

Annual Sessions 2018 (June 14-16)



**Indiana-Michigan Mennonite Conference
First Mennonite Church, Indianapolis
4601 Knollton Road, Indianapolis, IN 46228**

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Dear sisters and brothers in Christ of IN-MI Mennonite Conference,

Greetings from the central and southern area Mennonite churches (CAMFell)! We are very pleased to have the privilege of hosting Annual Sessions once again in Indianapolis, from June 14 to 16, 2018. As we continue to “make our way by walking” together, we have decided to put special emphasis on the six spiritual practices mentioned in *Renewing a Vision*, trusting that they will bend us ever more toward Christ.



Romans 12 speaks of the need for transformation in order for the Christian community to reflect the character and will of God. Transformation involves both human willingness to offer ourselves for Divine purposes and God’s gift of renewal. In that light, the theme “**Offering ourselves to God’s renewing**” will guide our work, worship, conversations and actions this year. The six spiritual practices proposed in *Renewing a Vision* involve both our minds and our bodies. They are contemplative and active! Our planning team has decided to structure our time together in Indianapolis around these practices by creating concrete opportunities to do all six. We invite you to consider joining us as we...

- (1) worship God together in four services of corporate worship,*
- (2) fast for a 24-hour period alongside others in our conference and gathering during meal times to pray,*
- (3) come together to study the Bible on Thursday under the guidance of respected Anabaptist teachers,*
- (4) give and/or receive hospitality on Friday at Emmanuel Living Christian Church with our newest Chin Burmese congregation,*
- (5) engage in a guided dialogue over Scripture passages with people from Indianapolis who do not hold a Mennonite/Anabaptist faith, **and/or***
- (6) join in the work of peacemaking by partnering with local organizations that work for peace and justice.*

Some of these practices are familiar and comfortable, while others will stretch us to grow in new ways. None of them are mandatory, but we invite you to prayerfully consider participating in each of them. Your participation and voice is also valued in our Worshipful Work sessions.

Following Romans 12, we believe that it is when we offer our bodies – our whole selves – to God that the Holy Spirit is most able to transform us and make us agents of God’s will. In this hope, we invite you to join us for Annual Sessions this summer as we seek God's renewal together.

Sincerely,

The CAMFell Churches of Central and Southern Indiana

Schedule for 2018 Annual Sessions
"Offering Ourselves to God's Renewing"

Color code:

- **Worship services are in red**
- **Meals and snacks are in orange**
- **Spiritual Practices are in blue**
- **Worshipful Work Sessions are in green**

THURSDAY, June 14

At First Mennonite Church, 4601 Knollton Rd., Indianapolis, IN 46228

- 11am – Training Sessions (for table hosts and for logistics volunteers)
- 12pm – Registration Opens
- 12pm to 1pm – Free Time/Booths
- 1pm – 1:45pm – Welcome Session
- 2pm to 3:15pm – **Biblically focused seminars (Practice #3)**
 - o Option 1: Inductive Bible Study and Romans 12 with Bob Brown
 - o Option 2: Old Testament Roots to Help Understand Romans 12 with Wilma Bailey
 - o Option 3: Artistic/Visual Responses to Romans 12 in Art by Suella Gerber
 - o Option 4: Engaging Romans 12 through Lectio Divina with Karla Minter and Brian Bither
- 3:30pm to 5:30pm – **Worshipful Work Session I**
- 5:45pm to 7:15pm – **Opening Meal**
 - o **Alternative Meeting Space for Fasting Session 1 (Practice #2)**
- 7:30pm to 8:45pm – **Worship Service 1 – (Practice #1)**
 - o "Offering Ourselves to God's Renewing", **Preacher: Gladys Mũthoni Maina**

FRIDAY, June 15

At First Mennonite Church, 4601 Knollton Rd., Indianapolis, IN 46228

- 7am to 8am – **Coffee & bagels**
 - o **Alternative Meeting Space for Fasting Session 2 (Practice #2)**
- 8:15am to 9:15am – **Worship Service 2 (Practice #1)**
 - o "Offering Ourselves to God's Renewing – for Worship", **Preacher: David Miller**
- 9:15am to 9:45am – **Free Time/Booth Time**
- 10am to 11:45am – **Worshipful Work II**
- 12pm to 1:15pm – **Lunch**
 - o **Alternative Meeting Space for Fasting Session 3, followed by ceremonial breaking of the fast (Practice #2)**
 - o **Alternative Lunch 1: Mennonite Women**
 - o **Alternative Lunch 2: Mennonite Men**

At various locations

- 1:30pm to 4:45pm – **Excursions**
 - o 1:30pm to 4:45pm – **Morning Star Food Pantry (Practice #6)**
 - o 2pm to 4:45pm- **Interfaith Scriptural Study about Justice (Practice #5)**

At Emmanuel Living Christian Church, 511 E Thompson Rd., Indianapolis, IN 46227

- 5:30pm to 7pm – **Celebration Meal at Emmanuel Living Christian Church (Practice #4)**
- 7:15pm to 8:45pm – **Worship Service 3 (Practice #1)**
 - o "Offering Ourselves to God's Renewing – for Transformation", **Preacher: Dan Miller**

SATURDAY, June 16

At First Mennonite Church, 4601 Knollton Rd., Indianapolis, IN 46228

- 7am to 8am – **Coffee & bagels**
- 8:30am to 10am – **Worshipful Work III**
- 10:15am to 11:30am – **Worship Service 4 (Practice #1)**
 - o "Offering Ourselves to God's Renewing – for the World", **Preacher: Shannon Dycus**
- 11:45am – **Travel Home**

Procedural Rules for Delegates

Adapted from the special rules approved at the beginning of the 2007 Mennonite Church USA Delegate Assembly held in San José, California.

IN-MI constitutional provisions for decision making at Annual Sessions:

- The conference shall seek consensus or broad affirmation in all decisions. Where available time does not allow for consensus or where circumstances are not deemed to require broad affirmation, the conference may proceed by majority vote.
- A majority of votes cast shall determine any matter, except when the delegates agree otherwise or when otherwise provided in the constitution or bylaws.
- A quorum shall consist of all properly recognized delegates present at a duly called assembly meeting.

Delegates representing IN-MI Conference congregations need to attend to the church's business in a timely manner that allows for due consideration. Balancing these goals is typically difficult, especially in decision-making bodies as large as ours.

Parliamentary procedure is used to help groups, especially large ones, balance the goals of timely action and due consideration. It does so by standardizing procedures through a system of rules that establish who may speak, about what, when, and for how long. Most people are not familiar with these rules and as a result tend to experience parliamentary procedures as cumbersome. So far no one has developed a less cumbersome and yet fair way to balance these competing goals. This document is adapted from the Procedural Rules for Delegates successfully followed at Mennonite Church USA Charlotte 2005 Delegate Assembly, and is an effort to make parliamentary procedure feel a bit more user friendly. .

Basic rules

In an effort to allow as many persons as possible to be heard, please follow these basic rules:

- Only delegates may make motions or vote on them.
- Do not address the assembly more than twice in a day on any one topic.
- Before you speak a second time on one topic, make sure that no one else who has not yet spoken on that topic wishes to do so.
- When you go to the microphone to address the assembly, wait to be recognized by the moderator. Once recognized, state your name and (if appropriate) the group you represent before making your remarks.
- Only speak on behalf of a group if you have been specifically commissioned to do so.
- In order to keep the discussion from becoming personal, always address the moderator rather than a previous speaker or someone else in the meeting.
- Always speak respectfully. If you disagree with another person who has spoken, please describe that point of view with respect.
- So that the group can put your remarks in context, always indicate whether you are speaking in favor of or against the proposal that is being discussed.

Parliamentary procedures commonly used

During the delegate session, if you want to introduce a motion, raise a question, or extend discussion, please follow these procedures:

- If you want to amend a main motion, limit or extend debate on a motion, or lay a motion on the table, you need to make a motion to that effect while the main motion is still under consideration. To do so, seek recognition from the moderator and then make the motion.
(Simply say, "I wish to amend the motion," and then, when recognized, say, "I move that the motion be amended to say . . .")

- To object to the consideration of a motion, call for a more precise vote, ask a question about parliamentary procedure or offer information on a question, first seek recognition of the moderator and then state your business. (*You might say, "Point of information." Then, if recognized, you might say, "In relation to the current motion, delegates may find it helpful to know that..."*)
- To call for a recess, adjournment, or a question of privilege (to rectify some problem that is distracting the assembly, for instance), seek the recognition of the moderator and after recognition make the motion. (*You might say, "I rise to a question of privilege." The moderator will ask you what the question of privilege is.*)
- Many motions require a second. This guarantees that at least one other person is interested in the proposal. (*To second a motion, rise and say "I second that motion."*)
- Any motion that comes from a committee does not need a second since the support of a committee already indicates that the body is interested in the motion.
- Finally, if you think that it is time to end discussion you can "call for the question." However, if there is any objection to ending discussion, then the delegate body will need to take a vote on your proposal to end discussion.

New motions and/or amendments to motions that are on the agenda

We will conduct our business according to the following rules which are commonly used in large assemblies that must get their work done in a relatively short period of time.

- Any motion that brings substantive business to the body must be taken to the moderator or moderator-elect before it can be brought to the floor. The purpose of this is to make sure that the assembly only takes time to consider clear and appropriate motions.
- Likewise, amendments to resolutions that appear on the agenda must be presented to the moderator or moderator-elect before they can be brought to the floor for discussion. The purpose for this rule is the same as above.

For more specific information on the kinds of motions you can make and the rules that apply to them, see *Roberts Rules of Order Newly Revised (10th edition)*. If you have questions about parliamentary procedure during the delegate sessions, we invite you to ask the designated parliamentarian about appropriate procedures during a break.

We hope that the procedures described above will enable Annual Sessions to be times of discernment together. Come prepared to hear God's voice as we worshipfully work together.

Chapter 1 Conference Program

Delegates to Indiana-Michigan Mennonite Conference, June 2018

Congregational delegates include:

1. All ordained and licensed ministers with active congregational assignments:
OM = Ordained Minister
LM = Licensed Minister
DE = Deacon
2. One elder or comparable leader:
CC = Congregational Chair

CE = Chair of Elders
E = Elder

3. One delegate representing financial matters:
F = Financial rep
4. One delegate for each 150 members or fraction thereof:
D = Delegate

Ann Arbor Mennonite Church

1-OM Chibuzor Ozor

Belmont Mennonite Church

1-OM Larry Rohrer
1-OM Amanda Yoder
4-CC Eldon Heatwole

Belmont Neighborhood Fellowship

7-F Pete Gingerich
8-D Anna Ruth Hershberger

Benton Mennonite Church

1-OM Doug Kaufman
1-OM Brenda Meyer
4-CC Lyn Buschert
7-F Bruce Nofziger
8-D Sunday Mahaja

Berkey Avenue Mennonite Fellowship

1-OM Dan Schrock
2-LM Joanne Gallardo
4-CC Dan & Evie Nafziger
8-D Beth Berry
8-D Daniel Grimes

Bethel Mennonite Church

1-OM Joe Pendleton
4-CC George Smith
5-CE Wallace Yordy
7-F Ryan Gnagey

Bonneyville Mennonite Church

1-OM Julie Bender
1-OM Philip Bender
4-CC Randy Zimmerly
7-F Korey Bromley
7-F Kurt Eby

Cedar Grove Mennonite Church

6-E Douglas Troyer
7-F Mike Sheppard
8-D Susan E Barham
8-D Anna Troyer

Church Without Walls

1-OM Cora Brown
1-OM Jonathan Brown
6-E Rosetta Brown
8-D Louise Millsaps

College Mennonite Church

1-OM Marty Lehman
1-OM Phil Waite
1-OM Daniel Yoder
1-OM Pamela Yoder
2-LM Talashia Keim Yoder
5-CE/ 7-F Joe Springer
6-E Becky Horst
8-D Vivian Kaser
8-D Tim Lichti
8-D Weldon Friesen
8-D Luetta Friesen

Community Christian Fellowship Ministries

1-OM Sam Wilson
6-E James Bell
6-E Jackey Wilson

East Goshen Mennonite Church

1-OM Merle Hostetler
1-OM Cal Kaufman
1-OM Naomi Yoder
5-CE Tim Yoder
7-F Millard Graber
8-D Barb Eiler
8-D Gary Miller

Fairhaven Mennonite Church

4-CC Jennifer Hayes
5-CE Rachel Yoder
6-E Keith Passwater
7-F Duane Yoder
8-D Christine Bailey

Family Worship Center at the Lighthouse

1-OM James Hochstetler
5-CE Jeremy McLaughlin

Fellowship of Hope Mennonite Church

2-LM Suella Lehman Gerber
6-E Sylvie Gudin
7-F Verlin Miller

First Mennonite Church, Indianapolis

2-LM Robert Brown
2-LM Shannon Walker Dycus
4-CC Randy Stoesz
7-F Jean Boyce
7-F Chad Kauffman
8-D Todd Grotenhuis
8-D Marj Hovde

First Mennonite Church, Middlebury

4-CC Jerry Beasley
4-CC Brad Miller
7-F Shirley Riegsecker

Good News Community Chapel

4-CC Jan Esch
7-F Helen Bezzeg
8-D David Esch

Grace Chapel

2-LM James H Nelson
4-CC Renna Harness
7-F Glen Jackson

Grand Marais Mennonite Church

1-OM Phil Bontrager
4-CC Carol Tester
7-F Jay Aeschliman

Holdeman Mennonite Church

1-OM Randy Detweiler
1-OM Bj Leichty
7-F Lowell Nunemaker
7-F Bill & Eva Parcell
8-D Jim Gerber
8-D Vernard Guengerich

Hopewell Mennonite Church

1-OM Joel Short
5-CE Marty Gaff
7-F Jay Bechtel

Hudson Lake Mennonite Church

1-OM Esther Lanting
4-CC Amy Schrock
6-E Les Gnagey
7-F Heidi King
8-D Gary Heminger

Kalamazoo Mennonite Fellowship

2-LM Will Fitzgerald
7-F Janine Byler
8-D CarolSue Hostetler Borkholder

Kern Road Mennonite Church

1-OM David Sutter
1-OM Janice Yordy Sutter
2-LM Jennifer Helmuth Shenk
4-CC Vicki Smucker
7-F Kay Reist
8-D Leonard Amuok
8-D Barb Devereaux

Lake Bethel Mennonite Church

2-LM Mike Brudney
5-CE Corky Franke
6-E June Cattell
7-F Mary Franke
8-D Martha Brudney
8-D Patricia Franke

Liberty Christian Fellowship

1-OM Don Stoll
8-D Brian Wills

Maple River Mennonite Church

5-CE Heidi Burkhart
7-F Janet Trowbridge
8-D Stan Kauffman
8-D Jacob Snider

Mara Christian Church of America, Indpls

1-OM Ang Rem
2-LM David Ngole Tha
8-D Eric Lian
8-D William Maung

Mennonite Fellowship of Bloomington

1-OM John Sauder
4-CC Ross Martinie-Eiler
5-CE Virgil Sauder
7-F Sue Ramseyer
8-D Andrea Martini-Eiler

Morning Star Church

1-OM Gladys Maina
1-OM Simon Mungai
8-D Tom Hines

New Foundation Utd in Christ Menn Flsp

2-LM Leandrea Lange
2-LM Shawn Lange
2-LM Tantra Taylor
2-LM Tyrone Taylor
3-DE Tom Nichols

New Hope Community Church of Midland

1-OM Harold (Denny) Heath
5-CE Lewis Davis
6-E Larry Yoder
7-F Fay Vancise

Ninth Street Community Church

1-OM William Scott, Jr
2-LM Rex Jones
4-CC Raymond Jones
7-F Delores Gnagey
8-D Lorman Heilig

North Goshen Mennonite Church

1-OM Izaete Nafziger
1-OM Mark Schloneger
4-CC Michael Yeakey
5-CE Bob Steury
7-F Tim Nafziger

North Leo Mennonite Church

1-OM Conrad Mast
4-CC Ivan Beyeler
5-CE Gaylen Swartz
7-F Cara Glanzer

North Main Street Mennonite Church

1-OM Ruben Chupp
4-CC Wayne Chupp
4-CC Doug Hochstedler
7-F Bruce Slabaugh

Olive Mennonite Church

1-OM Kevin Yoder
1-OM Sharon Yoder

4-CC Sue Martin
5-CE Nathan Horner
5-CE Ben Martin
6-E Erin Richard
6-E Deb Witmer
7-F Steve Klotz
7-F Lynn Loucks

Paoli Mennonite Fellowship

2-LM Rebecca Kauffman
4-CC Philip Mininger
5-CE Darren Bender-Beauregard
6-E Doris Weaver
7-F Dave Beachy
7-F Jamey Sullivan

Parkview Mennonite Church

4-CC Tillie Graber
5-CE Mary Jo Van Sickle
7-F Sylvia Bontrager
8-D Grace Whitehead

Peace Community Mennonite Church

7-F Bonita Eileen Childs
8-D Theodore Myles

Pine Grove Mennonite Church

1-OM Tom Schwartz
4-CC Harold Vogt
6-E Eldon Christophel

Prairie Street Mennonite Church

1-OM Paula Killough
1-OM Frances Ringenberg
2-LM Carolyn Hunt
4-CC Karl Stutzman
7-F Joshua Kinder

Shalom Mennonite Church

2-LM Brian Bither
2-LM Frank Kandel
4-CC Sabrina Falls
6-E Abri Hochstetler
7-F Robert Love
8-D Kristen Metzler-Wilson
8-D Jeanne Smucker

Sunnyside Mennonite Church

1-OM Amy Kratzer
5-CE John Swartzendruber
7-F Jim Neff
7-F Dale Shenk

Talcum Mennonite Church
 1-OM Orlo Fisher
 5-CE Larry Ritchie
 7-F Michael Slagell

True Vine Tabernacle
 1-OM Nancy Rodriguez-Lora
 5-CE Conrad Hochstetler
 7-F Evon Castro

Walnut Hill Mennonite Church
 1-OM Jane Stoltzfus Buller
 1-OM Dan Miller
 1-OM Randall Miller
 2-LM Ben Bouwman
 5-CE Char Mast
 7-F Janice Eigsti
 7-F Jolene VonGunten
 8-D Addan Friesen Miller

Waterford Mennonite Church
 1-OM Neil Amstutz
 1-OM Velma Swartz
 1-OM Cindy Voth
 2-LM Rodney Hollinger Janzen
 2-LM Katie Misz
 4-CC Tim Burkholder

8-D Gary Chupp
 8-D Esther Farmwald
 8-D John Kaufman

Wawasee Lakeside Chapel
 1-OM Brad Cox
 1-OM Harlan Steffen
 5-CE Linda Stuckman
 7-F Ray Swartzendruber

Wildwood Mennonite Church
 4-CC Jonathan Miller
 4-CC Leighton Miller
 5-CE Ken Hollinger
 7-F Suetta Hollinger
 8-D Janice Wagner

Yellow Creek Mennonite Church
 1-OM Wes Bontreger
 1-OM Jason Ramer
 2-LM Emily Hostetler
 5-CE John Slabaugh
 7-F Tina Hartman
 7-F Rick Schwartz
 8-D Ed Burkholder
 8-D Marsha King
 8-D Ruth Schrock

Congregational Coaches

Elmer Wall serves Hudson Lake; attends Silverwood
 James Gerber serves Wildwood; attends Maple
 River
 Janice Yordy-Sutter, serves Walnut Hill; attends Kern
 Road
 Keith Kingsley serves New Foundation; attends
 FOH
 Leonard Wiebe serves Bonneyville, East
 Goshen, Kern Road; attends Eighth Street

Mike Zehr serves Holdeman, attends Belmont
 Ron Guengerich, serves College and Waterford;
 attends Eighth Street
 Ron Kennel serves Benton; attends College
 Russell Jensen serves Parkview; attends Maplewood
 Wes Bontreger serves Sunnyside; attends Yellow
 Creek
 Bob Richer Smith serves Prairie Street Mennonite,
 attends Berkey Avenue

Conference Personnel — 2017-2018

Missional Leadership Team

Paula Killough, acting moderator, Prairie Street (17/2017-19 affm)
Bob Yoder, moderator elect, College (17/2017-21 affm)
George Thompson, treasurer, Waterford (10/2016-19 affm)
Rebecca Kauffman, Paoli (14/2015-18 affm)
Izaete Nafziger, North Goshen (16/2016-18 affm)
Wilma Cender, Valparaiso (16/2017-20 affm)
Randy Detweiler, Holdeman (17/2017-20 affm)

Bethany Christian Schools representative

Tim Lehman, Head of School, North Goshen (2015)

Conference Staff

Dan Miller, conference pastor, Walnut Hill (09/2015-18)
Anna Buck, administrative coordinator, IN-MI (18/2018-)
Jim Norton, bookkeeper, Walnut Hill (2015-)
Doug Kaufman, conference pastor for leadership transition, (09/2009-2017)
Vanessa Kelleybrew, office manager, (11/2011-2018)

Commissions and Committees

Leadership Enhancement Team (LET)

Kent Miller, First Middlebury (16/2016-19 affm)
Rhonda Yoder, chair, East Goshen (14/2017-20 affm)
Ben Bouwman, Walnut Hill (17/2017-20 appt)
Cindy Voth, Waterford (17/2017-19 appt)

Ministry Credentialing Team (MCT)

Kevin Yoder, chair, Olive (12/2016-19 affm)
Angy Moore, Kern Road (13/2015-18 affm)
Ruben Chupp, North Main Street (16/2016-2019 affm)
Wilma Bailey, Shalom (17/2017-2020 appt)

Stewardship Team

Cindy Steiner, chair, East Goshen (12/2017-20 affm)
Rose Shetler, Waterford (14/2017-20 affm)
Verlin Miller, FOH (12/2017-20 affm)
George Thompson, Waterford (10/2016-19 affm)

Gifts Development Team

Addie Leaman, Yellow Creek (17/2017-2020 affm)
Bruce Nofziger, chair, Benton (14/2017-20 affm)
Marian Hostetler, North Goshen (17/2017-18 affm)

Janice Wagner, Wildwood (17/2017-20 affm)

Personnel Committee

Marge Schrag, Menn Fellowship of Bloomington (13/2016-19 appt)
Marty Lehman, chair, College (15/2015-18 appt)
Steve Hochstetler-Shirk, East Goshen (17/2017-20 appt)

Mennonite Women (MW)

Janette Amstutz, president, Waterford (2016-2019)
Joy Detweiler, vice-president, Holdeman (2017-2019)
Cindy Steiner, treasurer, East Goshen (2017-2019)
Susan Hanna secretary, East Goshen (2018-2021)

Conference-Owned Organizations

Amigo Centre Board

Matt Ropp, exec director (2016-)
Jessica Stoltzfus Buller, Walnut Hill (17/2017-20 appt)
Krista Daniels, Waterford (13/2016-19 appt.)
Randy Detweiler, MLT Liaison, Holdeman (17/2017-18)
Ruth Hartzler, Waterford (16/2016-18 affm)
Bill Miller, chair, Locust Grove (11/2017-20 affm)
Jared Miller, (17/2017-20 appt)
Willie Miller, Yellow Creek (14/2017-20 appt)
Rex Ramer, Yellow Creek (16/2016-19 affm)
Steve Yoder, North Main (11/2017-19 affm)

Bethany Christian Schools Board

Tim Lehman, head of school, N. Goshen (15/2015-18)
Bob Yoder, conference liaison (14/2017-18 appt)
Michelle Horning, chair, Eighth St (11/2017-20 appt)
Kris Shenk, secretary, Belmont (16/2017-20 appt)
Joanna Woolace, (14/2015-18 appt)
Marsha Busenitz King, Yellow Creek (09/2015-18 affm)
Rex Hochstedler, (14/2016-19 affm)
Sharon Yoder, Olive (09/2015-18 appt)
Mark King, Waterford (16/2016-19 affm)
Mark Schloneger, North Goshen (16/2016-19 affm)
Weston Troyer, (17/2017-20 affm)

MCC Great Lakes Rep

Brenda Meyer, Benton (07/2016-19 appt)

Geographic Locations of Congregations

Regions and area councils

Northern (15 congregations)

Upper Peninsula

Cedar Grove
Grand Marais
Wildwood

Southeast MI

Ann Arbor
Community Christian
Good News
Peace

Northern MI

Maple River

Southwest MI

Kalamazoo
Liberty
Pine Grove

East Central MI

Bethel
Grace Chapel
New Hope Community
Church of Midland
Ninth Street

Michiana (28 congregations)

Swanee Lake (Plus)

Holdeman
Hopewell
Hudson Lake
Kern Road
North Main Street
Olive
Yellow Creek

Elkhart

Belmont
Belmont Neighborhood
Church Without Walls
Fellowship of Hope
New Foundation United
in Christ Fellowship
Prairie Street
Sunnyside
True Vine Tabernacle
*Dawning of a New Day

Goshen

Benton
Berkey Avenue
College
East Goshen

Family Worship Center
North Goshen
Walnut Hill
Waterford

Experimenting Our Way

Bonneyville
First Middlebury
Lake Bethel

None

Wawasee Lakeside

Southern (11 congregations)

Camfell

Menn Flsp of Bloomington
Emmanuel Living Christian
First, Indianapolis
Mara Christian Church
Morning Star
Paoli
Parkview
Shalom

Kentucky/Tennessee

Talcum

Fort Wayne

Fairhaven
North Leo

**Membership in process*

Missional Seeds Giving Club Members

as of May, 2018

Kenneth E. & Deborah Blount
Warren E & Ruby Bontrager
Patricia Brubacher
James & Jane Stoltzfus Buller
Timothy & Sharon Burkholder
Kelly Carson
Karl & Wilma Cender
Sherrill & Melvin Glick
Alvin & Dolores Graber
Daniel & Brenda Grimes
James & Jane Halteman
Virgil & Margaret Hershberger
Robert & Rachael Hochstedler
Frank & Linda Kandel
J. Stanley Kauffman
Rebecca Kauffman
Douglas Day Kaufman
Paula Killough
Eleanor Kreider
Doug & Joy Landis
Dean & Bek Linsenmeyer
Rod & Martha Yoder Maust
Margaret Metzler
D Richard Miller
Dan Miller
Randall Miller
Verlin Miller
Gerald & Merianne Shaffer
Esther Shaum
Wilbert & Juanita Shenk
Rosetta Shetler
Vicki R Smucker
Jacob Snider
Don & Elizabeth Stauffer
Daniel & Cindy Steiner
Vic & Marie Stoltzfus
David & Janice Sutter
Johanna Sutter
George Thompson

Juan Vega
Bob & Pamela Yoder
Jane Yoder
Orv & LaJane Yoder
Eldon Christophel
Mary Grace Leatherman
Lowell & Charlene Stoltzfus
Tom Swartz
Richard & Nancy Yoder
Michael & Kathy Nofziger Yeakey

Chapter 2 Items for Discussion and/or Action

Annual Sessions 2017 Minutes and Proceedings

IN-MI Mennonite Conference Annual Sessions
Amigo Centre, Sturgis, MI
Thurs. June 15, 2017 – Sat., June 17, 2017
“The Way is Made by Walking”
Joy Detweiler, Recorder

Thursday, June 15, 2017, 1:00pm

Opening Worship

1. Bj Liechty (Holdeman) welcomed the delegates with “Christ is Risen!” and the delegate body responded, “He is risen indeed!”. The scripture focus was Luke 24:13-35 – the story about the walk to Emmaus. Music leaders were Lance Miller (Kern Road), Ruben Chupp (North Main St.), Kent Miller (First Mennonite Middlebury), and Emily Hostetler (Yellow Creek).

Thursday, June 15, 2017, 3:30pm

Worshipful Work, session I

2. Bob Yoder, Moderator, (College) opened the first worshipful work session by reading Galatians 5:22-23 and with a prayer. He recognized that the Swanee Area Council churches did careful work in planning the annual sessions. Bob also mentioned that the worshipful work business will be kept moving and there won't be much time for discussion.
3. Emily Hostetler (Yellow Creek) and Sandy Richard (Olive) shared stories of how they see God working within their congregations and community.
4. “Renewing a Vision” statement was presented by Bob Yoder. The brochure is in the folder along with FAQ's list from the spring delegate meetings; what MLT heard from delegates; an article by John Roth and mentioned that there are resources on the Conference website. Bob said, “you may be wondering: where in the world did this document come from?” and he gave a history of the process that brought forth “Renewing a Vision”. Time was spent going over the document before the table groups were given time to discuss it. Recognition was given that there is theological diversity within the conference churches and pastoral/delegate leadership. Bob spoke to the

hope that “Renewing a Vision” will be affirmed by the delegate body. Three things the table groups were asked to talk about: What do you like, affirm, excite you? What don't you like about it; what gives you pause? What questions do you have? After 30 minutes of discussion/questions, there was time for the tables to share with the larger group their thoughts.

5. ACTION: Approving 2016 annual session minutes. Show of hands passed the approval.
6. Staff introductions: Bob Yoder introduced the staff members of IN-MI Mennonite Conference; the Missional Leadership Team; and Nancy Kauffman (MC USA, representative).
7. Bruce Nofziger (Benton), Gifts Development Team chair, presented the Gifts Development Affirmation ballot and the nomination form. He noted the differences between the positions that are affirmed and the positions are appointed.
8. Cindy Steiner (East Goshen), Stewardship Team chair, introduced the Stewardship Team: George Thompson, Verlin Miller, Rose Shetler and Jim Norton and gave thanks for their work with the Team. Cindy presented the Missional Seeds Giving Club brochure to the delegates and said she hoped there would be at least 50 returned to the Conference office. Each delegate also has an affiliation sheet that shows how their congregation is supporting Conference financially. Cindy presented the financial statement YTD (July 2016-May 2017). It is estimated that the deficit will be about \$8,000.00 for the year. She mentioned that the Conference received a generous gift from Hilltop Mennonite Church in Petosky, MI from the sale of their building. The 2017-18 proposed spending plan was introduced. The proposed spending plan is reduced by \$63,817.00 for the year ahead. Cindy noted that Conference spending continues to be affected by churches that withdraw and from those who stop giving or reduce their giving to Conference. Cindy asked for questions from the delegates and there were no questions raised. Each congregation was thanked for financial support no matter how big or small. Bob Yoder invited delegates to vote on the spending plan.

9. Paula Killough (Prairie Street), Moderator-elect, introduced Emmanuel Living Christian Church and Pastor Jeremiah Chuiah. Kevin Yoder, Credentialing Team, has walked alongside of the congregation over the past year and heartedly recommended Emmanuel Living Church for membership within IN-MI Mennonite Conference. Paula invited the delegates to welcome the new congregation and they did so overwhelmingly.
10. Randy Detweiler (Holdeman) and Rhonda Yoder (East Goshen) gave some announcements about the evening meal and activities. Mary Mininger (Paoli) led in a closing prayer.

Friday, June 16, 2017, 1:30pm

Worshipful Work, session II

11. Esther Lanting (Hudson Lake) and Dave Sutter (Kern Road) shared stories of how God is at work in their congregations.
12. Paula Killough brought the Gifts Development inventory sheet to the delegates and encouraged them to fill out the form with names of people that have gifts to offer conference. She reported on the Gifts Development Team ballot and spending plan vote results. All persons on the GDT ballot were affirmed in a range of 86% to 100%. The spending plan passed by 99% - the one person who voted no did so because they didn't think it was enough to support the conference.
13. Kevin Yoder introduced Robert and Earlene Hunt of Dawning of a New Day ministries in Elkhart. They are entering a process of exploring affiliation with IN-MI Mennonite Conference. They introduced themselves and told some of their history with Mennonites.
14. "Renewing a Vision": There was time given to responding to gathered questions from the Thursday afternoon table discussions. Members of the Ministry Leadership Team shared their thoughts: Wilma Cender (Valparaiso, MLT) recognized that no matter what the results of the vote for "Renewing a Vision", some people will feel loss. We need to remember that no matter what Jesus will show up. Izaete Nafziger (North Goshen, MLT) talked about her story of learning about the Mennonites that she fell in love with the Anabaptist theology, and how she has had to

learn to walk with people who she doesn't always agree with. She shared from her heart that she is scared about walking with the Conference in new ways but she trusts Jesus will lead by his Spirit. If a piece of charcoal is by itself, it goes out; if there are many pieces of charcoal together, a fire burns brightly. George Thompson (MLT) recognized that the Conference is in the middle times – they are difficult, trying, and splintering times but we need to love and support one another so that we can minister to the world that God loves. We need to "circle the wagons" and work together. Let's be connected to each other and become stronger in Christ. Bob Yoder (College, Moderator) shared part of his conversation with his 11-year-old son about being the church together. He wants his children to love Jesus and to love the church, and whatever we (delegate body) do matters to his children's future. As the MLT met last night together, they went through the 52 questions that were gathered. There isn't enough time to go thru all the questions (some of them were repeated from the FAQ's list in the delegate packets). Bob went through a few of the questions that were raised by the tables:

- Q: What if the church signs the covenant but the credentialed leader does not? A: The conference will not hold the credentials of that leader, but the church will still be a part of the conference. The question was asked in reverse: What if the leader signs the covenant but the church does not? A: The church will no longer be a part of the conference and the leader will no longer have credentials through conference.
- Q: Are there other options for churches who want to be a part of the conference but do not want to sign the covenant? A: That is why there is a year window of time to have conversations and listen together.
- Q: What does the covenant look like? A: A sample covenant was shown.
- Q: IN-MI Mennonite Conference is a voluntary organization but the covenant seems heavy-handed. A: All the churches that are a part of conference made the

decision to be apart of conference. This is a way to renew that decision.

15. There were many questions on the breadth of variance. Q: If approving the “Renewing a Vision”, will IN-MI Mennonite conference change the view of marriage? A: There was a similar “forbearance” statement that was voted on at Kansas City ’15. This is not the first time that the Confession of Faith has been questioned: there is the issue of divorce too.
- Q: Licensing and credentialing of leaders who identify as LGBTQ? A: This is a part of “Renewing a Vision” and it was noted that the conference won’t change if the denomination doesn’t change its policy.
 - Q: If a congregation cannot support the conference financially, are there other ways to give support? A: Yes, through prayer and time, but it seems that all congregations can give at least a small amount.
 - Q: Is there another vision (since this is a “Renewing a Vision”)? A: It’s a work in process. 8 or 9 years ago, the conference went through a major restructure and there was a vision statement created.
 - Q: Will “Renewing a Vision” unify conference? A: A good question and the MLT is not expecting that this will take care of all problems.
 - Q: What will happen if “Renewing a Vision” is not affirmed? A: We don’t know but how does the leadership interpret it not being affirmed? Is it time for the conference to fold? There is no Plan B from MLT and they believe that “Renewing a Vision” is good for the conference right now. Bob listed steps that he will probably go through if it is not affirmed: 1) take a deep breath; 2) listen to those who voted no; 3) MLT has an annual retreat in August where it can be processed; 4) Pastor’s day in the fall.
16. Dan Miller (Conference Pastor) responded to a question from Wilma Bailey about how delegates should vote – for ourselves or as representatives of our congregation? Dan affirmed the fact that each delegate knows their congregation and that delegates discern on their best sense of what God is saying to IN-MI Mennonite Conference. This vote is not

about whether each congregation will sign the covenant but whether this is a good way forward for IN-MI Mennonite Conference. As Dan read through the questions that were offered, he tried to read the emotion behind the question. Is there fear? We shouldn’t shame each other because of our emotional responses; but we should bring our emotional realities to God.

17. Paula mentioned that there will be two more times for delegates to ask questions of MLT members this afternoon. Times and places will be announced. She mentioned that we need to be patient with each other. Her prayer is that the Spirit will break forward and let us do a new thing together. Time was spent in prayer at the tables. Dan Miller invited Amos Muhagachi, bishop in the Tanzanian Mennonite church, to speak to the delegates. Amos encouraged the delegates that the church in Tanzania is praying for Mennonite Church USA and IN-MI Mennonite Church. He talked about a split in the Tanzania church that was effected by three different issues: polygamy, politics and military service. In Tanzania there was much prayer during the years that followed the split and now people are coming together, loving each other and being the church together. His wisdom is “Pray for the church – don’t divide the church.” There was an emotional time of singing: “Praise God from whom all blessings flow” and “They’ll know we are Christians by our love”.

Friday evening, June 16, 2017, 8:15pm

Worshipful Work, session III

18. Paula Killough introduced the worshipful work time by reading the last verse of “Be Thou my Vision”. She invited the table groups to enter a time of prayer to ask for wisdom and then share one word/idea with the larger delegate body. She reminded the delegates that our brothers and sisters in Tanzania have been praying for us. After a time of prayer and discussion around the tables, representatives from each table shared a short word. Paula invited the delegates to a time of voting. Delegates had four options: 1) Yes, I vote to

adopt. 2) Yes, I vote to adopt but I have minor concerns. 3) Yes, I vote to adopt but I have significant concerns. 4) No, I am not voting to adopt because of the following concerns.... When everyone at the table had voted, the ballots were brought to the front.

Saturday, June 17, 2017, 9:00am

Worshipful Work, session IV

19. Randy Detweiler (Holdeman) and Ruben Chupp (North Main St.) shared stories of what God is doing in their congregations.
20. Bob Yoder introduced the Amigo/Bethany Christian Schools process. IN-MI Mennonite Conference legally owns these entities. There is an MLT appointee who sits on each of the boards of Bethany and Amigo. It was noted that many of the congregations within the Conference over the past 60 years have sent their children to both Amigo and Bethany. In conversation with Matt Ropp, Amigo and Tim Lehman, Bethany, the MLT decided that an evaluative review needs to be done. How does the conference show support to the entities? How will we move into the future? Is legal ownership (by the conference) still working? The evaluative review process has not been worked out completely. The MLT will continue to work on the process. The tentative timeline will be to solicit ideas from delegates so that by March 2018 at the delegate meetings or at the annual sessions in June, there will be some type of process in order. Matt Ropp and Tim Lehman shared. In his report about Amigo, Matt shared that more groups using the camp are not Mennonite but other denominational groups. Only 35% of the groups are related to Mennonite churches. Because of dwindling congregations and contributions, the Amigo staff is looking more outside of the church for campers. Amigo has been marketing more in the local area to bring people in. Amigo Centre does not exist to make more Mennonites but to bring people to Christ. Tim Lehman thanked delegates for the support of the churches. Bethany's mission statement is: "Learning that lasts and Faith that lives". Tim gave a short history/timeline of Bethany Christian Schools. About 1% of BCS's spending plan comes from conference churches,
21. Doug Kaufman (Benton), Conference Pastor for Leadership Transitions, shared the congregational updates for the year. In the packets, delegates had a paper that listed the congregations that have left the conference, closed or moved to another conference. Those churches that have left conference this year: Burr Oak, Locust Grove, Michigan Avenue, Howard-Miami, and Wasepi. Forks Mennonite Church closed. Assembly Mennonite Church, dual-affiliated, has moved to a single conference, Central District Conference. Karl Shelly, Pastor at Assembly MC, said good-bye, asked for forgiveness and shared their pain in leaving IN-MI Mennonite Conference. This time was closed with a song.
22. Dan Miller, Conference Pastor, said goodbye to John Powell and Mary Minniger as regional pastors. He recognized their service to the Conference. They were presented with the gift of salt lights. Mary and John both gave blessings to the body. Bob Yoder prayed for them and the delegate body gave them a blessing. Dan noted that the Conference staff is being reduced to 1.5 FTE. Dan will be 85% and Doug will be at 40% until the end of the year when Doug will move back to 25% time. Vanessa Kelleybrew will be leaving the Conference office. She got her master's in counseling this spring. She will be pursuing a position in counseling.
23. Bob Yoder, outgoing Moderator passed the position over to Paula Killough as incoming Moderator. There was a time of prayer and blessing for Paula. Then Paula introduced Bob Yoder as Moderator-elect. She noted how unconventional this is but noted that Dan, Bob and she make a good team.
24. "Renewing a vision" ballot report: Paula reported that the ballot passed by 78%. Total of 111 ballots plus 2 abstentions. There were

49 yes votes (44%); 20 yes votes with minor concerns (18%); 18 yes votes with significant concerns (16%); 24 no votes (22%). John Powell spoke to the delegates and strongly suggested that the churches take 3 months to pray at the same time on Sunday mornings.

What can God do through our prayers? The tables were encouraged to share together and to offer each other a blessing as they go.
25. Closing worship with communion was held in the lower level of the dining hall before the delegates adjourned for the year.

Gifts Development Team Report 2018

Bruce Nofziger, Chair

The Gifts Development Team finds new leadership for the various Indiana Michigan Mennonite Conference positions. New terms and positions are to begin July. We also help fill vacancies due to new life circumstances such as an illness or a leader moving out of the conference.

Since we don't know every member in the conference, we invite delegates and leaders to share the names of conference members that should be considered as future leaders. Gifts is intentional in inviting diversity in leadership to help represent the full potential of our conference.

Our process begins with the delegates making suggestions for possible leaders. Next we call pastors to test and learn what we can about their members' interests, availability, and gifts.

One job that we take seriously is to encourage these potential leaders whether they can say yes now or not. While we do get our share of no responses, we see part of our work as expressing some of the positive words that we hear describing the potential candidate.

This year with 5 positions still open, we have received the following responses:

- Yes from 4 Women
- Yes from 1 Men
- No from 6 Women
- No from 10 Men

Thank you to all who have provided names for consideration. And thank you to all who have given thoughtful and prayerful responses. We are grateful.

FOR APPOINTMENT BY THE MISSIONAL LEADERSHIP TEAM
PERSONNEL COMMITTEE

Rachel Lehman Stoltzfus, Waterford Mennonite, Goshen, IN (18/2018-2021; appointed)

- **Current Occupation:** Retired
- **Congregational/conference/church-wide experience:** Former Senior Executive for Human Resources for Mennonite Mission Network (25 years); have led/assisted with antiracism and intercultural development inventory (IDI) trainings; participated in Women Doing Theology 2014 and 2016 conferences; the Mennonite Church USA Leadership Training: Responding to Clergy Misconduct 2018.
- **Family:** Married to Eldon Stoltzfus, three adult children, grandchildren ages two to twenty
- **Interests/Hobbies:** I cherish time with my family and friends. I'm a reader and a learner. I enjoy reading novels by international authors and periodically watching a good movie, especially those that connect with my interest in cultures, families, and faith, and the intersection with equity, justice, grace and compassion. I passionately believe that understanding different cultures and racial backgrounds will enrich the Mennonite Church and the world.
- **Share a few sentences about a spiritual practice that has nurtured you on your spiritual journey.** At Mission Network I became accustomed to praying the same prayer throughout the year, one that our executive cabinet spent time writing as we discerned our needs for that period of time. That practice nurtured me spiritually, and I am in the midst of discerning a new prayer for this period of my life.
- **What drew you to say yes to serve on the Personnel Committee?** My many years working in human resources at Mission Network have equipped me to serve on the personnel committee. My Mission Network role has long occupied the bulk of my time and I declined congregational and conference roles. Now that I have retired I am happy to say yes.



BETHANY CHRISTIAN SCHOOLS

Sara Alvarez, Berkey Avenue, Goshen, IN (18/2018-2021; appointed)

- **Current Occupation:** Content Marketing Director, Everence
- **Congregational/conference/churchwide experience:** Work at Everence and previously was employed with Mennonite Mission Network. Graduated from Goshen College and Bethany Christian High School.
- **Family:** In July 2018, will marry Adam Waugh.
- **Interests/Hobbies:** Member of the Goshen Jewelers Guild since 2014, and I enjoy creative endeavors and being with family.
- **Share a few sentences about a spiritual practice that has nurtured you on your spiritual journey.** Prayer and meditation have been the most meaningful spiritual practices. I also like to regularly practice thankfulness through inward thoughts and outward expressions to loved ones.
- **What drew you to say yes to serve on the Bethan Christian School Board?** As an alumni of Bethany Christian Schools, I'm interested in seeing the school succeed and evolve as it continues to provide excellent education to its students. I'm grateful for the education I received and would like to see others benefit from the experience.



Joe Miller, Maple City Chapel, Goshen, IN (18/2018-2021; appointed)

- **Current Occupation:** Pastor of Missions/Community Engagement at Maple City Chapel
- **Congregational/conference/churchwide experience:** I have been on staff at Maple City Chapel for 15 years. Prior to serving at the church I was a missionary with Rosedale Mennonite Missions.
- **Family:** November will mark 15 years of marriage to my lovely wife Kris (BCS grad). We have two boys who attend BCS: Carter (12 yrs) is in the 6th grade and Jude (10 yrs) is in 4th. Our daughter Manuchka (7 yrs) is in Kindergarten and will be in the Goshen Schools until she is old enough to attend BCS.
- **Interests/Hobbies:** We spend most of our free time enjoying our family. They enjoy sports and clubs and it is our joy to be involved wherever they go. Kris and I do enjoy gardening and sharing meals in our home.
- **Share a few sentences about a spiritual practice that has nurtured you on your spiritual journey.** There is always a song of worship in my heart and mind. People often say that you can hear me before you can see me. Worship is and always has been the greatest way for me to delight in God and His loving work in my life.
- **What drew you to say yes to serve on the Bethany Christian School Board?** I was admittedly (and ignorantly) apprehensive in sending our children to BCS. I couldn't imagine a 'small' school on a 'small' budget able to provide the kinds of opportunities that the 'big' public high schools could offer. Bethany has proven my apprehension to be silly. As a 3rd year Bethany parent I have experienced the culture on campus and believe that it is creating a group of smart, devoted, culturally-engaged, God-serving young people who graduate fully equipped to launch into their future. This is all achieved while maintaining high achievement levels in education.



FOR AFFIRMATION BY THE IN-MI DELEGATES

MINISTRY CREDENTIALING TEAM

Angy Moore, Kern Road Mennonite Church, South Bend, IN (13/2018-2021, affirm)

- **Current Occupation:** Law Clerk
- **Congregational/conference/church-wide experience:** I've served on various congregations committees over the years, attended two MCUSA conventions as a delegate, and served for about five years on the Ministry Credentialing Team
- **Family:** Erik Grayvold (husband)
- **Interests/Hobbies:** cooking and reading
- **Share a few sentences about a spiritual practice that has nurtured you on your spiritual journey.** I am coming to realize the importance of silence. It's too easy to always have music on or a screen in front of me.
- **What drew you to say yes to serve on the Ministry Credentialing Team?** Originally, I said yes just because I was so honored to be asked. I have continued to say yes because I value the work the team does and I see the added benefit of getting to know others around the conference that I wouldn't know but for my service on the team.



LEADERSHIP ENHANCEMENT TEAM

David Sutter, Kern Road Mennonite Church, South Bend, IN (18/2018-2021; affirm)

- **Current Occupation:** Pastor
- **Congregational/conference/churchwide experience:**
 - 33 years in ministry, 29 at Kern Road in IN-MI Conference
 - Past Conference Gifts, Personnel, and Listening Committees
 - Past Conference Moderator/Moderator-elect
 - Past Overseer/current Congregational Coach
 - Staff Mennonite Church Board of Education Pastorate Project
 - Mennonite Church Gifts Discernment Committee and MC USA Gifts Discernment Committee
 - Past member of MC USA Constituency Leaders Council and past member of MC USA Executive Board and Executive Committee
 - Past Journey mentor
- **Family:** spouse is Janice, sons Brian and Ben and daughter-in-law Grace.
- **Interests/Hobbies:** travel, national parks, Chicago and South Bend Cubs, baseball, house projects, lakes and oceans.
- **Share a few sentences about a spiritual practice that has nurtured you on your spiritual journey.** My morning routine the past year or two has been to check national and world news for new occurrences during breakfast. Then I turn off the TV. Sometimes I read. Sometimes I allow people and thoughts to fill my mind for prayer. Most often, I simply sit and look out into our backyard. I breathe deeply and quiet myself, a practice that stretches my natural inclination to “get things done,” but prepares me for the day, reminding me of God’s care and control in the world and my finiteness.
- **What drew you to say yes to serve on the Leadership Enhancement Committee?** I’ve known and been passionate for many years about the importance of good leadership and support for leaders in congregations. During my years, I’ve been blessed by good mentors, caring peers, and challenging coaches. I’ve cherished these relationships and they have been a great help to me in my ministry. I believe the most important role a conference has is to provide venues for support, accountability, and training for its leaders. I hope my past experiences and gifts will enhance these efforts as we seek to support congregations in following Jesus and engaging in the world God loves.



MISSIONAL LEADERSHIP TEAM

Rebecca Kauffman, Paoli Mennonite Fellowship, Paoli, IN (18/2018-2021; affirm)

- **Current Occupation:** Pastor
- **Congregational / conference / church-wide experience:** I have served on MLT for 3.5 years. As a young adult I served on the MCC Alberta Board.
- **Family:** Andrew Blount, husband
- **Interests/Hobbies:** My husband and I enjoy hiking in the National Forest and State Parks. I also enjoy singing with others, gardening, and baking.
- **Share a few sentences about a spiritual practice that has nurtured you on your spiritual journey.** For the past 4 years or so, I have developed the habit of meeting with a spiritual director (a Benedictine Sister who just turned 80!) This nurtures my spiritual journey by giving time for intentional reflection on my walk with God and my relationships with others. I value having a wise, ‘outside’ person to listen, encourage, and help me see truth. My direction sessions also help me be diligent and creative with other spiritual practices.
- **What drew you to say yes to serve on the Missional Leadership Team?** As a pastor serving in a congregation that is somewhat isolated geographically, I value the connections, resources, and shared



vision that conference provides for me and the church. I want to help strengthen those connections and vision so congregations can be a resource for each other. I have appreciated serving on MLT not just for what I might offer, but because I feel like I learn so much through our collective, prayerful work.

STEWARDSHIP TEAM

Cindy Steiner, East Goshen, Goshen, IN (12/2015-2018 affirm)

- **Current Occupation:** Volunteer
- **Congregational/conference/church-wide experience:** At East Goshen, I have served as Sunday school teacher, treasurer, finance commission chair, MYF sponsor, and elder. Currently I serve as Everence advocate for East Goshen, treasurer of IN-MI Mennonite Women, and IMMC Stewardship Team chair.
- **Family:** Husband Dan, two sons and their wives, and four grandchildren.
- **Interests/Hobbies:** enjoying nature, watching sports, traveling
- **Share a few sentences about a spiritual practice that has nurtured you on your spiritual journey.** The spiritual practice of prayer is something that I engage in several times throughout the day. I have found it helpful to pray out loud during my daily walks. I often pray while driving and at random times during the day when a person or situation comes to mind. Having an ongoing conversation with God keeps me aware of God's presence surrounding me and of my call to follow and serve the Lord.
- **What drew you to say yes to serve on the Stewardship Team?** I have a passion for the Mennonite Church and the importance of conference as they provide resources and support for pastors and congregations. I want to continue to encourage congregations to join together with the mission of IMMC to equip us for Spirit-led witness and service.



BETHANY CHRISTIAN SCHOOLS

Joel Daly, North Goshen Mennonite, Goshen, IN (18/2018-2021; affirm)

- **Current Occupation:** General Manager at Veada Industries
- **Congregational/conference/churchwide experience:** I in Toledo, OH where I attended Toledo Mennonite Church. After graduating from EMU with a degree in history, I attended Charlottesville Mennonite for several years with my wife, Bess. I recently graduated from the CMBA program in Goshen with a concentration in Lean Manufacturing. Bess and I have in Goshen and at NGMC for nearly 9 years. I have served on the coordinating council and taught MYF Sunday School classes.
- **Family:** Bess and I have been married for 10 years and we have 3 children. Jonah (), Emmeline (5yrs), and Robbie (4yrs). We also have 2 dogs.
- **Interests/Hobbies:** I love to spend time with my wife and kids and our extended family. I also love to fish and I have a strong allegiance to the Detroit Lions.
- **Share a few sentences about a spiritual practice that has nurtured you on your spiritual journey:** Reading the Bible and doing devotionals with my wife is a daily practice that has helped me start each day with great peace and has been an important discipline for us both.
- **What drew you to say yes to serve on the Bethan Christian School Board?** Bethany has had a strong impact on our family and we hope our children and others will have the opportunity to learn and thrive in a Christ centered educational environment.



Jill Erb, Yellow Creek Mennonite, Goshen, IN (18/2018-2021; affirm)

- **Current Occupation:** My husband and I began Team Construction in 1991 and I worked as the office manager for many years. I then took time off to be home with children. I currently do volunteer work and help with the construction company on an "as needed" basis.
- **Congregational/conference/churchwide experience:** I serve on Yellow Creek's Leadership Board and Gifts Discernment Committee. I have served as a convention delegate and junior high youth group sponsor.
- **Family:** I have been married to my husband, Chris for almost 30 years. We have three adult children: Spencer who is married to Auna, Sara and Austin.
- **Interests/Hobbies:** I love to travel, read and work outside. I also have come to love volunteering and serve weekly at Church Community Service's food pantry.
- **Share a few sentences about a spiritual practice that has nurtured you on your spiritual journey.** My husband and I are reading through the Bible this year. I have enjoyed working at this together as well as the discussion that springs from our reading.
- **What drew you to say yes to serve on the Bethany Christian School Board?** I have a heart for the fine arts at Bethany. Our daughter, Sara was very involved with orchestra, choir, Emmaus and drama. This is an area where so many students can really shine. Bethany's programs made a huge difference for Sara, and I want to help strengthen this area so that more students can be involved.

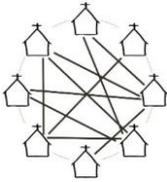


Marci Morris, Sugar Grove Church, Goshen, IN (18/2018-2021; affirm)

- **Current Occupation:** My husband and I started a manufacturing business 15 years ago in Goshen called StairSupplies. I oversee the Accounting Office at the business.
- **Congregational/conference/churchwide experience:** I grew up at Brenneman Memorial Missionary Church in Goshen. My husband was a Missionary Church pastor for 8 years, serving at Beulah Missionary and Warsaw Missionary. We attended and were involved in teaching at Crystal Valley Missionary Church for many years before becoming a part of a house church with 6 other families. We moved to Sugar Grove in the fall of 2017 in order for our daughter to get plugged into the early teen program.
- **Family:** Len Morris is my husband of 25 years. We have 3 children: Caleb who is married to Sara, Graham, and Ellie, and a granddaughter named Avery.
- **Interests/Hobbies:** I love spending time with my family! We enjoy traveling together. I am a seamstress and have recently gotten into some quilting. I enjoy making clothes for my granddaughter and I have helped with costumes in the theater department at Bethany over the last 10 years.
- **Share a few sentences about a spiritual practice that has nurtured you on your spiritual journey.** Music has always been very important to my spiritual journey. I connect to God through music throughout the day. I currently am involved at Sugar Grove Church with their music program by singing and playing my alto sax.
- **What drew you to say yes to serve on the Bethany Christian School Board?** My oldest son graduated from Bethany and currently our 10 year old attends Bethany. The school has been such a blessing in our kids' lives and, as parents, we have formed life-long friendships with other parents. I feel like I have abilities and talents that would align themselves with the Bethany Board. I look forward to serving Bethany at this level and propelling the school and its values even deeper into our community.

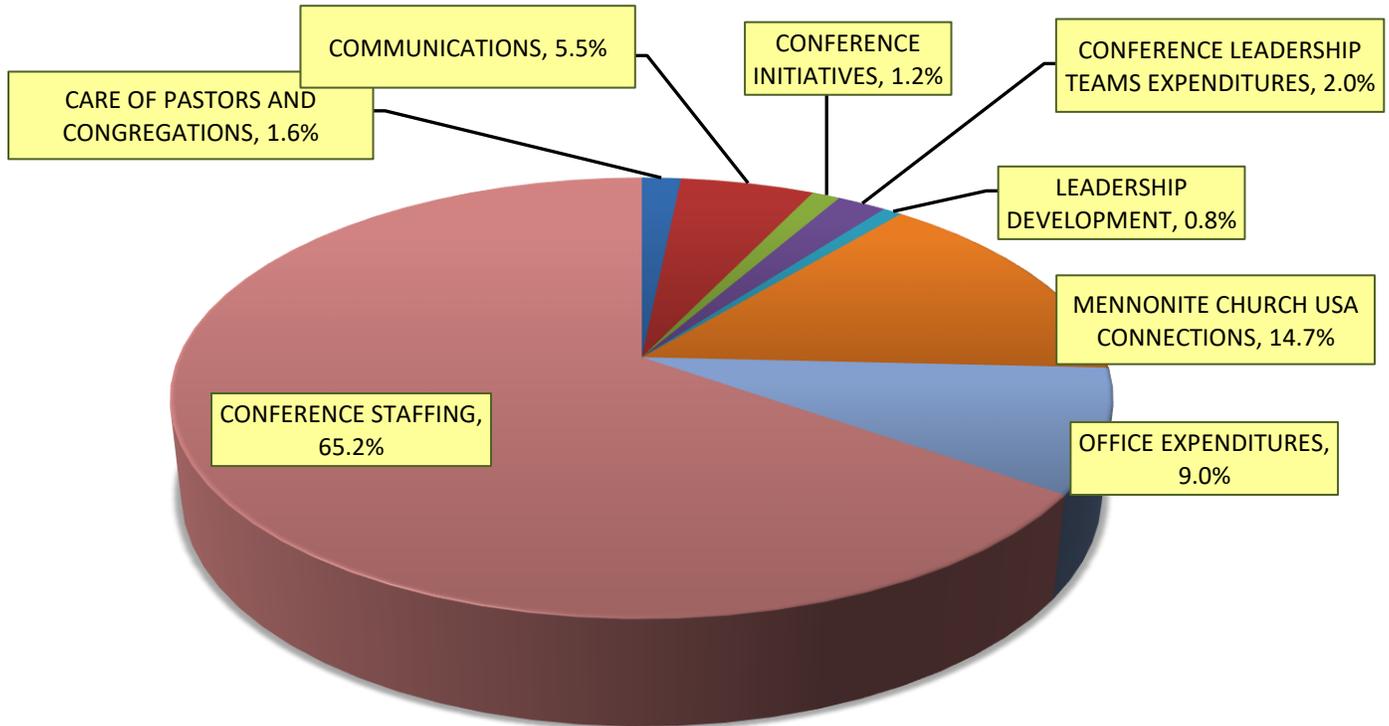


2018-2019 Spending Plan

<p style="text-align: center;">Indiana-Michigan Mennonite Conference 2018-2019 Spending Plan</p>			
<p><i>Indiana-Michigan Mennonite Conference undergirds and connects congregations with others as we center our spiritual development in Jesus Christ. Committed, caring communities of faith are the bases from which Christ is proclaimed in word and deed. This is God's work, and it is exciting indeed!</i></p>			
CARE OF PASTORS AND CONGREGATIONS	<p>Expenses related to the things conference does together that congregations cannot do alone:</p> <ul style="list-style-type: none"> Congregational Coaches Pastor/Congregation in Crisis Pastoral Family Assistance Program 	1.6%	
COMMUNICATIONS	<p>Gospel Evangel Website development and maintenance</p>	5.5%	
CONFERENCE INITIATIVES	<p>Initiatives related to priorities and new ventures:</p> <ul style="list-style-type: none"> Intercultural Transformation Church planting Special regional projects Pastor Summit 	1.2%	
CONFERENCE LEADERSHIP TEAMS EXPENDITURES	<p>Travel and miscellaneous expenses:</p> <ul style="list-style-type: none"> Leadership Teams Retreat Missional Leadership Team Ministry Credentialing Team Leadership Enhancement Team Stewardship Team Gifts Development Team 	2.0%	
LEADERSHIP DEVELOPMENT	<p>Leadership Training Ministry Inquiry Program (college students) Seminary Student Assistance</p>	0.8%	
MENNONITE CHURCH USA CONNECTIONS	<p>Conference first fruits: A 10% tithe of congregational contributions to conference goes to support denominational work.</p> <ul style="list-style-type: none"> Denominational Ministerial Database Mutual Aid-Corinthian Plan General Assembly Del. Travel 	14.7%	
OFFICE EXPENDITURES	<p>Rent Utilities Office Supplies and Equipment</p>	9.0%	
CONFERENCE STAFFING	<p>Salaries, wages, and benefits for all staff Networking expenses (travel, meals) Sabbatical fund Leadership consultant</p>	65.2%	

Proposed 2018-2019 Spending Plan					
Indiana-Michigan Mennonite Conference					
<i>Indiana-Michigan Mennonite Conference undergirds and connects congregations with others as we center our spiritual development in Jesus Christ. Committed, caring communities of faith are the bases from which Christ is proclaimed in word and deed. This is God's work, and it is exciting indeed!</i>					
	2017-2018 Spending Plan	Actual through 4/30	Proposed 2018-2019	\$ Change from 2017-18	% Change
INCOME					
CONGREGATIONAL SUPPORT FOR CONFERENCE	\$ 240,000	\$ 205,806	\$ 253,000	\$ 13,000	5.4%
INDIVIDUAL GIFTS AND OTHER EXPECTED INCOME	\$ 22,750	\$ 14,526	\$ 26,200	\$ 3,450	15.2%
TOTAL EXPECTED INCOME	\$ 262,750	\$ 220,332	\$ 279,200	\$ 16,450	6.3%
EXPENSE					
CARE OF PASTORS AND CONGREGATIONS	\$ 8,300	\$ 3,236	\$ 4,300	\$ (4,000)	-48.2%
COMMUNICATIONS	\$ 8,250	\$ 7,547	\$ 14,750	\$ 6,500	78.8%
CONFERENCE INITIATIVES	\$ 3,090	\$ 1,884	\$ 3,090	\$ -	0.0%
CONFERENCE LEADERSHIP TEAMS EXPENDITURES	\$ 5,200	\$ 2,616	\$ 5,400	\$ 200	3.8%
LEADERSHIP DEVELOPMENT	\$ 2,100	\$ 825	\$ 2,100	\$ -	0.0%
MENNONITE CHURCH USA CONNECTIONS	\$ 36,303	\$ 27,697	\$ 39,603	\$ 3,300	9.1%
OFFICE EXPENDITURES	\$ 25,050	\$ 28,274	\$ 24,300	\$ (750)	-3.0%
CONFERENCE STAFFING	\$ 174,590	\$ 128,597	\$ 175,119	\$ 529	0.3%
TOTAL EXPECTED EXPENSE	\$ 262,883	\$ 200,676	\$ 268,662	\$ 5,779	2.2%
BALANCE	\$ (133)	\$ 19,656	\$ 10,538		

2018-2019 Spending Plan Allocations



Spending plan draft approved by Stewardship Team 1/10/2018

Draft approved by Missional Leadership Team 1/27/2018

Advisory Council Recommendation
INDIANA-MICHIGAN MENNONITE CONFERENCE ANNUAL SESSIONS 2018

For Delegate Action

MLT Recommendation for action

That the 2016 delegate action to suspend Advisory Council become permanent and that the Advisory Council be discontinued as part of the Indiana-Michigan Mennonite Conference structure.

Background

In June 2016 delegates approved the following recommendation:

That the Advisory Council (AC) be suspended for two years and that this action be evaluated at the end of that time.

Since that delegate action:

- Missional Leadership Team released all Advisory Council members from their commitments and encouraged involvement in other leadership teams.
- Gifts Development Team invited leadership teams to identify a college age person to come on as an “intern” to introduce them to conference work. To date, we are not sure any teams have successfully implemented this idea.

During this time of suspension, Missional Leadership Team (MLT) has received no comments about missing Advisory Council. We recognize Indiana-Michigan Mennonite Conference (IMMC) has 25 fewer congregations than when Advisory Council began. MLT sought counsel several times through area councils and the Michigan Leaders/Pastors Summit, places where staff have made a point of connecting. We recognize leaders and delegates directed most of our energy toward the Unity and Variance process and the vote on *Renewing a Vision*. Conference leadership people met with congregations and staff met with area councils. We have not heard lament about the Advisory Council suspension.

Missional Leadership Team recommends that Advisory Council be discontinued as part of the Indiana-Michigan Mennonite Conference structure. We hope that as congregations live into *Renewing a Vision*, bonds of relationships continue to grow and we live into the Revelation 7 vision of all nations and languages gathered around the throne and the Lamb.

This action will require a change in the Bylaws. This change and a number of other bylaw revisions will be addressed in the coming year and come to delegates in 2019.

Approved by MLT on November 18, 2017 to present to delegates

Proposal Regarding Relationships with Amigo Centre (AC) & Bethany Christian Schools (BCS)

Indiana-Michigan Mennonite Conference (IMMC) Annual Sessions

June 14-16, 2018

IMMC has appreciated the longstanding relationships we have had with both AC and BCS. It is clear that many have benefited from their respective ministries. As we look to the future, we desire to be in continued relationship with both organizations and seek ways to strengthen our connections with them for mutual edification.

Through their respective evaluation processes we affirm that both desire to remain having an Anabaptist/Mennonite identity, and appreciate that each have valued their relationship with IMMC and wish to strengthen their bond with us.

At the same time, in light of our evaluative process concerning the matter of "legal ownership," the Missional Leadership Team proposes a change in each of their statuses from a "Conference-Owned Organization" to an "Associated Organization" (see description below).

This means that IMMC will no longer "legally own" either AC or BCS, and going forward...

- 1) AC and BCS will oversee the selection of their executive,
- 2) AC and BCS will develop their own processes for selecting board members,
- 3) AC and BCS will be responsible for their own bylaws, including amendments, and
- 4) in the event of closure and dissolution, AC and BCS will distribute assets in accordance with their respective state requirements for a non-profit.

Article 12 (IMMC Bylaws): Description of "Associated Organizations"

"Mennonite-related organizations may be associated with Conference for mutual support and encouragement. These organizations provide their own boards and administrators. They may or may not receive financial support through Conference and/or congregations. They are encouraged to provide an annual report of their accomplishments and financial status to the Conference delegate body. The Conference does not have legal or financial responsibility for associated organizations."

Other IMMC Associated Organizations: Anabaptist Disabilities Network, Everence, Great Lakes Area Choice Books, The Hermitage, MCD Goldenrod, Menno-Hof, MCC Great Lakes, Oaklawn.

If this proposal passes then details regarding legal status, including changes to our bylaws, and any additional specific steps we/they wish to make as a way to strengthen our relationships with one another will be worked out in the following months and/or year.

APPENDIX 1:
Frequently Asked Questions from 2018 Feb/Mar Regional Delegate Meetings

Most questions and concerns raised from are addressed in "Reviewing Relationships" (Appendix 2).

Will IMMC continue in any kind of relationship with Amigo & Bethany?

Yes, each will become an "Associated Organization."

Will Amigo Centre and Bethany Christian Schools remain Anabaptist?

Both have stated their intention to remain so and to explore partnerships with other Mennonite organizations. Amigo plans to continue their membership with Mennonite Camping Association. Bethany plans to continue their membership in Mennonite Schools Council and accreditation through Mennonite Education Agency.

When will the status change from "Conference-Owned" to "Associated Organization"?

As soon as each organization is able to adopt new bylaws within the next year.

Is there any criteria that would cause us to sever ties with an Associated Organization?

Our bylaws state what the relationship of an AO is, but does not offer suggestions on what would sever such ties.

How will we keep the "associated" relationship strong?

At this point, there are no definite plans in place other than our stated intentions to one another. BUT IMMC plans to hold 2019 Annual Sessions at Amigo and both boards have considered having an IMMC rep. on their boards.

Do all of the other organizations have a connection with the IMMC board (i.e. MLT)?

Not directly.

If either organization closes, would any portion of the assets be returned to IMMC?

Only if each organization includes such a statement in their bylaws.

How will this affect scholarship giving through congregations? Does it affect tax purposes?

Amigo and Bethany are non-profit 501(c)(3) tax-exempt organizations. IMMC will continue to forward Pass-Through donations intended for either organization.

How many schools and camps are owned by a Mennonite conference or district?

Most camps in Mennonite Camping Association and schools in Mennonite Schools Council are NOT owned by a conference or district; Amigo and Bethany have been the "exceptions."

How will board members be selected in the future to ensure Anabaptist foundation?

Each organization will develop their own bylaws addressing this question. Currently, Bethany's bylaws state that 75% of board members must be members of an Anabaptist/Mennonite church, and Amigo's bylaws state that all board members be members of Mennonite Church USA congregations, and a simple majority be members of IMMC congregations.

**APPENDIX 2:
PREPARED FOR 2018 FEB/MAR REGIONAL MEETINGS**

A. Reviewing Relationships: IMMC & AC and BCS

Two meaningful parts of Indiana-Michigan Mennonite Conference (IMMC) for many people have been the conference connections with Amigo Centre (AC) and Bethany Christian Schools (BCS). Both institutions, currently owned by IMMC, began around 60 years ago and have served many people from IMMC congregations nurturing faith across the lifespan. Today, IMMC constituency alone cannot sustain these organizations; they have continued to look for ministry opportunities that connect with their surrounding communities and present an Anabaptist witness.

Since the inception of the Missional Leadership Team (MLT), they have appointed representatives to the AC and BCS boards who have functioned as critical links. Current MLT members Randy Detweiler and Bob Yoder serve as the representatives on the AC and BCS boards, respectively.

In conversation with the executives of both organizations, the MLT announced during Annual Sessions in June 2017 that during the next fiscal year there would be an “evaluative review” to:

- 1) consider the ways our relationships to one another can be strengthened so that our respective missions can be enhanced, and
- 2) consider if our current organizational structure plan is best served as we look to the future. In particular, we wish to explore if IMMC’s legal ownership of both AC and BCS is still appropriate.

Though conversations among members of the three boards have increased in the past two years, they began as part of the IMMC restructuring process in 2006-2009. An Amigo/Bethany Task Group formed and their work culminated with *Recommendations to the Missional Leadership* in 2009 that addressed three concerns:

- 1) The board member appointment process.
- 2) Lack of interaction between MLT and Amigo and Bethany Boards.
- 3) Ownership of Amigo and Bethany in Conference Constituency.

Some efforts were made by all three institutions, but more clarity is needed. This “evaluative review” seeks to increase clarity. IMMC’s assessment included a survey to delegates. The MLT invited AC and BCS to perform their reviews in ways appropriate to their respective organizations, and to supply a 1- to 2-page summary of their process and findings to the MLT.

B. Evaluation Processes: IMMC, AC, BCS

A. Indiana-Michigan Mennonite Conference

IMMC delegates were invited to participate in a survey in January 2018. The first two sections below were in the survey cover letter, followed by the key findings.

What does “legal ownership” mean?

Amigo Centre and Bethany Christian Schools have their own 501(c)(3) status, executive leadership boards, head of organization, etc. and really are in control of their own operations. Generally, IMMC “legal ownership” means

that 1) conference is involved in the selection of the executive, 2) conference selects and approves board members, 3) conference approves bylaws of the organization, and 4) assets return to IMMC if the organization closes.

Broader Context Considerations

- 1) In light of our recent adoption of *Renewing a Vision*, it would be good to explore how the current relationship helps our conference live into this new visioning statement.
- 2) IMMC congregational membership, both in number of congregations and in who comprises our congregants, has significantly changed over the past 60 years.
- 3) Other camps and schools throughout the U.S. and Canada who at one time were legally owned by a regional Mennonite conference or district, no longer are. But, it also recognizes that many camps and schools who participate in Mennonite Camping Association and Mennonite Schools Council began from an “association of people” rather than by a conference or district.

What did MLT “hear” from the survey results?

- 1) There is strong support for both AC and BCS; many positive comments for their ministries.
- 2) Both organizations provide and live out Anabaptist values.
- 3) IMMC should hold conference activities at each place, even if “ownership status” changes.
- 4) “Legal ownership” by IMMC has no significant bearing on how well their ministries are carried out; the boards, staff, and constituency of AC and BCS carry out their ministries well. If “ownership status” remains in its current form then some responses called for IMMC to increase direct support, including financial and operational.

B. Amigo Centre

The AC review process included discussions by their board at several of their meetings in 2017 and conversations by Matt Ropp, current Executive Director, with stakeholders about the pros and cons of the current ownership structure. Input was also gathered from staff regarding how the ownership relationship is currently impacting Amigo’s ministry. Matt also discussed with other Mennonite camps regarding their respective structures and governances.

In a January 26, 2018 email to MLT, Matt noted the following from the November 2017 AC Board meeting:

- “IN MI Mennonite Conference is an important part of Amigo Centre’s ministry. Regardless of what the legal relationship looks like Amigo Centre wants to build a more dynamic relationship with conference and congregations within conference.”
- “If the ownership relationship were to be changed the Exec Committee discussed defining our constituency more widely to provide people outside of IMMC an opportunity to make Amigo their camp. We did discuss continuing to have board representation from conference. This would hopefully keep communication strong and provide some form of accountability.”

This email also conveyed the following: *“The overall feeling of board members is that an independent ownership structure provides Amigo Centre with the best opportunities for the future.”*

C. Bethany Christian Schools

The BCS review process included discussions by their board on several occasions since 2014 and conversations by Tim Lehman, current Head of School, with key donors and pastors of partnership congregations. In a January 25, 2018 letter to MLT by Tim Lehman and Michelle Horning, Board chair, they noted, “It is clear from these conversations that the ‘owned by’ affiliation with Indiana-Michigan Mennonite Conference is a sticking point. Under Bethany’s Articles of Incorporation, the reserved power of IN-MI Mennonite Conference to appoint or remove Bethany board members creates problematic dynamics.”

The letter continued, “Bethany’s current board clearly desires that Bethany maintain an Anabaptist-Mennonite identity and does not desire to sever all ties with IN-MI Mennonite Conference. Bethany will continue its membership in Mennonite Schools Council and, by extension, accreditation through the Mennonite Education Agency. Additionally, Bethany seeks to be more intentional in building relationships and collaborations with multiple Mennonite conferences and institutions.”

On December 11, 2017 the BCS board voted to *“formally request release of ownership from IN-MI Mennonite Conference, and to seek new ways to relate to multiple Mennonite and like-minded organizations.”*

C. Histories of Relationships with Amigo Centre & Bethany Christian Schools

1. Amigo Centre & IMMC Relationship History

In 1956, there was a vision for a camp that provided church camp facilities for congregations, families, youth groups and children; facilities for Bible conferences, mission meetings and inspirational services; and a suitable location for family cottages for rest and recreation in a Christian Setting.

“Some who had the vision for starting a camp were young men who had worked in the forests or other natural settings during their Civilian Public Service (CPS) days during World War II and had discovered first-hand the power of wild places to draw one closer to God. There was also growing Bible Memory program that a number of churches had become involved in. In addition, the camp facilities of Mennonite Youth Village, near Union, MI had become too small for the number of campers, and supporters were looking for other options.”¹

Initially most of the programming and church groups who utilized the camp were members of IN-MI Mennonite Conference. Camping on the island at Amigo Park has been sustained over the past 60 years. A large part of the programming was partnering with the Bible Memory organization. Many of their campers came from conference congregations as well. Over the years an outdoor environmental education program, additional youth programming of Snow

Camp and Know Jesus, Adult and family programming were added. During the late 80’s and early 90’s the vision of camp was widened to include new facilities. The addition of the retreat center, gymnasium and West Shore Lodge allowed a broader retreat experience in addition to a summer camp experience. Churches and families outside of the conference began to utilize the space more.

The central goal of Amigo Centre has not changed in the past 60 years. Being in harmony with God, others and Nature is central to our programming and operations. We believe that the ministry and mission of Amigo Centre allows the Holy Spirit to touch people and change lives.

¹ Amigo Centre – In Harmony with God and Nature, page 3.

IN-MI Conference youth participate in a variety of youth programs such as summer camp, winter youth retreats and Know Jesus. We are blessed to have a number of young adults from conference churches who volunteer their summers as counselors. We rely on feedback from conference pastors and members on our programs so we can continue to provide meaningful experiences. Volunteers for facility projects, kitchen, outdoor education, summer camp and adult programs are overwhelmingly members of conference congregations.

Amigo Centre relies on congregational giving for roughly 4% of our operating budget. This translates to roughly \$26,000 in 2016. This has fallen from previous years. In 2012 for instance congregational giving was just under \$42,000. Pass-through contributions continue to make up the largest portion of congregational giving. We do receive congregational contributions from churches outside of INMI conference and even outside of the Mennonite Church. Amigo is also the beneficiary of congregational programs that provide summer camp opportunities to their youth. Some provide scholarships to their youth some provide additional funds for kids who don't have a congregation or who may not be able to afford otherwise.

With the changing conference landscape, Amigo has been blessed by continued support from congregations who have left conference. There is some hesitancy about what their involvement can be and how they can relate to us. From the beginning of Amigo Centre, our purpose has been to provide a place for people to step outside of their normal lives and into God's amazing natural creation. It is in this setting that transformation can happen.

Written for IMMC delegates

Matt Ropp, Executive Director

December 2017

2. Bethany Christian Schools & IMMC Relationship History

Tim Lehman - Head of School

November 01, 2017

Note: For historical analysis, I drew heavily on *Hearing Our Teacher's Voice: The Pursuit of Faithfulness at Bethany Christian Schools, 1954-2004*.

Bethany Christian Schools is a dynamic learning community that integrates faith development with academic excellence. Grounded in Mennonite values, Bethany equips students for Christian discipleship in the church and around the world.

Although the words of the mission statement have been updated and revised from time to time, Bethany is essentially carrying out the same mission since the school was founded in 1954 by the Indiana-Michigan Conference of the Mennonite Church.

In the early 1940's the Mennonite church was struggling with how to confront the powerful influence of mainstream culture. In many congregations there existed deep mistrust of the secular world. Perhaps to insulate or protect youth from secular influence, many Mennonite youth did not attend high school.

As a result, individuals within the conference saw a need to create a Mennonite high school. The original intent was to provide a “safe” educational curriculum that would weave together the sacred and secular worlds. After several years of discernment through prayer and community meetings, perhaps some cajoling and compromise, the school was founded in 1954.

Realizing that the IN-MI Mennonite Conference constituted a broad spectrum of beliefs and practice, the founding intent was clearly not to use the school as a means of maintaining conformity or enforcing doctrine. As one early founder noted, the intent was to help students “measure the way of the world by the rule of Christ.”² In today’s world of Christian education, we would say the founding model was missional rather than doctrinal, and Bethany remains so today.

Over the decades Bethany has experienced many changes. In the early years nearly all students came from conference congregations. In fact, in those early years, yearbook photos included the name of the students’ home congregations. The 1965 yearbook indicates that students came from nearly all of the local Mennonite congregations, as well as far flung ones like Howard-Miami, Kouts, Leo, Milan Center (Ohio), second Mennonite (Chicago), and Cedar Grove (Manistique MI).

More recently, nearly all of our students come from within a 25 minute drive of Bethany. In addition, the percentage of students who identify as “Mennonite” or historically Anabaptist is less than two thirds. Less than 50% of our students attend IN-MI conference churches. We have evolved from a school for the Mennonite community to a Mennonite school for the community.

Another evolution has been in the way that Bethany is funded. In the early years, tuition was kept very low, with the expectation that congregations would contribute significantly to the school.³ In fact, the early heads of school essentially worked a fundraising circuit within the conference churches. In 1965, direct contributions from congregations to the annual fund covered 70% of the school’s operating costs.

Partly as a result of the dependence on congregational support, Bethany drifted from one budgetary crisis to the next. The school considered closing several times; as recently as 1995 the operating debt was \$709,000.⁴ That year Allan Dueck became head of school and among other strategies, worked to reduce debt by raising tuition and relying less on the vagaries of congregational giving.

Today less than 1% of operating income is direct support from congregations. The school however does partner with several area congregations (not all in IN-MI conference) to subsidize tuition for students from their congregation. Partnership plan support now amounts to about 20% of our income and is on a clear downward trend.

As our circumstance demonstrates, organizations evolve. Over time, successful organizations inevitably outgrow their founding stage, function autonomously from the founding organization, and no longer require assistance, or frequent guidance. Maintaining the hegemonic relationship hinders both organizations. Therefore it is time

² Devon Schrock from *Hearing Our Teacher’s Voice* p 16.

³ Independent School Management (ISM) refers to this model as a “price” school. Beginning in the 1990’s Bethany gradually evolved into a “Process” school. See ISM’s brief explanation here.

⁴ *Hearing our Teacher’s Voice* p 188.

for BCS and IN-MI to redefine their relationship in a way that is mutually beneficial. Doing so can make both organizations stronger by supporting one another's missions on equal footing.

BCS and IN-MI Conference as partnering organizations

The stated purpose of IN-MI Conference is to maintain a federation or "community of congregations"⁵ with a shared Anabaptist vision. Conference resources are geared toward equipping and supporting that community. On the other hand BCS is primarily an educational institution that uses Anabaptist faith tradition as a scaffold for its educational program. Yet INMI Conference and BCS have some similar goals, and as peers or sister institutions, can be mutually supportive of one another's mission. For example, both institutions promote faith formation and spiritual practices, practice community living by emphasizing mutual accountability.

How can IN-MI Conference support the mission of Bethany Christian Schools? Broadly speaking, the vibrancy of IN-MI conference and the influence it has on congregations can significantly impact Bethany. Approximately ⅓ of our students come from historically Anabaptist/Mennonite households. As IN-MI Conference constituency increases more potential families that might connect with Bethany's vision. The conference could promote and support Mennonite education kindergarten through post-secondary.

How can BCS support the mission of IN-MI Conference? Youth are the future of our church.

Bethany is one of the few places that collects a broad spectrum of Mennonite youth. BCS has students from 30 Mennonite or Anabaptist congregations, 14 IN-MI Conference churches.⁶ Bethany is a place where students are exposed to and can discuss Mennonite Faith perspectives. A church body or conference is genuinely interested in a youth perspective, has a ready and accessible delegate body on the Bethany campus.

⁵ IN-MI Conference mission statement: We are a community of congregations; Centered on Jesus; Guided by the Holy Spirit; Acting through grace, love and peace; Engaging the world God loves.

⁶ All within a 25 mile radius of Goshen. More broadly, BCS currently has students from 63 congregations representing 24 different faith groups.



Renewed Commitments for MC USA

A Living Document for the Journey Forward Process¹

God invites us to experience and bear witness to the belovedness of all creation. We yearn to know and share in the mystery of God's unending love.

We confess that sin fragments our wholeness and strains our relationships with God, each other and the world. Confronted with the misuses of power in our lives, communities and institutions, we seek to tell the truth and repent.

The Holy Spirit beckons us toward the restoration of all things in Christ. God continually calls us beloved.² On this journey together, we commit to:

Follow Jesus

As an Anabaptist community of the living Word, we listen for God's call as we read Scripture together, guided by the Spirit. Through baptism we commit ourselves to live faithfully as Jesus' disciples, no matter the cost.³

Witness to God's peace

We are called to extend God's holistic peace, proclaiming Christ's redemption for the world with our lives. Through Christ, God frees the world from sin and offers reconciliation. We bear witness to this gift of peace by rejecting violence and resisting injustice in all forms, and in all places.⁴

Experience transformation

The Holy Spirit dwells in and among us, transforming us to reflect God's love. Through worship the Spirit gathers the body of Christ, where our diversity reveals God's beauty. The Spirit empowers our communities to embody the grace, joy and peace of the gospel.⁵

¹ *Journey Forward* refers to a two-year process of church-wide discernment growing out of the Future Church Summit held in Orlando in 2017. JF has two primary documents for church use: this living document and an interactive study guide. The feedback gathered from congregations, conferences, constituency groups and church agencies will shape future improvements to this document in preparation for delegate engagement in Kansas City in 2019.

² Genesis 1, Psalm 24:1, Luke 15:11-31, John 3:16-17, Ephesians 3:19, Romans 5:8

³ 2 Kings 23:1-3, Isaiah 61:1-2, Mark 8:34, Luke 4:17-19, Ephesians 4:1-6, Hebrews 1:1-4

⁴ Isaiah 9:6, Micah 6:6-8, Matthew 5:38-48, 2 Corinthians 5:19, Ephesians 4:32

⁵ Psalm 133:1, John 14:16, 1 Corinthians 6:19-20, Ephesians 3:10, Revelation 7:9

Chapter 3 Missional Leadership Team and Staff

Missional Leadership Team Report 2017-2018

By Paula Killough, moderator

Renewing a Vision

This year was shaped by the delegate vote at Annual Sessions in June 2017, adopting *Renewing a Vision* as a direction for the future:

- Centering our conference life on Jesus
- Deepening our faith together through engagement in ancient and new spiritual practices
- Enriching our relationships

...all toward the hope that we will be transformed by the Holy Spirit.

Missional Leadership Team (MLT) Board Development

We recognize leadership development is critical to achieving any new vision. In 2016 Missional Leadership Team (MLT) recognized that strengthening our leadership skills was needed for expanding our effectiveness as a team. We worked on decision-making and communication styles through the DISC process. We spent more than a year reading the book *Leadership on the Line*. We have made deeper commitments to our own leadership in challenging times. After each conference gathering we spend time in our meetings reflecting on how we are utilizing what we are learning.

Planning for the Vision – Two Fall Retreats

MLT and conference pastor met August 11-12 to anticipating the year. We want all conference gatherings to be experiences of peer resourcing and relationship building...all in a context of worship. As a result we made three commitments. At each conference meeting we will:

- create pictures of what our future together will be
- engage together in the conference spiritual practices
- embody new patterns when we gather that are grounded in worship rather than business

MLT brought these ideas to conference leadership teams at the September 29-30 teams retreat, in the form of priorities and questions. We led a modified

world café process about challenges and opportunities. We asked each team to think about how their work contributes to living into *Renewing a Vision*.

Seeking the Wisdom and Well-being of Pastors – Pastor Gathering

MLT, along with Ministry Credentialing Team and Leadership Enhancement Team, hosted the November 6-8 Pastor Gathering at Amigo Centre. About 50 pastors were present for the Pastors Summit on day 3. A facilitator led in an Open Space conversation on the opportunities and challenges for living into *Renewing a Vision*. Participants were encouraged to keep pressing out ideas that emerged in this day.

Delegate Meetings

MLT hosted three delegate meetings: Indianapolis, Goshen, Saginaw. We planned the day as a day of worship. Business and conversation happened in worship. This idea, and questions to delegates in the world café process, emerged from the retreat and Pastor Summit. Each location had moments unique to that setting that added to the significance of that gathering. These meetings were well attended and we received strong words of appreciation.

Annual Sessions

The CAMFell area council is hosting Annual Sessions 2018. MLT offered some overall ideas early in the planning. Again, the two retreats and the Pastor Summit shaped what we brought to planners. Our host congregations took it from there, and we look forward to being in Indianapolis.

Invitation to Relationship with Shirati Diocese, Tanzania Mennonite Church

Bishop Chris Kateti of the Shirati Diocese invited Indiana-Michigan Mennonite Conference (IMMC) to explore relationship. We affirmed the stirring of God's Spirit and encouraged Dan to explore the possibility. Dan Miller and Paula Killough traveled to

Tanzania April 25 to May 11 to begin that exploration. They will share about this at Annual Sessions. MLT will invite help in discerning how to decide on next steps.

Conference Pastor Review

In November 2017 MLT initiated a regularly scheduled performance review of Conference Pastor Dan Miller. A broad group of 35 leaders from across our community of congregations were asked to provide feedback. 20 responded and overall gave Dan a “Very Good” rating. We are very grateful to the personnel committee – Marty Lehman, Marge Schrag, and Steve Hochstetler Shirk – who led an excellent process.

Conference Pastor Sabbatical

Conference policy offers a sabbatical every five years of service. MLT approved Dan’s proposal for a sabbatical during the months of August, September, and October 2018. As of this report further information on staffing and exact content of the sabbatical continue to be finalized.

Term Extended

MLT approved an extension of Dan Miller’s current term through December 31, 2019. Following the sabbatical, MLT and Dan will engage in conversation and discernment about the next stages of conference life. MLT anticipates and hopes that there is potential for Dan’s leadership to continue serving the conference well.

Conference Pastor Staff Report 2017-2018

Conference Staff

Dan Miller, conference pastor

Staff continues to prioritize the 3 C’s as we live into the new vision adopted by delegates in June 2017. We are experimenting with different ways of living into the vision and the spiritual practices.

Credentialing and leadership development is the primary work many people in our congregations associate with “conference.” We continue:

- Working with search committees,
- Contacting potential candidates about their availability,
- Healthy Boundaries trainings
- Exploring church planting possibilities
- Mission and relationship opportunities in areas like Detroit and in Tanzania
- Journey weekends, mentor contacts,

We are discovering what must be done differently and what must be let go.

As Doug Kaufman concluded his time as Conference Pastor for Leadership Transitions, he trained Search Guides to walk with search committees. Several conferences have done this for 20+ years.

IMMC is fortunate to have many quality leaders committed to passionate spiritual leadership and life-long learning.

Ministry Credentialing Team and Leadership Enhancement Team provide conference leadership for these areas.

Connecting with pastors and congregations. Many assume this work happens, yet do not witness directly. Dan attends area council meetings and welcomes conversations with pastors. With limited staff time, congregation-to-congregation support takes on a different significance.

Celebrating God’s presence happens in area councils, through Gospel Evangel, the monthly prayer memo.

Delegate meetings are also times to hear and rejoice in the Spirit’s work in other member congregations.

Staff transitions

We had significant staff changes this year.

- Doug Kaufman completed his time as Conference Pastor for Leadership Transitions on December 31, 2017. He began serving in February as director of pastoral ecology with the Center for Sustainable Climate Solutions (CSCS), and continues as co-pastor at Benton Mennonite.
- Vanessa Kelleybrew completed her time as Office Manager on February 9, 2018. She found employment in the area of her graduate studies.
- Cindy Steiner and Nedra Gnagey shared the interim position during the interim and search for a new Administrative Coordinator. (Thank you Cindy and Nedra!)
- Anna Buck began as Administrative Coordinator on May 1, 2018.
- Charles and Kathy Hartzler completed their I-o-n-g service as janitors for the office on May 11, 2018. Many thanks to the Hartzlers for their years of service behind the scenes.
- Staff met monthly through the fall to maintain connections, share updates about congregational developments, and address any current issues. After December 31, office staff and Dan met regularly throughout the week to plan and coordinate efforts.

Publications

- The *Gospel Evangel* was published four times over the last year, keeping the focus on congregational stories. After three years with Laurie Robinson as editor, the April/May/June 2018 issue was her last. The administrative coordinator will edit the *Gospel Evangel*. If you have a story about your congregation being changed in mission, contact the office.
- The monthly *weLink*, electronic newsletter to delegates and interested parties, went out monthly.
- Quarterly *Missional Seeds* letters inform donors of recent conference developments.

Technology

- No new purchases were made this year. Atlas IT does the IT maintenance, and will make the technology transfer to the new office space.

Office space

- The office will move to space at East Goshen Mennonite. Work continues as this report is written. The construction boom is impacting how quickly work gets done. East Goshen leadership is being very helpful in the process.

Event coordination

- Staff and board welcomed nine Mara leaders on November 4, 2017, coming to express thanks for the capital grant to help with purchasing their church building.
- There were three delegate meetings in February and March. The office is experimenting with Eventbrite for online registration. We welcome people's feedback.
- One Everence Pastor Financial event took place September 29-30 at Oakwood Inn, Syracuse, Ind.
- The CAMFell area council is planning for Annual Sessions 2018 in Indianapolis.
- Annual Sessions 2019 will return to Amigo Centre. Expect some innovation as Missional Leadership Team hosts that event. Goshen Mennonite Ministers Council will host Annual Sessions 2020.

Upcoming August/September/October sabbatical for Dan Miller

MLT approved the proposal for a sabbatical this fall. Dan is finalizing arrangements, including interim personnel to cover responsibilities like pastoral searches. He will focus on leadership and intercultural competence, incorporating times for rest and relaxation.

Chapter 4 Committees/Teams

Leadership Enhancement Team Report 2017-2018

By Rhonda Yoder, chair

Members:

Ben Bouwman, Dan Miller, Kent Miller, Cindy Voth, Rhonda Yoder

The Mission Statement for *Renewing a Vision* states in part that ‘we are a community of congregations.’ Community is one of the key elements of the work of the Leadership Enhancement Team, as we build connections with and between pastors across the conference.

Our work with *A Framework for Pastoral Growth* is meant to both resource and encourage pastors as they work with an accountability partner to enhance their learning, setting growth goals and choosing resources as they work with two of the six core competencies of the Mennonite Church. Our hope is that at least part of this growth takes place in community by using the existing structures pastor are already part of, such as pastoral team or ministry groups, to share what they are learning and offer encouragement to one another.

Leadership Enhancement Team, along with MCT and MLT, planned and led the *Pastor Gathering* in November 2017. The Pastor Retreat, led by LET, offered opportunities for relaxation, spiritual disciplines, laughter and conversation. Pastors were able to choose how they wanted to use their retreat time with many options from quiet reflection, prayer and scripture reading to game playing, walking in the woods, or taking a pontoon boat ride. It was encouraging to see relationships being built and renewed.

Our team also works with Congregational Coaches, seeing this as a valuable way to support pastors in our conference congregations. The coach’s role offers a resource for pastors giving them another person outside of their own congregational leadership to talk with, test ideas, and look for discernment in their role in the congregation.

As we participate in *Renewing a Vision*, our hope is that congregations throughout the Indiana- Michigan conference will be brought together with a greater sense of community and commitment. LET’s work involves connecting congregations with each other, broadening our perspectives and offering ways to support and encourage one another as we worship, fellowship and reach beyond ourselves to share in God’s Reign.

Ministry Credentialing Team Report 2017-2018

By Kevin Yoder, chair

We gathered 6 times in the last year to shepherd the credentialing process of pastors in the conference. We were involved in processing 9 requests for ordination or licensing which involve interviews with each candidate. We are blessed to hear how God has called and equipped individuals to lead in ministry in our conference congregations.

MCT interacted with one congregational request to join conference. “Dawning of a New Day Ministries” of Elkhart is continuing the discernment process of how to be integrated into conference. As congregations join conference, MCT also processes the congregational leaders for credentialing.

Mentoring new pastoral leaders is vital to ensuring positive and healthy pastoral ministry. Six mentor assignments were put in place over the last year pairing a new pastor with an experienced pastor.

MCT continues to review and update policies and guidelines that point all leaders to safe and healthy boundaries of conduct. A Healthy Boundaries workshop was presented on November 6, 2017 with trainers Marilyn Rudy-Froese and John Kaufman.

The credentialing team named two additional contact persons for complaints and sent 3 people for sexual abuse investigative training. We also reviewed three situations of pastoral boundary crossings.

During the year we said good-bye to Marilyn Rudy-Froese and Doug Kaufman as committee members. Dan Miller joined us as staff person along with Angy Moore, Kevin Yoder, Ruben Chupp and Wilma Bailey. We are grateful for Dan Haarer’s faithful note taking.

Leadership Report of Credentialed Persons

May 23, 2017 – June 1, 2018

Ordained

Mar 11 '18 Wilma Cender, Valparaiso Mennonite, Valparaiso, IN

License Toward Ordination

Jul 23 '17 Ben Bouwman, Walnut Hill MC, Goshen, IN

Aug 15 '17 Jeremiah Chuiha, Emmanuel Living Christian, Indianapolis, IN (recognition)

Aug 15 '17 Chhaki Khaimi, Mara Christian Church, Indianapolis, IN

Jan 28 '18 Jennifer Helmuth Shenk, Kern Road Mennonite Church, South Bend, IN

Apr 8 '18 Tantra Taylor, New Foundation United in Christ Fellowship, Elkhart, IN

License for Specific Ministry

Apr 8 '18 Leandrea Lange, New Foundation United in Christ Fellowship, Elkhart, IN

License Extension

Aug 4 '17 Brian Bither, Shalom MC, Indianapolis, IN (until 8-4-2019)

Dec 6 '17 Emily Hostetler, Yellow Creek MC, Elkhart, IN (until 12-6-2019)

Apr 10 '16 Sarah Thompson, Christian Peacemaker Team (until 6-30-2018)

License Withdrawn (non-disciplinary)

Mar 1 '18 Jeremiah Chuiha, Emmanuel Living Christian, Indianapolis, IN

New Pastoral Leaders

<u>Beginning Date</u>				<u>Installation Date</u>		
Jun	1	'17	Phil Bontrager, Grand Marais, MI (continuing)	Aug	6	'17
Jul	11	'17	Ben Bouwman, Walnut Hill MC, Goshen, IN	Jul	23	'17
Aug	14	'17	Joanne Gallardo, Berkey Avenue, Goshen, IN	Sep	17	'17
Aug	17	'17	Anna Ruth Hershberger, Belmont Nghborhd, Elkhart, IN	Oct	15	'17
Aug	27	'17	Phil & Julie Bender, Bonneyville, Bristol, IN			
Jan	28	'18	Jennifer Helmuth Shenk, Kern Road MC, South Bend, IN	Jan	28	'18

Congregational Coach Assignments

Jan 1 '18 Bob Richer Smith, Prairie Street Mennonite, Elkhart, IN

Credential Transfer

Aug 29 '17 LeRoy Kennel *from* Illinois
Aug 29 '17 Pauline Kennel *from* Illinois
Aug 29 '17 Joanne Gallardo *from* Virginia
Sep 14 '17 Phil Bender *from* Mennonite Church Eastern Canada
Sep 14 '17 Julie Bender *from* Mennonite Church Eastern Canada

Completion of Ministerial Assignment

Jun 25 '17 Steve Slagel, Maple River Mennonite, Brutus, MI (transitional)
Jun 30 '17 Marilyn Rudy-Froese, Berkey Avenue Mennonite Church, Goshen, IN
Jul 31 '17 Marcella Hershberger, Bonneyville Mennonite Church, Goshen, IN
Aug 23 '17 Gwen Gustafson-Zook, College Mennonite Church, Goshen, IN
Oct 29 '17 Gary Martin, Shalom, Indianapolis, IN (transitional)
Nov 7 '17 Steve Norton, Goshen City Church of the Brethren, IN
Apr 8 '18 Nelson Kraybill, Prairie Street Mennonite Church, Elkhart, IN
Apr 29 '18 Steve Slagel, Valparaiso Mennonite Church, Valparaiso, IN (transitional)
Apr 30 '18 Kent Miller, First Mennonite Middlebury, Middlebury, IN

Credential Withdrawn Due to Congregation Leaving

Jun 17 '17 Keith Graber Miller, Assembly Mennonite Church, Goshen, IN, pastor
Jun 17 '17 Randall Roth, Assembly Mennonite Church, Goshen, IN, pastor
Jun 17 '17 Karl Shelly, Assembly Mennonite Church, Goshen, IN, pastor
Jun 17 '17 Lora Nafziger, Assembly Mennonite Church, Goshen, IN, pastor
Jun 17 '17 John Richard Burkholder, Assembly Mennonite Church, Goshen, IN, retired
Jun 17 '17 Lois Johns Kauffmann, Assembly Mennonite Church, Goshen, IN, retired
Jun 17 '17 Norman Kauffmann, Assembly Mennonite Church, Goshen, IN, retired
Jun 17 '17 Gayle Gerber Koontz, Assembly Mennonite Church, Goshen, IN, retired
Jun 17 '17 Edgar J. Metzler, Assembly Mennonite Church, Goshen, IN, retired
Jun 17 '17 Mary Schertz, Assembly Mennonite Church, Goshen, IN, retired
Jun 17 '17 Mary Lehman Yoder, Assembly Mennonite Church, Goshen, IN, retired
May 1 '18 Mario Bustos, Valparaiso Mennonite Church, Valparaiso, IN, retired
May 1 '18 James Armstrong, Valparaiso Mennonite Church, Valparaiso, IN, itinerate

Deceased Pastors

John C. King, 85, of Goshen, died Friday, November 24, 2017. John is survived by three daughters, Julie (Paul) Keim, Goshen, Emily (Adrian) Jantzi, Prescott Valley, Arizona, and Susan King, Ephrata, Pennsylvania; two sons, Arlan (Brenda) King, Sun City, Arizona, and John "Tony" (Marsha) King, Elkhart; 10 grandchildren; six great-grandchildren and a brother, K. Eldon (Dorothy) King, Dalton, Ohio. A Mennonite pastor since 1955, John served in the following churches, Millersburg Mennonite, Millersburg, Ohio; Martin's Mennonite Church, Dalton, Ohio; First Mennonite Church, Fort Wayne; North Main Street Mennonite, Nappanee, and Bethel Mennonite Church, Milford, Nebraska. He retired in 1998 and served as interim pastor at Pleasant Oaks Mennonite Church, Middlebury, and then as Senior Adult Pastor at Waterford Mennonite Church.

Brent Allen Eash, 58, of Bristol, IN, died Monday, January 8, 2018. Brent is survived by his wife, Heidi; four children, Audrey (Nestor Luna) Eash, Daniel (Andrei Regalado) Eash, Hannah (Philip) Eash-Gates, and Lauren (Mark) Eash Hershberger and six grandchildren. His mother, Darlene Eash, and four siblings also survive him. Brent served as elder at Prairie Street and Bonneyville Mennonite churches, as overseer/coach of several area congregations, as pastor at Shore Mennonite for 13 years, on the board of various Mennonite church organizations and in leadership of IN-MI Conference.

Jesse Benjamin Glick Jr., 76, passed away on Sunday, April 29, 2018. Jesse is survived by his wife Eloise, his son Bradford and his wife Susanne, his daughter Shelly King and her husband Matthew, his granddaughter Allison, and his brother John Glick and his wife Dawn. Jesse advocated for juvenile justice and support of troubled youth in Florida; served as a youth minister in suburban Philadelphia with the Mennonite Church; supported relief activities and efforts of the Mennonite Board of Missions and was the tri-state regional director of Church World Service. He served as sabbatical pastor at First Congregational Church of Portland and at the UCC Church in Chester.

Stewardship Team Report 2017-2018

By Cindy Steiner, chair

The Stewardship Team (ST) meets monthly at the Conference Office with one member joining by phone. We currently have four members. The Conference Pastor and the Bookkeeper also join our meetings. A limited financial review of the 2016-17 IN-MI Mennonite Conference (IMMC) fiscal year was completed on December 11, 2017 by a CPA. The financial records were found in good order with a few follow-up suggestions.

Our focus during the past year has been to create a case statement for support. A case statement can provide a unified starting point for our conversations, stating the purpose and vision of IMMC and ways support can happen. The way we communicate with our leadership teams, delegates and our congregations can encourage stronger commitment and accountability. The case statement also suggests tangible ways to support the conference community.

The covenant in *Renewing a Vision* invites us to participate in conference affairs through prayer, participation and financial support of IMMC. ST provides affiliation sheets that give a summary of your congregation's participation and financial support detail.

The spending plan expense categories have been renamed to give a clearer understanding of the financial needs of Conference. We hope this will encourage increased generosity as congregations understand the expenses of

IMMC and the funds needed to carry out its mission. ST reviews financial statements monthly to monitor spending and ensure accountability.

We have experienced increased giving from several congregations and are grateful for the ongoing generosity of Missional Seeds Giving Club members and individuals. Thank you for your support that enables us to grow together as a community of grace, joy and peace.

Chapter 5 Conference Institutions

Journey, A Conference-based Leadership Development Program

2017-2018 Report

By Jewel Gingerich Longenecker, Dean of Lifelong Learning at Anabaptist Mennonite Biblical Seminary

Twenty-six people were involved in the Journey program during the 2017-2018 year, including nine participants and nine mentors. Four participants and four mentors are from Indiana-Michigan Conference, including: Osée Tshiwape and mentor Brent Eash; Tonya Gates and mentor Rosetta Brown; Robert Hunt and mentor Keith Kingsley; and Merv Reist and mentor Harold Yoder. Conference ministers, seminary staff, and two additional pastors also participated.

All participants gathered at Amigo Centre for the fall Weekend Learning Event. David Miller, AMBS professor, led the Friday evening session, “Remember your Baptism.” On Saturday Nina Lanctot and Cyneatha Millsaps led sessions on spiritual disciplines and character formation for leaders. Eleanor Kreider led worship sessions throughout the weekend. Saturday afternoon, Brent Graber, AMBS Director of Information Technology, led an orientation to the online learning platform, preparing participants to access the Journey curriculum online. Cohort sessions followed, providing opportunities for participants to work on their personal timelines, take personality inventories, and explore spiritual direction. Mentors and mentees also met together to work on and update their learning covenants.

Following the fall gathering, participants joined online study units using the Journey Missional Leadership Development curriculum. As part of these studies they also carried out a wide variety of ministry tasks in their congregations and communities. Throughout the session they met with their mentors, typically bi-weekly, to discuss the study materials and their experiences in ministry.

The spring Weekend Learning Event was held on the AMBS campus. Presentations focused on the theme, “For Such a Time as This: Challenges and Resources for Christian Leadership in our Moment and Place,” and were led by David Miller along with AMBS students Amos and Esther Muhagachi, of Tanzania. Amos and Esther hope to use the Journey curriculum in the Tanzanian setting in the future. Eleanor Kreider served as worship leader. Each mentee submitted a reflection paper focused on her/his learning from the previous study unit, and each mentor submitted reflections on the learning of her/his mentee. Following the spring Weekend Learning Event, mentor-mentee pairs again met bi-weekly to discuss curriculum and to reflect on their ongoing ministry experiences.

The Journey Board continues to play a vital role in keeping the program running. Many thanks to Nina Lanctot for chairing the board and to board member Cindy Voth, Indiana-Michigan Conference representative.

According to our Journey participants and alumni, Journey is a tremendous opportunity for lay pastors, pastors, emerging pastors, and other emerging leaders. If someone you know wants to develop ministry gifts or is exploring a call to ministry, please encourage them speak to Dan Miller about whether the Journey program might be the right next step.

IMMC Mennonite Women

2017-2018 Report

By Janette Amstutz, president

Last year IMMC Mennonite Women enjoyed celebrating 100 years of Mennonite Women USA.

In May 2017 we met at Holdeman Mennonite Church for our spring gathering. Ruthie Saunders shared her testimony through stories and music. Dorothy Horst and Rebecca Sommers shared about their experiences with Mennonite Women. It was good to hear stories that have been influential to these women.

At last year's Annual Sessions at Amigo Centre we tried something new and had an afternoon tea. Around 40 women gathered together to hear Frances Ringenberg speak and led us in our tea time. Francis provided everyone with a unique teacup and saucer to take home.

October was once again the time for our annual retreat at Amigo Centre. This past year we were honored to have Marlene Bogard, the executive director for Mennonite Women USA, with us as our resource person. Her theme for worship was 'Remain in Me'. On Saturday evening we were blessed to have the play *Heavenly Voices* performed. *Heavenly Voices* was written by Pat Lehman, Goshen College professor, and it told stories about the life and faith of different Mennonite women of color. For the past couple of years we have opened up the retreat to young girls, third grade and up. We have appreciated having them present and have enjoy the love of life that they bring to retreat.

Mennonite Men

2017-2018 Report

By Steve Thomas, president

Mennonite Men is the men's organization of Mennonite Church USA and Mennonite Church Canada. Our mission is: *engaging men to grow, give and serve as followers of Jesus*. Our two programs, *JoinHands* and *JoinMen*, served this mission in several ways in 2017.

JoinHands: Raising Funds for New Churches

Through our *JoinHands* Mennonite Church Building Program, we have granted nearly 2 million dollars to help new congregations acquire their first church building.

In December, Mara Christian Church received a \$40,000 grant. The Mara Church is a member of Virginia Mennonite Conference in Charlotte, North Carolina. This church is largely made up of Myanmar religious refugees, many of whom have fled their homeland to escape violent persecution under the past military dictatorship of Burma. We are grateful for the opportunity to assist this congregation in purchasing a meeting place. We invite individuals and congregations to give to *JoinHands* so more grants like these can be made to congregations in need.

JoinMen: Providing Retreats and Resources for Men

JoinMen promotes the growth of men in community. In partnership with Mennonite camps and retreat centers, we offer retreats on various themes and provide resources for men on our website.

Retreats last year in Ontario, Oregon, Michigan and New York focused on our spiritual journey, making peace with conflict and healthy masculinity. Men of various ages and ethnicity gathered for these events. Plans for 2018 include retreats to engage men and publishing *Peaceful at Heart: Embracing Healthy Masculinity*, an in-depth exploration of masculinity from an Anabaptist perspective.

To learn more, support our work, download resources, or schedule a retreat, visit MennoniteMen.org.

Amigo Centre

2017-2018 Report

By Matt Ropp, executive director

2017 marked 60 years of history for Amigo Centre. The idea of a camp was held by a small group of individuals who had a vision. They saw the importance of having a space for people to rest, retreat and refocus on God. That need is still present today and Amigo Centre continues to provide the setting for people to reconnect and be in harmony with God and Nature.

2017 was a very busy year for the board of directors, the staff and our volunteers. During the 2017 calendar year, Amigo Centre hosted more guests than any year since 2008. July 2017 was the busiest month since 2008 as well. All of this allowed us to end the year substantially in the black for the first time in a number of years.

We continue to see successes and transformation through Engaging, Empowering, and Equipping (E3), our mentoring program in the Goshen Middle School. We received some great publicity through the Goshen News this Winter. Our scrapbooking retreats in the Fall were at capacity with over 80 participants at each of the retreats. These retreats continue to be a time of fellowship and community building around a shared love of scrapbooking or quilting. Summer Camp continues to be a central focus of our ministry. We have seen a stabilization in summer camp attendance. With this stabilization we will be adding additional programming specifically for high school youth to spend more time in Nature.

As Amigo Centre enters its 61st year of ministry we are working on some new things as well. We are working to incorporate peacebuilding into our youth curriculum. We are expanding our summer camp program to include a new camp for high school youth that focuses on more direct experience in Nature. The Board is finalizing a strategic plan for the next 5 years that will drive the ministry forward.

All of this work would not be possible without generous contributions from congregations, families, individuals and businesses. Thank you to all who have supported Amigo Centre through prayers, spreading the word about our programs and facilities and the giving of time and finances.

Bethany Christian Schools

2016-17 School year

by Tim Lehman Head of School

In the fall of 2015, the administrative team and board began a process of strategic visioning and renewal. Using Independent Schools Management stability markers as benchmarks for school health, the board determined that Bethany was well positioned to take on a set of new initiatives without risking our core stability. To capitalize on this position of strength, we invited faculty, staff, board, parents and interested community members to participate in a visioning process throughout the fall of 2016.

Using the process of Appreciative Inquiry, in-house consultant Patrick Farran helped stakeholders identify Bethany's existing strengths, successes and core capacities. Secondly, stakeholders were invited to envision an ideal future by thinking about and identifying "what could be." After processing all the stakeholder input, school leadership was able to develop a set of 14 key strategic initiatives to use as a roadmap to the future.

As a follow up (phase three), Patrick helped initiate collaborations between stakeholders to begin designing projects, programs and activities that can help us move forward. Though not all 14 initiatives can begin at once, some of the initiatives have already moved to the design and implementation phase.

Enhancing and promoting a positive school culture is important for recruitment and retention. A new initiative is to promote spiritual life and health through the leadership of two student worship groups. We have also begun a Farm to School initiative to promote physical health and wellness on campus.

A third initiative is the development of a long term facilities and land use plan. Bethany has engaged the architectural firm Design Collaborative to walk stakeholders through the process. We have created a plan for an athletic complex east of the railroad tracks and now are developing a plan for the main campus. This process will help us determine the best use of current facilities as well plan for school improvements or future expansion.

It is a thrilling time to be a part of the Bethany community as students learn and prepare for Christian discipleship in the church and around the world. We look forward to what God has in store for us.