakfasts, lunches, and coffees with some of our men, and look forward to more of these opportunities in the future.

A definite highlight of my year was performing the wedding ceremony for Bryan and Brenda Giblin in July, along with a series of pre-marital counseling sessions with them to help prepare them for life together in Christ. I would have to say that my crowning achievement for the year was winning the putting contest at our Master’s Men’s Event and claiming the coveted “Purple Poncho!” Better luck next year, guys!

I know I speak for all of us when I say that I am beyond grateful for God’s provision of Travis Newman as our Lead Pastor! He has been and continues to be such a blessing to me. Part of the reason I am allowed to stay on staff with Mosaic is to serve as a mentor to him, a role I treasure. But in all honesty, I believe I have learned as much or more from him as I have taught him. We are blessed to have a man of sound character, Biblical wisdom, and spiritual gifting like Travis to serve among us in this capacity. Travis and I talk often about how awesome it is to see God working in so many ways in so many of your lives. What a blessing to be part of His sovereign plan together in the life of Mosaic Church!

I want to express my deep and enduring appreciation for the elder team God has put in place for us. Their servant leadership, ministry involvement, and godly example have been a tremendous encouragement to me. They have been and continue to be a joy to serve with. I also want to express my gratitude for the office staff I have the privilege of working with each day and week. Sydney, Diana, and Callie: you keep me young and (at least somewhat) relevant. Thank you for allowing me to be the office “Dad” and for putting up with my jokes!

And Mosaic family: Thank you for the amazing privilege of serving among you in this stage of my life’s journey. Jeanie and I appreciate your affirmation, love, and support more than you will ever know. We are truly blessed!



- Don Michaelsen | Associate Pastor



MOSAIC KIDS MINISTRY UPDATE

Nursery (0-23 mo) | Toddlers (2-3) | Pre-K-3rd (4yr - 3rd grade) www.mosaicmtown.com/mosaic-kids

"To everything there is a season, and a time to every purpose under heaven." As we continue in our set-up and tear-down season, it can be easy to wish for something different or for volunteers to burn out from the "all hands on deck" feeling across our ministries. As I reflect on the past year, I realized that this season actually allows us to keep the main thing, the main thing. We don't have our own classrooms to have to decide what color the carpet should be, let alone choose that all rooms had carpet!! (If you serve in the nursery...you know), we don't have fancy equipment to show all the extra videos and sound effects for each lesson, and the list could go on. What do we have though? An awesome curriculum, Wonder Ink, that provides lessons rooted in truth, faithful classroom helpers and wonderful lead teachers pouring into our kids, and a space to share Jesus with the kids in our church body each week. Without all the extras, we really only have the main thing to focus on: *Love God and Love People.*



Loving people can look like many different things:

- Love our parents by providing classrooms lead by trusted adults for their kids to learn
- Love our kids by dividing classrooms into age appropriate groups filled with volunteers who cherish them
- Love our volunteers by maintaining manageable classroom numbers and scheduling to serve on a "once a month" basis

We are prayerfully considering ways to steward the ever changing classrooms, kids, and volunteers we have. I am thankful for our current volunteer base and new volunteers who have joined the ministry team. It is our hope to continue increasing our volunteer numbers to allow for a fourth classroom to open. Regardless of the number of rooms we have, we will continue loving our people as best we can and remaining faithful in our current season!

- Callie Ellenbecker
Mosaic Kids Director





MOSAIC STUDENT MINISTRY UPDATE www.mosaicmtown.com/students

Faith Foundations (4th - 6th grade) | **House Group** (7th through 12th grade)

"Helping students discover a redeemed identity in Christ, belonging in the church, and purpose in the Great Commission."

House Group had few, but faithful attenders this year. In the Fall they went through three video series: the big picture of Scripture, Ephesians, and Advent. In January, they did a study on discipleship and then transitioned from video based lessons to going through Scripture and answering questions. They are currently going through the book of John which has been great to be more focused on Scripture in our time together!

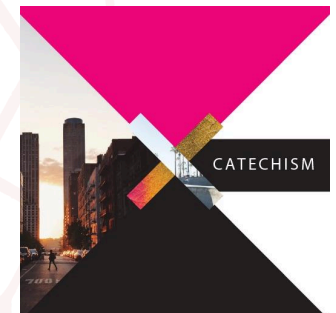
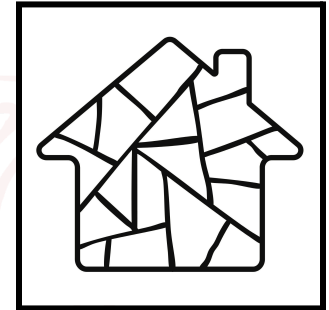
They will be losing a leader next fall, and are looking for another male leader to step into the role as our third House Group volunteer.

- Ellyn Bandstra | House Group Leader

Faith Foundations continued on with the Feed curriculum this year. This curriculum focuses on core questions and responses about our faith such as: Question: Why am I alive? and Response: To love God and serve his world by reflecting his goodness in my thoughts, attitude, and actions. There are other questions and verses to guide teaching included in the book, and each teaching team creates their own lessons based on this material. **We are still looking for two more teaching teams which equates to four more volunteers for next year!** Please reach out if you are interested!

Prayer Needs:

1. Four more Faith Foundations leaders!
2. That everyone involved in student ministry will grow in knowing God, not just know about Him!
3. Our leaders and teachers are actively growing in their faith in a way that is obvious to the students.





MOSAIC WORSHIP TEAM UPDATE

Sunday Gatherings Music & Production

This year, our worship and production teams continued to focus on creating services that support the teaching of God's Word and encourage our congregation to respond through worship. Each week this involves planning worship sets, coordinating volunteers, preparing service elements, and helping bring together the many pieces involved in our Sunday gatherings.

One area of focus has been building consistency in our worship ministry. Through intentional worship planning, song selection, and a regular serving rotation, we continue helping the congregation become familiar with songs that reinforce biblical truths and encourage wholehearted participation in worship. One of the things I appreciate most about our church is the congregation's desire to worship together. Week after week, people sing with conviction and enthusiasm, and even when things do not go perfectly from the platform, the congregation often responds by singing even louder. That eagerness to worship is an encouragement to our team and a reflection of God's work among us.

Our worship and production volunteers continue to faithfully serve each week. While we rotate through our teams that serve on Sunday, their collective willingness to give their time and talents makes it possible for our church to gather and worship together. I am grateful for the opportunity to work alongside our tech, hospitality, setup, and ministry volunteers as we each play a role in helping people feel welcomed and engaged when they walk through our doors. Sunday mornings are truly a team effort, and the faithfulness of so many volunteers serving behind the scenes helps create a space where people can worship, hear God's Word, and connect with one another.

This year also included continued improvements to our worship and production resources, as well as ongoing collaboration with our tech team to strengthen the overall worship experience. While much of this work happens behind the scenes, it helps support our volunteers and creates opportunities for our congregation to engage fully in worship each week.

Thank you for your continued support and encouragement. It is a privilege to serve alongside so many faithful volunteers as we seek to glorify God through worship.



- Diana Holberg | Worship Director



MOSAIC OPERATIONS UPDATE

Operations | Administration | Events | Finances | HR

Whenever someone asks, “What does an Operations Director actually do?” I usually laugh a little because the role covers such a wide variety of ministry areas! At the core of my day-to-day responsibilities are managing church finances, including tracking giving and expenses, maintaining bookkeeping, and helping ensure everything behind the scenes runs smoothly. I also oversee many of our HR-related responsibilities, including employee benefits, staff support, and helping cultivate a healthy and growing staff culture. This year, we continued prioritizing policy reviews and revisions to ensure our practices remain legally compliant and aligned with the evolving needs of both our church and day-to-day operations.

One of the areas I enjoy most about my role is event planning and communications. From organizing church-wide events to designing graphics, and managing communication platforms like the Mosaic website, app and social media pages, a large part of my role is helping keep our church family informed, connected, and engaged with all that’s happening at Mosaic. One exciting change we implemented over the last six months was transitioning the Mosaic newsletter from a weekly format to a monthly update. Our hope is that this change has improved efficiency while still providing meaningful and helpful communication to our church body.

This year has also brought several exciting staff updates! In January, we officially welcomed Travis Newman as our Lead Pastor. In just six months, Travis has already been a tremendous blessing to our church through his leadership, shepherding, and investment in both our staff and congregation. We also transitioned Don Michaelsen into the role of Associate Pastor. While he was initially introduced as our Care Pastor, we felt the title “Associate Pastor” better reflects the breadth of his ministry responsibilities, including preaching, pastoral care, and ongoing staff support.

As our staff family continues to grow, so do our families at home! In early August, Chase and I will welcome our first child into the world. I’ll be stepping away on maternity leave from August through the end of October to spend time with our new little one. We are incredibly grateful for the support system around us, and I have full confidence that the Operations role will be well cared for during my absence. Connie German will oversee finances while I’m away, and the rest of our staff team will help support the many other moving pieces of ministry. We feel very blessed and thankful for this season ahead and would greatly appreciate your prayers as we prepare to step into this new chapter of parenthood.

I’m excited to see what God has in store for our church family in this upcoming fiscal year. He has been so faithful, and I trust He will continue to provide wisdom, guidance, and direction in the season ahead.



- Sydney Gratopp | Operations Director



MOSAIC MISSION TEAM UPDATE

Overseeing City Ministry & Community Partnerships

The mission team, which consists of nine members who meet every six weeks, exists to mobilize Mosaic members in demonstrating the radical love of Jesus. We seek to embody compassion, mercy and justice to the lost, the least, and the lonely in Marshalltown. Practically, this looks like overseeing the mission budget and managing donations, coordinating organizations to share on stage during services, and promoting opportunities for members to serve and participate in missional opportunities.

In the 2025-2026 fiscal year we allocated the giving of over \$27,000 to several local organizations and \$4,000 toward two global missions. We have provided monthly financial support to Together for Good, CAPS, and Big House Ministries, and donated twelve mattresses to recovery houses at God's Way Ministries. Other efforts have included providing snacks and drinks to MCSD schools during conference week, supporting Theresa Morales's sewing ministry in Honduras, purchasing books for the Jail Church Service Ministry, and sponsoring a table at The Outreach Program's recent meal packing event, which donated 34,000 servings of food to pantries in Marshall County. We encourage everyone to be involved in the community through the giving of your time and resources; if you're looking for a way to serve, check out the Mission Team page on Mosaic's website for more information on the organizations we are supporting as a church!

This summer we are planning for Mosaic's sixth year of the annual backpack drive. As with the 2025 drive, we will be collecting financial donations during June and July and are partnering with Walmart, who will order and deliver the supplies for us. This year we are thankful for First Presbyterian Church's continued support as they are offering up their building to host the packing event on August 15. Ultimately, our goal is to provide 500 fully-packed backpacks by the end of August for Big Brothers Big Sisters and MCSD to distribute to their students in need.

You can pray for us to have clarity and guidance to follow God's call for missions in Marshalltown and beyond. We want to lead our congregation, not just in being financially generous, but being willing to give of our time and resources to lift up the lost, the least and the lonely. Pray that God would open the eyes of the mission team and our congregation to see the needs in our community and understand ways that we can be the hands and feet of Jesus.



- Ellen Hofman
Mission Team Coordinator



WOMEN'S MINISTRY TEAM UPDATE

As the Women's Ministry Coordinator, I've gathered a small team of women to help facilitate various events and Bible studies. The team presently consists of Dawn Tallman, Taylor Appelgate, Gabriella Newman, Nancy Schive, Beth Reyes, and Lisa Hamar (who joins us temporarily). Our pastors were aware of a need to put some organization in place for our fellowship and encouragement. You've begun to be informed of some opportunities and more will be coming this fall. To help us, an email will be sent out shortly to all women of Mosaic Church, asking to fill out an interest survey. We also have physical copies of the survey available today. Please complete this as it will help guide us as we move forward. We hope to keep Titus 3:2 as a basis for our ministry. We desire to encourage our women!

- **Patti Johnson** | Women's Ministry Coordinator



MOSAIC STAFF TRANSITIONS 2026-2027

NEW TEAM MEMBERS

Travis Newman → **Lead Pastor** (*Full-Time*)

- Travis joined the team in January 2026 and serves as Lead Pastor of Mosaic Church, providing spiritual leadership, vision, and shepherding for our church family. He also serves as a staff elder.

Don Michaelsen → **Associate Pastor** (*Part-Time*)

- Don transitioned to a part-time Care Pastor role in January 2026. Beginning in July 2026, his title will change to Associate Pastor to more accurately reflect his ongoing ministry responsibilities. Don will continue providing pastoral care and leadership while serving as a staff elder.

STAFF TRANSITION

Sydney Gratopp → **Maternity Leave** (August - October 2026)

- Sydney will begin maternity leave on August 1 as she and her family welcome their first child. She is expected to be away through the end of October, depending on the timing of the baby's arrival.
- During her leave, Connie German will oversee financial responsibilities, while the remainder of Sydney's responsibilities will be shared among the current staff team.



TO OUR MINISTRY VOLUNTEERS

Thank you to all our volunteers who are contributing and have contributed their time, talents, and treasures to love and serve our faith family and our community. We are grateful for you, we are not Mosaic without you, we are so blessed to have you. Thank you for letting the love and grace of Jesus be displayed through you in how you serve us! To each of these teams:

- **MOSAIC KIDS MINISTRY**
- **STUDENT MINISTRY (HOUSEGROUP + FAITH FOUNDATIONS)**
- **SETUP & TEAR DOWN TEAM**
- **SAFETY TEAM**
- **MISSION TEAM**
- **HOSPITALITY TEAM**
- **WORSHIP TEAM**
- **PRODUCTION TEAM**
- **CONNECTION GROUP LEADERS + CO-LEADERS**
- **FINANCE TEAM**

THANK YOU MINISTRY VOLUNTEERS!!

And to our fearless leaders who volunteer to lead these teams in a volunteer capacity:

Setup Team Director – Duane Eberly
Production Director – Daniel Talbert
Hospitality Director – Alisha Beckham

We want to thank you for your leadership, diligence, and extra effort in leading these teams. You are seen, you are valued, you are loved by your Mosaic Family.

THANK YOU LEADERS!!



FINANCIAL UPDATE

Proposed budget found [HERE](#) →

Projected General Fund Giving

→ \$425,616

Projected Cash Balance

→ \$521,883

What has changed?

- We added something called an “*In Faith Increase*” to Income (based on past experience and faith vision of elders)
- We added a “*Vision Fund*” to Long-Term Savings

2026-2027 Budget Proposal			
Accounts	25-26 Budget	26-27 Budget	% of Total
Income			
General Fund	\$334,500	\$425,616	
In Faith Increase		\$70,000	
Total Income	\$334,500	\$495,616	
Expenses			
Long-Term Savings SubTotal	\$0	\$40,000	8.1%
Advertising & Promotion SubTotal	\$5,800	\$6,815	1.4%
Employee Benefits & Staff Costs SubTotal	\$255,300	\$295,250	59.8%
Equipping SubTotal	\$19,230	\$22,400	4.5%
Facilities & Equipment SubTotal	\$36,280	\$44,000	8.9%
Missions			
901 - Local/Reg Missions	\$25,000	\$34,049	
902 - National/Global Missions	\$4,000	\$4,256	
903 - BCI - Cooperative Giving	\$4,000	\$4,256	
Missions SubTotal	\$33,000	\$42,562	8.6%
Mosaic Family SubTotal	\$14,700	\$13,700	2.8%
Office & Admin SubTotal	\$18,300	\$18,700	3.8%
Worship/Tech/Arts SubTotal	\$8,130	\$10,681	2.2%
Total Expenses	\$390,740	\$494,108	



Elder Team Candidates

In agreement with our bylaws, each year our elders are presented to be voted on for a 1 year term; we have 3 Consecutive term limits unless affirmed by the Elder Team in extenuating circumstances. Staff elders do not have consecutive term limits.

Returning Candidates

Don Michaelsen - 1 year renewal - Staff Elder

New Candidates

Tim Klinge - 1 year term - 1st Term





VOTING LOGISTICS

PROPOSED BUDGET

- Voting Yes to 'Approve' or 'No' to disapprove.
- Express any concerns.
- Requires $\frac{2}{3}$ Affirmative Vote to pass

PROPOSED ELDER CANDIDATES

- *1 existing Elder; 1 New Elder*
- Voting Yes to 'Approve' or 'No' to disapprove for each candidate
 - Express any reasons for 'No' votes.
- Requires $\frac{3}{4}$ Affirmative Vote for each candidate to pass

"How Do I Vote?"

All of our budget and Elder Candidates information will be available digitally. If you need a paper ballot, see Sydney or one of the elders. You can scan the code above and it will take you to our Family Meeting Website (also listed below). In the "Voting" section, click the button that says "**Link to Voting Ballot**". This will take you to an online form where you can select your choices and give feedback.

www.mosaicmtown.com/familymeeting





NOTES:

