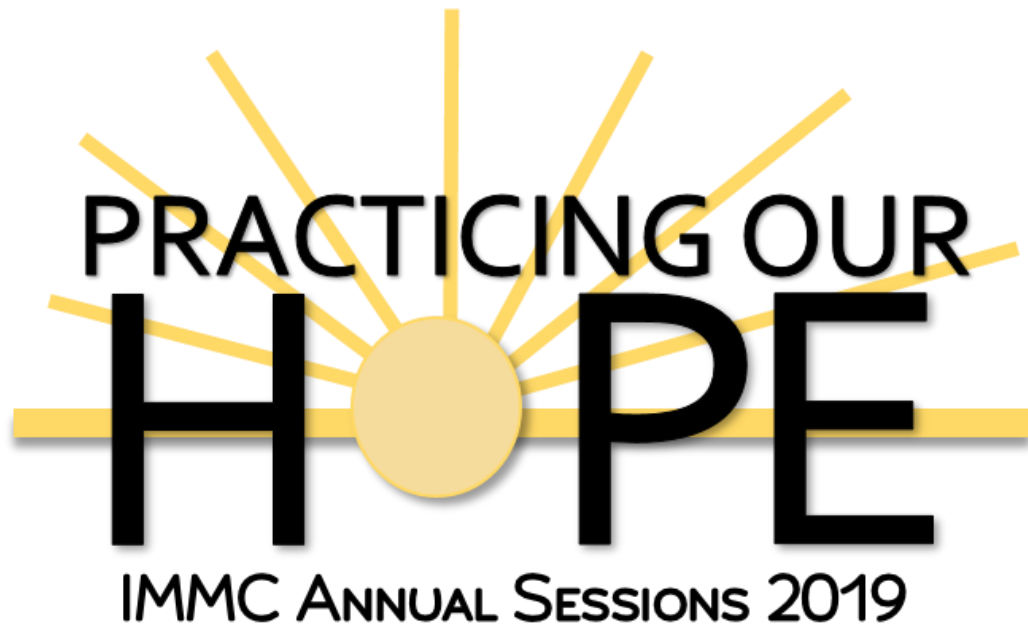


Annual Sessions 2019 (June 13-15)



Indiana-Michigan Mennonite Conference

Amigo Centre

26455 Banker St, Sturgis, MI 49091

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Dear sisters and brothers in Christ,

Greetings from the Missional Leadership Team (MLT) with membership from all parts of our conference. We are very pleased to have the privilege of hosting Annual Sessions in the natural setting of Amigo Centre in Sturgis, Michigan this year.

We hope to build upon the recent and rich annual sessions in Elkhart and Indianapolis as well as the powerful message some received from Brad Roth in November 2018. We will continue to deepen our understanding of Romans 12:1-2 while beginning to contemplate verses 11 and 12:

¹¹ Do not lag in zeal, be ardent in spirit, serve the Lord.^[e] ¹² Rejoice in hope, be patient in suffering, persevere in prayer. .

As we have prayed with this scripture at our MLT meetings, 1 Peter 3:15 has also become important, “Because of our faith in Jesus Christ, always be ready to express the hope that is within us.”

And so we have the opportunity to come together to worship, learn together, and **have our hope renewed.**

There are more new things for Annual Sessions as we continue living into ***Renewing a Vision:***

- Glen Guyton, Executive Director for Mennonite Church USA, preaching Thursday evening and sharing with delegates Friday morning
- A discounted registration cost for this year. Paid for out of some additional funds, the hope is to make this affordable for as many as possible.
- Children are free, up through high school, when they come along with parents. Yes, there will be activities!
- The spouse of a delegate is 50% off.
- A special celebration meal on Friday evening, with table cloths and servers
- 12 equipping seminars bringing new depth to our shared spiritual practices (descriptions attached)
- 3 seminars by Amigo Centre and many more opportunities to walk and rest in this setting
- Hear stories from our Michigan congregations

Sincerely,

Missional Leadership Team

Schedule for 2019 Annual Sessions
"Practicing Our Hope"
June 13-15
Amigo Centre Sturgis, MI

Color code:

- Worship services are in red
- Meals and snacks are in orange
- Seminars are in blue
- Worshipful Work Sessions are in green

THURSDAY, June 13

- 2:00-5:00pm: REGISTRATION OPEN
- 2:30pm: Opening worship service #1
- 4:00pm: Worshipful Work
- 5:30pm: Dinner
- 7:00pm: Worship service #2
- 9:00pm: Fun & Ice cream

FRIDAY, June 14

- 7:00am: Breakfast
- 8:30am: Worship service #3
- 9:30am: BREAK
- 10:00am: Seminars/ Outings
- 11:15am: Worshipful Work
- 12:00pm: Lunch/ Mennonite Women's Luncheon
- 1:30pm: Seminars/ Outings
- 2:30pm: BREAK
- 3:00pm: Worshipful Work
- 4:00pm: FREE TIME
- 5:30pm Dinner/Celebration service
- 9:00pm: Fun & popcorn

SATURDAY, June 15

- 7:00am: Breakfast
- 8:30am: Seminars/Outings
- 9:30am: Worshipful Work
- 10:30am: Worship service #5

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.

Indiana-Michigan 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 INDIANA-MICHIGAN 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 2019

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 Mandy Yoder

8-D Bekah York

Belmont Neighborhood Fellowship

1-OM Kevin Yoder

4-CC Glenn Leinbach

8-D Elizabeth Weyant

Benton Mennonite Church

1-OM Doug Kaufman

1-OM Brenda Meyer

4-CC John Buschert

7-F Bruce Nofziger

8-D Helene Hoover

Berkey Avenue Mennonite Fellowship

1-OM Mark Schloneger

1-OM Dan Schrock

8-D Steve Garboden

Bethel Mennonite Church

1-OM Joe Pendleton

4-CC George Smith

5-CE Wallace Yordy

7-F Ryan Gnagey

Bonneyville Mennonite Church

1-OM Mariah Martin

4-CC Randy Zimmerly

7-F Korey Bromley

7-F Kurt Eby

Cedar Grove Mennonite Church

4-CC Douglas Troyer

7-F Mike Sheppard

8-D Anna Troyer

8-D Susan Barham

Church Without Walls

1-OM Cora Brown

1-OM Jonathan Brown

6-E Rosetta Brown

8-D Louise Millsaps

College Mennonite Church

1-OM David Maldonado

1-OM Madeline Maldonado

1-OM Phil Waite

1-OM Daniel Yoder

1-OM Pamela Yoder

2-LM Talashia Keim Yoder

5-CE Becky Horst

7-F Scott Litwiller

8-D Vivian Kaser

8-D Tim Lichty

8-D Higinio Luna

8-D Nancy Miller

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 Susan Hanna

8-D Gary Miller

Emmanuel Living Christian Church

1-OM Jeremiah Chuiha

Fairhaven Mennonite Church

5-CE Rachel Yoder

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
 1-OM Robert Brown
 1-OM Shannon Walker Dycus
 4-CC Ralph Stutzman
 7-F Jean Boyce
 7-F Kevin Schloneger
 7-F Shirley Riegsecker
 8-D Todd Grotenhuis
 8-D Marj Rush Hovde

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 Parcell
 8-D Jim Gerber
 8-D Vernard Guengerich
 8-D Steve Ramer

Hopewell Mennonite Church
 1-OM Joel Short
 5-CE Marty Gaff

Hudson Lake Mennonite Church
 1-OM Esther Lanting
 4-CC Barbara Funnell
 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 Jennifer Helmuth Shenk
 1-OM David Sutter
 1-OM Janice Yordy Sutter
 4-CC Vicki Smucker
 7-F Kay Reist
 8-D Kirby Sprouls

Lake Bethel Mennonite Church
 1-OM 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
 8-D Brian Wills

Maple River Mennonite Church
 5-CE Heidi Burkhart
 7-F Janet Trowbridge
 8-D Arnold Burkhart
 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
 4-CC Virgil Sauder
 8-D John Sauder

Morning Star Church
 1-OM Gladys Maina
 1-OM Simon Mungai
 8-D Tom Hines

New Foundation Utd in Christ Menn Flsp
 1-OM Shawn Lange
 1-OM Tyrone Taylor
 2-LM Leandrea Lange
 2-LM Tantra Taylor

New Hope Community Church of Midland
 1-OM Harold (Denny) Heath
 5-CE Lewis Davis

6-E Larry Yoder
 7-F Cathy Carpenter
 7-F Fay Vancise

Ninth Street Community Church

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

North Goshen Mennonite Church

1-OM Izaete Nafziger
 4-CC Michael Yeakey
 7-F Tim Nafziger

North Main Street Mennonite Church

1-OM Randall Miller
 4-CC Wayne Chupp
 7-F Bruce Slabaugh

Paoli Mennonite Fellowship

4-CC Philip Mininger
 1-OM 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 Frances Ringenberg
 1-OM Steve Thomas
 2-LM Carolyn Hunt
 4-CC David Miller
 6-E Lois Longenecker
 7-F Joshua Kinder

Shalom Mennonite Church

1-OM Brian Bither
 2-LM Frank Kandel
 4-CC Brad Sommer
 7-F Robert Love
 8-D Jeanne Smucker

Sunnyside Mennonite Church

1-OM Amy Kratzer
 1-OM Charles Geiser
 1-OM Terri Geiser
 4-CC Sandra Yoder
 5-CE Peter Graber
 7-F Dale Shenk

Talcum Mennonite Church

5-CE Larry Ritchie
 7-F Michael Slagell

Walnut Hill Mennonite Church

1-OM Jane Stoltzfus Buller
 1-OM Dan Miller
 2-LM Ben Bouwman
 5-CE Char Mast
 7-F Janice Eigsti Miller
 7-F Jolene VanGunten
 8-D Adam Friesen

Waterford Mennonite Church

1-OM Neil Amstutz
 1-OM Velma Swartz
 1-OM Cindy Voth
 2-LM Katie Misz
 4-CC Tim Burkholder
 8-D Gary Chupp
 8-D Joy Yoder
 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

Congregational Coaches

Ron Guengerich serves College & Waterford; attends Eighth Street

Russel Jensen serves Parkview; attends Maplewood

Ron Kennel serves Benton; attends College

Keith Kinglsey serves New Foundation United in Christ; attends Fellowship of Hope

Tim Lichti serves Holdeman; attends College

Bob Richer Smith, serves Prairie Street; attends Berkey Avenue

Janice Yordy Sutter serves Walnut Hill; attends Kern Road

Elmer Wall serves Hudson Lake, attends Silverwood

Leonard Wiebe serves Bonneyville & Kern Road; attends Eighth Street

Mary Lehman Yoder serves Prairie Street

Conference Personnel — 2018-2019

Missional Leadership Team

Paula Killough, acting moderator, Prairie Street
(17/2018-19 affm)

Bob Yoder, moderator elect, College
(17/2018-21 affm)

George Thompson, treasurer, Waterford
(10/2016-19 affm)

Wilma Cender, Valparaiso (16/2018-20 affm)

Randy Detweiler, Holdeman (17/2018-20 affm)

Steve Hochstetler-Shirk, East Goshen (17/2018-20
appt) Rachel Stolfus, Waterford (18/2018-2021
appt)

Mennonite Women (MW)

Janette Amstutz, president, Waterford (2016-2019)

Joy Detweiler, vice-president, Holdeman (2018-2019)

Cindy Steiner, treasurer, East Goshen (2018-2019)

Susan Hanna secretary, East Goshen (2018-2021)

Conference Staff

Dan Miller, conference pastor, Walnut Hill (09/2015-
18)

Anna Buck, administrative coordinator, IMMC
(18/2018-)

Jim Norton, bookkeeper, Walnut Hill (2015-)

MCC Great Lakes Rep

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

Commissions and Committees

Leadership Enhancement Team (LET)

Kent Miller, First Middlebury (16/2016-19 affm)

Ben Bouwman, Walnut Hill (17/2017-20 appt)

Cindy Voth, Waterford (17/2018-19 appt)

Dave Sutter, Kern Road (18/2018-2021 affm)

Ministry Credentialing Team (MCT)

Angy Moore, Kern Road (13/2015-18 affm)

Ruben Chupp, North Main Street (16/2016-2019 affm)

Wilma Bailey, Shalom (17/2018-2020 appt)

Suella Gerber, Fellowship of Hope (19/-June 2019
appt)

Stewardship Team

Cindy Steiner, chair, East Goshen (12/2018-20 affm)

Rose Shetler, Waterford (14/2018-20 affm)

Verlin Miller, FOH (12/2018-20 affm)

George Thompson, Waterford (10/2016-19 affm)

Duane Yoder, Fairhaven (19/-June 2019 appt)

Gifts Development Team

Addie Leaman, Yellow Creek (17/2018-2020 affm)

Bruce Nofziger, chair, Benton (14/2018-20 affm)

Janice Wagner, Wildwood (17/2018-20 affm)

Personnel Committee

Marge Schrag, Menn Fellowship of Bloomington
(13/2016-19 appt)

Geographic Locations of Congregations

Regions and area councils

Northern (15 congregations)

Upper Peninsula

Cedar Grove
Grand Marais
Wildwood

Northern MI

Maple River
Grace Chapel
New Hope Community
Church of Midland
Ninth Street

East Central MI

Bethel

Southeast MI

Ann Arbor
Community Christian
Good News
Liberty Christian Fellowship
Peace

Southwest MI

Kalamazoo
Pine Grove

Michiana (26 congregations)

Swanee Lake (Plus)

Holdeman
Hopewell
Hudson Lake
Kern Road
North Main Street

Elkhart

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

Goshen

Benton
Berkey Avenue
College
East Goshen

Family Worship Center
North Goshen
Walnut Hill
Waterford

Experimenting Our Way

Bonneyville
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

Talcum

Fort Wayne

Fairhaven

Missional Seeds Giving Club Members

as of May, 2019

Patricia Brubacher
Timothy and Sharon Burkholder
Kelly Carson
Karl and Wilma Cender
Sherrill & Melvin Glick
Alvin and Dolores Graber
Daniel & Brenda Brimes
James & Jane Halteman
Virgil & Ruth Hershberger
Robert and Rachael Hochstedler
Frank and Linda Kandel
J. Stanley Kauffman
Rebecca Kauffman
Cal & Loretta Kaufman
Douglas Day Kaufman
Paula Killough
Eleanor Kreider
Doug and Joy Landis
Dean and Bek Linsenmeyer
Rod and Martha Yoder Maust
D Richard Miller
Esther Shaum
Wilbert and Juanita Shenk
Daniel & Cindy Steiner
Lowell & Charlene Stoltzfus
Vic and Marie Stoltzfus
David and Janice Sutter
George Thompson
Juan O Vega
Jane Yoder
Orv and LaJane Yoder
Roberta Yoder
Ora & Grace, c/o Janet Ellen Yoder- Yoder Endowment

Chapter 2 Items for Discussion and/or Action

Annual Sessions 2018 Minutes and Proceedings

IMMC Annual Sessions

First Mennonite Indianapolis, IN

Thurs. June 14, 2018 – Sat., June 16, 2018

“Offering ourselves for God’s Renewing”

Dan Haarer, Recorder

Thursday, June 14, 2018, 1-1:45pm

Welcoming Session

1. This session began with singing “Jesus Calls Us Here to Meet Him” (Sing the Journey (SJ) #3) and “Come and See” (Hymnal Worship Book (HWB) #20). Brian Bither read the scripture text, commenting on our non-conforming to the world and being open to God changing us. In these AS we want to focus on a new way forward for conference. Brian also referenced *Renewing a Vision (RaV)* which identifies the six Shared Spiritual Practices that we want to engage in during our times together. These are central to who we are. Their real work needs to go on in our congregations. The results of doing these has not been planned. It is a way to offer ourselves to God as a living sacrifice.
2. Dan Miller expressed thanks to CAMFell, recognized all 54 IMMC congregations with photos, introduced new staff member Anna Buck, and led in a prayer. Pastor Shannon Dycus welcomed all to First Mennonite, introduced associate pastor Bob Brown, and explained some of the AS logistics. This session closed with Chhaki Khaimi, pastor of the Mara congregation, leading in prayer and by singing “You Shall go out with Joy” (HWB #427).

Thursday, June 14, 2018, 2-3:15pm

Biblically-focused Seminars

- Four options were provided: a. Inductive Bible Study and Romans 12 – Bob Brown, b. Old Testament Roots to Help Understand Romans 12 – Wilma Bailey, c. Artistic/Visual Responses to Romans 12 – Suella Lehman Gerber, and d. Engaging Romans 12 Through Lectio Divina – Karla Minter and Brian Bither.

Thursday, June 14, 2018, 3:30-5:30pm

Worshipful Work Session I, “Bending Towards Christ”

3. Paula Killough, conference moderator, opened with prayer, then focused on this session’s theme. She

asked that table groups talk together for ten minutes on: “What is the one thing you are looking forward to as we gather in Indianapolis?”

4. Shannon Dycus spoke about “Practicing Hospitality.” She noted that with the widening of IMMC identity comes increased responsibility. Hospitality is more than welcome. It sees values in others and shares resources. Jesus comes as both guest and host, and brings gifts. Each of us are filled with experiences. In offering and hearing each other’s stories and journeys we may risk our own comfort but also value and appreciate the other, realizing blessings as we grow.
5. Paula introduced the Missional Leadership Team (MLT) and Dan introduced Michael Danner, Associate Executive Director for Church Vitality and Engagement for MC USA.
6. **Congregational story from Mara Christian Church of America, Indianapolis.** Pastor Chhaki Khaimi told of their background from Myanmar (formerly Burma) and coming to this country in 2013. Their 57 families in Indianapolis include many children and youth. They have experienced many blessings from God. His own ordination has given him positive connections with IMMC. He also expressed thanks for conference help in obtaining their nice church building.
7. **Congregational story from Paoli.** Darren Bender, who coordinates their youth formation programs, spoke of times when there were some difficult issues in their town. Pastor Rebecca Kauffman led a class with youth on faith formation. Some visitors came and have returned. The congregation’s witness in the community does have some effect.
8. Dan Miller called attention to a sheet in the packets, Journey Forward’s “Renewed Commitments for MC USA”. These included Follow Jesus, Witness to God’s Peace, and Experience Transformation.
9. Shannon Dycus talked about the Journey Forward process. This process was built from the “grass roots”, focused on practices, and looks to support congregational life. This process developed some Bible Study guides that it is hoped will be used in congregations.
10. Table groups engaged in the Journey Forward Pathways Study Guide (two-sided handout) based on

Luke 18:18-30. The process included four sections: gathering, encounter, discussion/discernment, and embodying the content. Bob Yoder, moderator-elect, related that the Pathways Bible Studies are now on the mennoniteusa.org website.

11. Bob Yoder introduced "Proposal regarding Relationships with Amigo Centre (AC) & Bethany Christian Schools (BCS)". He reviewed some of the history behind the Proposal, which was being introduced at this point with a vote coming on Saturday. Following Tim's and Matt's reports, Bob led in prayer for the staffs of both organizations, summarized the Proposal, and announced that the IMMC 2019 AS will be held at Amigo.

12. **Tim Lehman, Head of School, BCS**, talked of the deep roots between BCS and IMMC. BCS is fully accredited for five more years. It is also a part of Mennonite Schools Council. 95% of BCS grads go to college, half to Mennonite colleges. In the last year BCS has hosted various broader church related events.

13. **Matt Ropp, Executive Director of Amigo Centre**, stated Amigo began 61 years ago. IMMC was a big part of its past and expects that also for the future. The strategic plan envisions three main avenues for ministry: a youth and children focus, a place for communities to retreat, and a setting for focus on stewardship and creation care. Amigo also expects to incorporate a peace curriculum as part of summer camps and in a retreat. While Amigo works with other Mennonite and community groups it aims to keep Anabaptist core values and focus on relationship with God.

Thursday, June 14, 2018, 7:30-8:45pm

Worship Service 1

14. Elements of the service included:

- Welcome and Call to Worship
- Singing "Holy Spirit, Come with Power" (HWB #26)
- Reading of Romans 12: 6-8 on using gifts
- Offering of funds for Leadership Development Fund and items for the Food Pantry at Morning Star church.
- Singing "Jesus, Be the Center" (SS #31)
- Reading of Romans 12:1-2
- Sermon by Gladys Muthoni Maina, "Offering Ourselves to God's Renewing" (see minute 17)

- Communion
- Singing "Take my Life (and let it be)" HWB #389
- Open mic sharing with several people responding
- Announcements, logistics, and report of former staff member Doug Kaufman's new job
- Singing "The Lord Lift you up" (SJ #73)
- Benediction by Gladys Muthoni Maina

15. Gladys began with emphasizing, from Romans 12:1-2, what God has done for us; therefore, we offer ourselves and open up everything to God so God can shape what God wants to do with us. Don't conform; be transformed, our selves, our minds. She referred several times to the image of a caterpillar that is transformed into a beautiful butterfly. God is looking for us; we were born for much more than we are now. We need to center around Christ and do everything out of that center. Gladys also read Colossians 3 on being raised with Christ and setting our minds on what is above. Get out into the world. God is working through all; let God do the transforming. We don't know what all God has in store for us.

Friday, June 15, 2018, 8:15-9:15am

Worship Service 2

16. Elements included:

- Welcome, which expressed hopes that if we do the *RaV* congregations will grow in worship. We are shaped over time by what we pay attention to. In engaging our spiritual practices, we are offering ourselves.
- Call to worship, and prayer
- Singing "What is this Place?" (HWB #1)
- Offering, again for the Leadership Development Fund and the Food Pantry.
- Singing "Our Father God, thy Name we Praise" (HWB #32)
- Reading of Romans 12:1-2
- Sermon by David Miller, "Offering Ourselves for God's Renewing – for Worship" (see minute 19)
- Singing "O Praise the Gracious Power" (HWB #111)
- Open mic sharing by eight different people
- Prayer, announcements, and logistics
- Singing "Heart with Loving Heart United" (HWB #420)
- Benediction by David Miller

17. David Miller, after sharing his experience of being first called to join a pastoral team, related that Romans 12:1-2 speaks of changing minds. Transformation comes back to the mind. God wants to mess with our minds; to clean up the mess that is our minds. The motivations and purpose for worship relates to the Ten Commandments which begin with “I am the Lord your God”, a word of grace. Otherwise we try to transform ourselves. There are no other gods, which would lead us back to slavery. In creation God spoke and turned chaos into form and purpose, intending to take people to worship. The Old Testament speaks of keeping Sabbath, a time to do justice and shalom: why not live every day that way and produce release and justice, just as God had done for them. This is the gospel of liberation rather than that of orthodoxy and control, which is our tendency. Jeremiah called for change when Israel went to worship and sacrifice, facing exile, but still was engaging in unfair economics as a mechanism of control. They, and we, needed to see through a different lens. In Revelation are found two different worship scenes: instead of the lion symbolizing vindication a lamb appeared, appearing to have been slain, with the message to conquer as the lamb conquered, and later the worship of the beast with the logic to keep things running as they have been. The revelator’s message is that the same spirit that raised Christ from the dead can be in us; the last word is the resurrection. The goal of transformation is “Behold, I make all things new.”

Friday, June 15 10-11:45am

Worshipful Work Session II, “Engaging the World God Loves”

18. **Congregational story from First Mennonite, Indianapolis.** Todd Grotenhuis reported, starting with the congregational mission statement and sharing what the Holy Spirit is doing in their community. They drew inspiration from writings by Dr. Martin Luther King, Jr., to engage in justice issues. They have participated in Interfaith Housing Network, the youth in a Door project in Colorado, writing letters to government officials about concerns for the poor and least of these, and conducting a spirited Vacation Bible School. A Bible study has focused on the gospel of Mark and healing.

19. **Congregational story from Parkview.** Grace Whitehead reported Parkview as a praying church with weekly prayer lists. Many requests have been for healing and other spiritual needs; others are for giving thanks. She illustrated with stories of dealing with a church neighbor and with problems related to handling drug issues in their area.
20. Dan Miller and Paula Killough reported at length, verbally and with slides and videos, on their trip to the Shirati province of Tanzania. IMMC had been invited there by Bishop Christ Kateti to explore a relationship with Shirati Diocese. A few reporting highlights included that the people expressed great appreciation for the missionaries, including the Mosemans, who began work there 84 years ago. There are several goals in preparation to the 100 year celebration in 2034. The original church wants to build a new building that will hold 1200 worshippers. Paula and Dan helped form the first brick. The church also has ambitious goals for planting new churches and reaching 1 million members by 2034. While there Paula and Dan met with church leaders, pastors and their wives, and Mennonite Hospital administrators. They were able to engage in some conversations, were asked to provide input, and led a World Café process. Worship was a wonderful experience as the Tanzanians worship with their whole bodies and much of their theology, ethics, and future with God is expressed in their singing. They were not able to get as much listening in as they had hoped. While the people came across as big-hearted, it was also clear there are needs and challenges. Many other groups and organizations are also represented in the country. Next steps will include talking with other representatives of these organizations in assessing the way forward. Delegates also named their own congregations’ various international relationships. Paula closed this report time with prayer.
21. Table groups spent some time talking about how their congregations are living into the conference Mission Statement, using these questions: How have you/your congregation noticed being guided by the Holy Spirit? How have you/your congregation - acted through grace, love and

peace? How have you/your congregation engaged the world God loves?

22. **“Business” items:**

- a. Minutes of the June 15-17, 2017 Annual Sessions had been reviewed in the delegate webinars. There was no additional discussion or questions raised. These minutes were approved as printed in a unanimous vote (by show of colored cards).
- b. Gifts Development Team (GDT) report. Bruce Nofziger, chair, explained the Affirmation Form (blue sheet) and the Gifts Inventory (green sheet), inviting recommendations and responses on the Inventory. Janice Wagner read the names of those on the Affirmation Form (ballot) and requested a yes or no response for each name, then led in prayer.

23. Those present from the Ministry Credentialing Team (MCT) and the Elkhart Area Council, along with Robert and Earline Hunt, came to the front to recognize the Hunts. They had been introduced last year and a page in the report booklet describes their church plant, Dawning of a New Day. Kevin Yoder, MCT chair, reported the MCT and the Area Council’s support for Robert being credentialed with Robert being accountable to the Area Council. Jon Brown led a prayer for Robert and his ministry while the Area Council laid hands on him. Delegates responded with applause.

24. Other congregational membership items were announced:

- a. Valparaiso voted to leave IMMC effective May 1, 2018
- b. North Leo has voted to leave IMMC, but without a set date and they will process where to affiliate.
- c. Yellow Creek has voted to leave, also without a set date, and plans to affiliate with LMC, formerly Lancaster Conference.
- d. North Goshen voted on its affiliation and decided to stay with IMMC.
- e. Other congregations may also be considering their affiliations, some perhaps with joint affiliations. Paula expressed that those of us left behind, still part of IMMC, are feeling energy, vision, and positive direction.

25. **Leadership Enhancement Team (LET).** Ben Bouwman, LET member, encouraged the role of Congregational Coaches, the positives of the fall Pastoral Retreat, and the Framework for Pastoral Growth that LET has promoted. Ben thanked those who returned their Framework evaluation forms and encouraged others to also return theirs. In August LET will provide information about which two core competencies will be focused on in 2018-19, along with some suggested resources.

26. **RaV Covenant.** The focus of the Covenant is to work on processing faith together. Two congregations are ready to sign now. There are three additional years for congregations to consider signing.

27. **Annual Sessions (AS) 2019.** These will be held at Amigo Centre. MLT will plan and lead the AS. It is expected to be a time of resourcing and relationship building. MLT is inviting proposals for seminars and other input. It is hoped Michigan congregations will share stories.

28. This session closed with announcements, thanks, noting the noon meetings of Mennonite Women and Mennonite Men, and singing the noon meal prayer song “Johnny Appleseed.”

29. Friday afternoon activities for delegate choice: a bus trip to the Morning Star food pantry, and an Interfaith Scriptural Study about Justice. This was expected to be a panel including Jews, Muslims, and Mennonites, but regrettably the Muslim representatives did not attend.

Friday, June 15, 2018, 7:15-8:45pm

Evening Celebration Meal and Worship at Emmanuel Living Christian Church

30. Participants enjoyed a Burmese meal prepared by and served by the Emmanuel and Mara congregations. While not overt it was also appreciation for pastors who received their meals gratis.

31. Mara youth introduced their story of the Chin people (from Myanmar) who came to this country and formed their congregation. They explained the women’s cultural background as dress-makers and their belief that God calls forth special gifts. Some of their girls, in native dress, offered spirited, choreographed music for worship.

32. Kevin Yoder, MCT chair; Wilma Bailey, MCT member; and Ben Bouwman, LET member, led a brief recognition and expressed thanks for the pastors in the conference. This included naming the new pastors as well as those who were deceased in the past year (names are included in the report booklet).

33. An Emmanuel youth group ensemble also presented heartfelt choreographed worship music, followed by a brief break in the service.

34. Elements of the Worship Service included:

- A body prayer exercise of willingness to follow and live for God and blessing each other
- A Mara worship band leading the singing of “Lord, I lift your Name on High” and “10,000 Reasons” (both projected)
- Announcement by Rebecca Kauffman that the money offerings in earlier sessions were \$1,700 and she led a prayer of thanks
- A Mara youth who will be a high school senior, born in Myanmar, talked about and sang a song about the Holy Spirit
- Reading of Romans 12:1-2
- Dan Miller preached on “Offering Ourselves to God’s Renewing – for Transformation”, translated by Jeremiah Chuiha, pastor of Emmanuel Living Christian Church. (See minute 37.)
- Singing “Spirit of the Living God”
- Open mic sharing in which a half dozen persons spoke
- Bob Brown’s leading a prayer of thanks for vision, and that we may continue to move and lean into God’s goodness with wholeheartedness, driving out fear
- Following announcements and Dan’s benediction the Mara Worship band led singing of “God be with you till we Meet Again”

35. Dan began by encouraging each other to be faithful to Jesus. In comparing athletes’ experiences he said that we are all the sum of our training. Paul spoke of the body. Dan referenced the Tanzanians who worship with their whole bodies. Our bodies are vulnerable to many different problems but they also live and grow, and we are invited to present them to God. Paul admonishes to bring all of who we are created to be. Christianity is an incarnated religion and we are invited to live wholeheartedly. God loves us, even with all our weaknesses. When Paul writes of renewing the mind he is not thinking of the brain;

rather, the mind as understanding. Modern research says we behave ourselves into a different way of thinking. We behave our way forward. Our bodies learn muscle memory, a neuro reality of practice. So in the activities of our daily lives we can behave our way into the way of Jesus, of love, joy, peace, etc. God’s mercy will help us move forward. Allow God to transform us, to love who we can’t, and to forgive weaknesses we can’t accept. Move into the way of hope and faith.

Saturday, June 16, 2018, 8:30-10:00am

Worshipful Work Session III, “Watching and Growing”

36. **Congregational story from Mennonite Fellowship of Bloomington.** John Sauder reported that

though the Fellowship is small and has lost five pillars in the past two years God is working in wonderful ways. On the second and fourth Sundays the Fellowship has worship litanies with meals. They have a \$10,000 fund which they are processing in various ways in their community. They have had the privileges of walking with a transgender person and reaching out to IU students.

37. **Congregational story from Shalom Mennonite.**

Frank Kandel reflected on the congregation’s start and history. They purchased a building on which they did some remodeling. One of their families has moved into that neighborhood. Last summer the congregation hosted a program for children and this summer they expect to focus on nature and creation.

38. **Stewardship Team (ST) report.** Cindy Steiner, chair, introduced other Team members. Cindy reported that as of May 31, 2018 the IMMC income was \$260,473 while the expenses were \$221,323. She thanked the conference for its generosity. Affiliation sheets are given to congregations to show their participation and financial support detail. The Missional Seeds fund has received \$11,089 to date. The proposed 2018-19 Spending Plan, included in packets, shows expected income of \$279,200 and expenses of \$268,662 with a staffing of 2.25 FTE. Several categories reflect some significant changes over the prior year. The ST expresses its appreciation to the conference. A vote on the Proposed Spending Plan for 2018-19 was nearly unanimous. Ruben Chupp moved that delegates give official

thanks for the ST's work. Delegates responded with enthusiastic applause.

39. **“Proposal Regarding Relationships with Amigo Centre (AC) and Bethany Christian Schools (BCS)”**. The Missional Leadership Team proposed a change in each of their [Amigo Centre and Bethany Christian Schools] 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...

- a. AC and BCS will oversee the selection of their executive,
 - b. AC and BCS will develop their own processes for selecting board members,
 - c. AC and BCS will be responsible for their own bylaws, including amendments, and
 - d. in the event of closure and dissolution, AC and BCS will distribute assets in accordance with their respective state requirements for a non-profit.
 - e. Approved unanimously with several persons signaling caution.. (see Addendum)
40. **Advisory Council (AC) Recommendation which stated:** “That the 2016 delegate action to suspend the Advisory Council become permanent and that the Advisory Council be discontinued as part of the Indiana-Michigan Mennonite Conference structure”. No subsequent feedback has been received by MLT since the 2016 action. A vote to accept the Recommendation was unanimous.
41. **Gifts Affirmation report.** Votes on the affirmation ballot were all at 98% or higher. Applause was rendered. Those affirmed were recognized. Delegates were encouraged to provide names and feedback on the Gifts Inventory forms. A focus of GDT will be on leadership development, including that of younger leaders.
42. Paula reported that MLT completed an evaluation performance of Dan Miller's leadership role with strong affirmation. Delegates applauded this report. Dan will be on sabbatical during August, September, and October, focusing on leadership development which he considers important in developing vision. Paula announced further that

Sharon Yoder will fill in for credentialing work and Tim Burkholder for administrative work during Dan's sabbatical.

43. Bob Yoder named national immigration concerns and realities. He responded to David Miller's sermon and our Romans 12 theme, and contrasted them with how Romans 13 was used in very recent political comments. A challenge is to learn the intent of scripture rather than using verses to justify what we want. The conclusion of the *RaV* holds us up to be accountable. After a time of silence to reflect on our southern border and people searching for a safer and better life, Bob led in prayer for all these concerns.
44. **World Cafe process.** Participants were asked to process four questions: What are your learnings or insights from the weekend? What take-aways from the AS will you take back to your congregation? How have you encountered the Holy Spirit through engagement with the Spiritual Practices? Do you have ideas on how your church might connect with another church in the coming year? Posted comments will be processed by MLT.
45. **Congregational story of Emmanuel Living Christian Church.** Jeremiah Chuiha, pastor, related more of the history of people from Burma, now Myanmar, coming into Indianapolis. Jeremiah became pastor in 2014. The congregation has 130 members but close to 300 attend. There have been challenges. The congregation still has concerns about issues in Myanmar. MCC has been helpful in their history.
46. **Congregational story from Morning Star.** Gladys Muthoni Maina, pastor, told about receiving a new name at her baptism. The congregation was begun in 1988 by an AMBS couple and has been supported by both IMMC and Central District Conference. Food contributed here at AS has been distributed. The congregation has been involved in various kinds of community outreach with the poor and addicted people from every aspect of life. They celebrate Jesus. They are seeing some people transformed. People receive both physical food and the word of God.

47. This session ended with singing “Jesus Loves the Little Children of the World”, requesting completion of the evaluation sheets, applauding CAMFell leaders for extraordinary leadership, announcement that the Vision: Healing and Hope banner is available for loan, and Paula leading a prayer of thanks.

Saturday, June 16, 2018, 10:15-11:30am

Concluding Worship Service

48. Elements of this service included:

- Call to Worship
- Singing “God of the Bible” (SJ #27) and “O Healing River” (HWB #372)
- Reading of Romans 12: 1-2
- Sermon by Shannon Dycus, “Offering Ourselves to God’s Renewing – for the World”. (see minute 51)
- A sending ritual in which people paired up to pray for each other
- Singing “How can I say” (SS #117)
- Open mic sharing in which several shared
- Closing prayer by Rebecca Kauffman of thanks, confession, that our actions follow and we share grace, and that we offer ourselves to God
- Announcements, invitations to share leftovers for lunch, and information on the conference office moving to the East Goshen Mennonite Church’s building

- Singing a sending song “The Lord Bless you and Keep you” (SJ #76)

49. Shannon began with inviting “amen” for affirming something that resonates within, as she learned in the church where she grew up, acts of non-conformity. In Romans 12 Paul is sending his theology ahead to people he has not met, located in the dominant political and military culture of the day. Don’t be conformed, he writes. It takes transformation, as previous sermons have pointed out. Our Spiritual Practices give courage to be “mal-adjusted”. Dr. King, Jr., who preached into the 1960’s culture, also speaks to our day, as an objector to the status quo. The needs are not more evident than in the church, in the silence behind stained glass windows. In its history the church has accommodated to slavery and a host of other injustices. Paul writes, “therefore...” bring all of self to be non-conformed to the culture (see The Message) and fix attention on God, to be changed from the inside out; attitudes to action. Transformed people transform people. Our Spiritual Practices produce attitudes leading to action...so the rest of the world would know the God that we know. Transformed living is our Amen. We are shaped to become transformed non-conformists. Romans 12 goes on to speak of gifts. We are called to use these gifts in differing ministries, presenting ourselves in diversity to needs for transformation everywhere. Amen.

Gifts Development Team Report 2018

Bruce Nofziger, Chair

The Gifts Development Team is intentional about keeping Jesus at the center of our work of finding new leaders for the various Indiana Michigan Mennonite Conference positions. We begin all meetings in prayer, inviting Jesus and the Holy Spirit to lead and guide our discussions. May Jesus be at the center of all our conference work!

The Gifts Development Team desires to encourage people by naming their gifts and inviting them to serve in various capacities within Conference Leadership. Our hope is that as people are invited to serve, a seed is planted within them about God’s gifting in their life and that a desire to serve God with those gifts would grow. The GDT is intentional about asking people who represent diversity, from age, gender, profession, and ethnicity, along with our diverse congregational settings. In this way, we help people across the conference connect with each other in new and exciting ways.

This past year we asked 20 men and 16 women to serve the conference in various ways. We thank all who have considered taking on a conference leadership position. GDT believes that everyone in our conference is a leader

in some way and we thank each of you for your contribution to the church. Let us continue to seek God's path and spread God's love together! Blessings!

FOR APPOINTMENT BY THE MISSIONAL LEADERSHIP TEAM
MINISTRY CREDENTIALING TEAM

Phil Waite, College Mennonite Church, Goshen, IN (19/2019-2022, appointed)

George Thompson, (19/2019-2022, appointed)

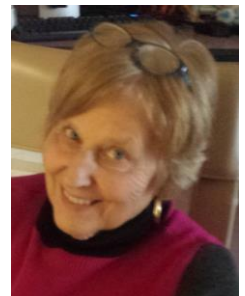
- **Name:** George Thompson (Living in the Detroit area since 2009)
- **Home Congregation:** Waterford Mennonite, Goshen. Associated with both conference churches in Detroit (Community Christian Fellowship and Peace Community Mennonite)
- **Current Occupation:** Retired. IMMC Board (MLT). CDC Board (Central Detroit Christian Community Development Corporation)
- **Congregational/conference/churchwide experience:** Previous leadership positions on Prairie Street and Waterford church boards. Delegate to Mennonite Church USA. Member/Treasurer on IMMC board (MLT) since 2010. Peace & Justice Society work with Central United Methodist Church, Detroit.
- **Family:** Wife (Karen), Daughter (Sarah, 35), Son (Mark, 33)
- **Interests/Hobbies:** Global Church Thinking, Computer Spreadsheet Development, Woodworking, Tennis, Bowling, Biking
- **Share a few sentences about what it means to "practice your hope."** During his earthly ministry Jesus cut through the red tape of divisiveness, hatred, separation, bigotry, racism, class-ism, etc, etc. Since my hope (for myself and the world) is in Jesus, I believe I am practicing my hope every time I see, believe and perform to his example.
- **What gives you most joy?** Receiving, seeking, and trying to fully understand the grace of God. I believe it is through this grace that all the variances in our churches will be reconciled.
- **What drew you to say yes to serve as the MCC Great Lakes Representative?:** Though my background was not Mennonite, I have appreciated the work of the Mennonite church, largely through my MCC experience. I am willing to continue to wrestle and work with the challenges the church (and church agencies) face in this socially and economically diverse climate of human needs. Hard questions; not-so-easy answers. It is my expectation that working with MCC Great Lakes will strengthen the practicing of my hope (as stated above).



PERSONNEL COMMITTEE

Marge Schrag, Mennonite Flsp Bloomington, (13/2019-2022, appointed)

- **Name:** Marge Schrag
- **Home Congregation:** Mennonite Fellowship of Bloomington
- **Current Occupation:** Retired from higher education and student affairs at Indiana University of Bloomington. Formerly chief operations officer of Kidron Bethel Retirement Services in North Newton, KS.
- **Congregational/conference/churchwide experience:** Served on church board.
- **Family:** I have two sons, Matt and Andrew Schrag. Matt is the vice president at Delta Airlines and his wife Laura is a physician. They have two children, Sara and Anna. Andrew is a therapist and an administrator in behavioral health services; his wife, Joy, is in sales for Miracle Ear. They have two sons Carter, an 8th grader and Anderson, a toddler.



- **Interests/Hobbies:** I play bridge, volunteer at local Teachers Warehouse, book club, attend a weekly potluck and game group, frequent traveler. Most recently, a heritage tour of Poland sponsored by Bethel College and Polish Mennonite Society.
- **Share a few sentences about what it means to “practice your hope”:** Practice hope through volunteering and actively participating in social justice activities.
- **What drew you to say yes to serve on the Stewardship Team?** I said yes to committee assignment because it takes advantage of my experience with personnel issues and policies and is a small way to support the conference.

FOR AFFIRMATION BY THE IMMC DELEGATES

MISSIONAL LEADERSHIP TEAM

Bess Fitzgerald, Kalamazoo Mennonite Church, (19/2019-2022, affirmed)



- **Name:** Elizabeth Wend Fitzgerald
- **Home Congregation:** Kalamazoo Mennonite Fellowship
- **Current Occupation:**
- **Congregational/conference/churchwide experience:** Will and I started our church in 2007 out of the Pine Grove Church and have cared as pastors for about 20 people here since then. We serve together as Search Guides for two northern Michigan churches who are seeking to hire pastors. We mentor a group of 22 people in Grand Rapids who are starting a house church and exploring affiliation with our conference. We love to sing and have traveled for hymn sings whenever we can.
- **Family:** Will Fitzgerald and I have been married 40 years and have two adult children, a man and a woman.
- **Interests/Hobbies:** Our church family is predominantly adoptive families (Ours included). I am interested in learning the latest on parenting and supporting parents of kids with trauma backgrounds and in practicing what I learn. I just love kids!
- **Share a few sentences about what it means to “practice your hope”.** I just love being a Christian! My Hope grows and swells to bursting as I study God’s word, as I see him answer our prayers, as I ask him how things strike him and as I sing his praises. God will build his church.
- **What drew you to say yes to serve on the Missional Leadership Team?** I am asked to consider serving at a time when I am experiencing healing of a past trauma and new insight into God’s nature of great unity and of welcome. It seemed like a time of new possibilities. I have a good brain, time and good training in talking things through. I don’t have all the gifts or all that much experience, but I feel willing to bring my unique perspective to the Team and to trust that God will provide enough in our circle there.

Brenda Meyer, Benton Mennonite Church, (19/2019-2022, affirmed)



- **Name:** Brenda Hostetler Meyer
- **Home Congregation:** Benton Mennonite Church
- **Current Occupation:** Co-pastor at Benton Mennonite
- **Congregational/conference/churchwide experience:** 22+ years of pastoring at Benton Mennonite, five years as congregational coach, 12 years on the MCC Great Lakes Board as IN-MI rep
- **Family:** married to Rich Meyer for 40 years, three adult children, four grandchildren
- **Interests/Hobbies:** gardening, reading, dreamwork
- **Share a few sentences about what it means to “practice your hope”.** Reflecting on the stories I’m telling myself about my life and the world around me and reframing them in the light of God’s grace; giving my fears less play
- **What drew you to say yes to serve on the Missional Leadership Team?** I care about the church and where we’re headed in these hard times.

LEADERSHIP ENHANCEMENT TEAM

Kent Miller, Goshen, IN (16/2019-2022, affirmed)

- **Name:** Kent Miller
- **Home Congregation:** (currently visiting IN-MI congregations)
- **Current Occupation:** Everence Financial Advisor
- **Congregational/conference/churchwide experience:** Pastor at First Mennonite – Middlebury and Yellow Creek Mennonite; Exec. Director of Amigo Centre; Current LET member; Denominational Minister of Youth & Young Adults for MCUSA.
- **Family: Spouse: Jill; Daughter:** Danae Miller; Addie (Jared) Leaman and grandkids Sophia, Ryne, and Brooklyn
- **Interests/Hobbies:** Music studio; worship leading; golf; motorcycle riding; watching grandkids activities!
- **Share a few sentences about what it means to “practice your hope”.** I believe that our best of practicing hope, is to live life based in hope. It can easily get overwhelming when we focus on the day to day challenges of life, but if we approach each day reminded of the hope we have in Christ, and following his example, we can live out that hope even in difficulty.
- **What drew you to say yes to serve on the Leadership Enhancement Team?** I studied Organizational Leadership in college, and worked in various leadership roles in my career. I have a passion for helping others learn and grow in their own leadership capacity. I’ve enjoyed my first term with LET, and look forward to serving in that capacity again.



MINISTRY CREDENTIALING TEAM

Ruben Chupp, Sunnyside Mennonite Church, (16/2019-2022, affirmed)

- **Name:** Ruben Chupp
- **Home Congregation:** Sunnyside MC
- **Current Occupation:** Retired, but involved in: on-call chaplaincy at Goshen General; working at local funeral homes, as needed; offering spiritual direction/guidance.
- **Congregational/conference/churchwide experience:** pastor at Sugar Creek Mennonite, Wayland, Iowa, 1900-2000; pastor at North Main Street Mennonite, Nappanee, 2000- July 2018. Served on the Iowa Mennonite School Board for two terms; have been involved in both Church Life Commission and Ministry Credentialing Team; served on the initial Journey Board
- **Family:** wife, Idella; three children, Kevin, Ryan, Amy Kratzer and 14 grandchildren, ages 4-15.
- **Interests/Hobbies:** reading and reading and reading; writing; fussing with our Mustang Mach 1; watching cars go fast; best of all, hanging out, doing stuff, with my grandchildren; sitting on the porch, listening to nature, observing my good neighbors.
- **Share a few sentences about what it means to “practice your hope”.** Mostly, in the context of national negativity, hope is a choice, not hard to make for me: I love and am loved by family that extends grace to me. I'm engaged in endeavors that give my life meaning. I have friends that listen well and tell me the truth about myself and what it means to follow a gracious Jesus, the one single effort that adds more hope to my life than anything else. I am a blessed man.
- **What drew you to say yes to serve on the Ministry Credentialing Team?** I'm interested in helping pastors and congregations find one another and helping pastors and congregations deal with integral issues that accompany that relationship.



Suella Gerber, Fellowship of Hope, (19/2019-2022, affirmed)

- **Name:** Suella Gerber
- **Home Congregation:** Fellowship of Hope
- **Current Occupation:** pastor
- **Congregational/conference/churchwide experience:** member; serving on committees; pastor; serving on LET
- **Family:** I'm wife, mother, grandmother, sister, daughter, aunt.
- **Interests/Hobbies:** Reading, gardening, sitting, having conversations
- **Share a few sentences about what it means to “practice your hope”.** I practice hope by imagining and speaking for "on earth as in heaven" as a possibility that we are creating. I practice hope by actively looking for signs of resurrection and by inviting others to join me in *seeing*.
- **What drew you to say yes to serve on the Ministry Credentialing Team?** When I received the invitation, “Yes” was the response that was given to me!



GIFTS DEVELOPMENT TEAM

Marjorie Rush Hovde, First Mennonite Church Indianapolis, (19/2019-2022, affirmed)

- **Name:** Marj Rush Hovde
- **Home Congregation:** First Mennonite Indianapolis
- **Current Occupation:** Associate Professor of Technical Communication
- **Congregational/conference/churchwide experience:** Former member of IN-MI Conference Executive Committee, former Chair of FMC Worship Committee
- **Family:** Husband, David M. Hovde. Grown children, Karla Hovde and Lars Hovde
- **Interests/Hobbies:** Quilting, knitting, reading, historical re-enacting.
- **Share a few sentences about what it means to “practice your hope”.** I recently heard that hope is joy for the future. Because my past has been blessed, I'm live in the confidence that God will bring future joy and meaning.
- **What drew you to say yes to serve on the Gifts Development Team?** I wish to use my gifts to serve.

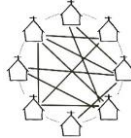
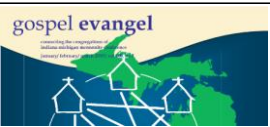








STEWARDSHIP TEAM

- **Name:** Duane Lee Yoder
- **Home Congregation:** Fairhaven Mennonite Church
- **Current Occupation:** Owner/ Operator Fort Wayne PC Dr., LLC
- **Congregational/conference/churchwide experience:** Delegate, Elder, Trustee, Treasurer - Fairhaven
- **Family:** Rachel and I will have been married 48 years on August 28. We have five adult children, sixteen grandchildren ages 20-2.
- **Interests/Hobbies:** Interacting with Grandchildren, helping others with technological challenges, Amateur Radio operator (N9FDO), home and small appliance diagnostics and repairs.
- **Share a few sentences about what it means to “practice your hope”.** Daily I put my hope and trust in God. I desire to see God in others as I want others to see God in me. I strive to be a person of integrity in all my interactions with others.
- **What drew you to say yes to serve on the Stewardship Team?** I have been Chairperson of Finances at Fairhaven for many years. I have experience as a bookkeeper and I have an MBA. I have wanted to use my knowledge, gifts and experience to the benefit of the larger church community. I received affirmation from those closest to me in my church community when I asked for their counsel on this decision.



2019-2020 Spending Plan

Indiana-Michigan Mennonite Conference 2019-2020 Spending Plan			
<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>			
CARE OF PASTORS AND CONGREGATIONS	Expenses related to the things conference does together that congregations cannot do alone: Congregational Coaches, Pastor/Congregation in Crisis, Pastoral Family Assistance Program	1.4%	
COMMUNICATIONS	Gospel Evangel printing and distribution Website development and maintenance	2.5%	
CONFERENCE INITIATIVES	Initiatives related to priorities and new ventures: Intercultural Transformation Church planting Special regional projects Pastor Summit Youth Resources	1.2%	
CONFERENCE LEADERSHIP TEAMS EXPENDITURES	Travel and miscellaneous expenses: Leadership Teams Retreat Missional Leadership Team Ministry Credentialing Team Leadership Enhancement Team Stewardship Team Gifts Development Team	2.0%	
LEADERSHIP DEVELOPMENT	Leadership Training Ministry Inquiry Program (college students) Seminary Student Assistance	0.8%	
MENNONITE CHURCH USA CONNECTIONS	Conference first fruits: A 10% tithe of congregational contributions to conference goes to support denominational work. Denominational Ministerial Database Mutual Aid-Corinthian Plan General Assembly Del. Travel	14.5%	
OFFICE EXPENDITURES	Office Space cost sharing Utilities- Equipment maintenance Office Supplies and Equipment Liability Insurance	8.8%	
CONFERENCE STAFFING	Salaries, benefits and networking expenses for all staff: Conference Pastor provides leadership development, administration and vision. Oversees and participates with teams, maintains relationships with pastors and congregations, credentialing, and connects with MC USA. CPLT works with all aspects of leadership transitions and credentialing. Administrative Coordinator manages office responsibilities, event coordination, communication, writes for and edits Gospel Evangel, manages electronic media. Bookkeeper maintains financial records and transactions. Leadership consultant Sabbatical fund	68.7%	

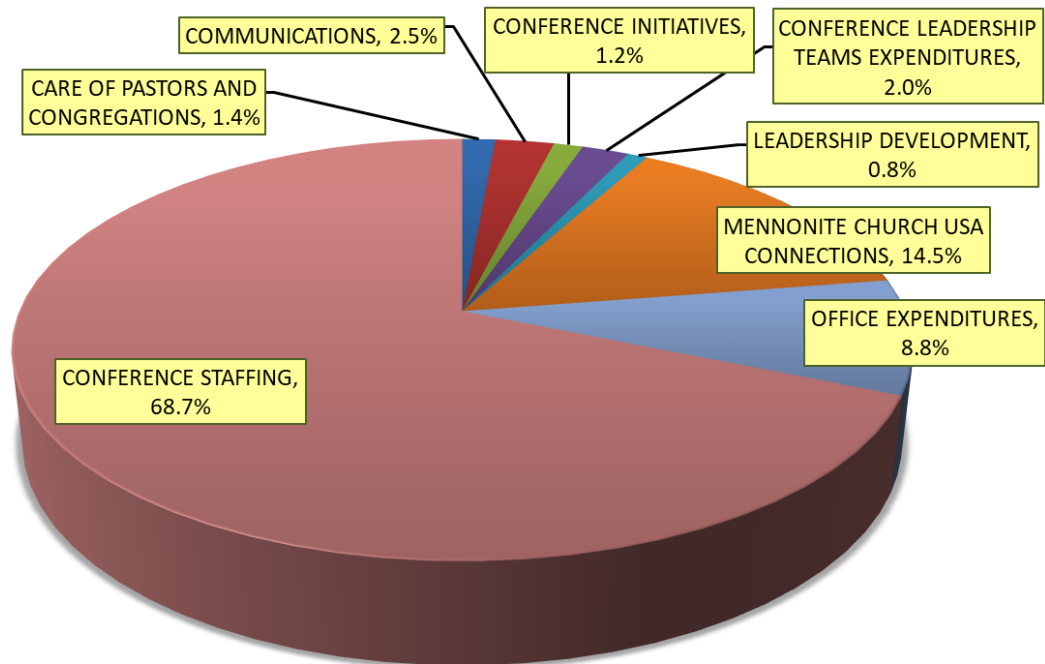
Proposed 2019-2020 Spending Plan Indiana-Michigan Mennonite Conference

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!

	2018-2019 Spending Plan	Actual through 3/31	Proposed 2019-2020	\$ Change from 2018-19	% Change
INCOME					
CONGREGATIONAL SUPPORT FOR CONFERENCE	\$ 253,000	\$ 157,023	\$ 223,000	\$ (30,000)	-11.9%
INDIVIDUAL GIFTS AND OTHER EXPECTED INCOME	\$ 26,200	\$ 16,502	\$ 25,900	\$ (300)	-1.1%
TOTAL EXPECTED INCOME	\$ 279,200	\$ 173,525	\$ 248,900	\$ (30,300)	-10.9%
EXPENSE					
CARE OF PASTORS AND CONGREGATIONS	\$ 4,300	\$ 1,395	\$ 3,500	\$ (800)	-18.6%
COMMUNICATIONS	\$ 14,750	\$ 3,677	\$ 6,250	\$ (8,500)	-57.6%
CONFERENCE INITIATIVES	\$ 3,090	\$ 128	\$ 3,090	\$ -	0.0%
CONFERENCE LEADERSHIP TEAMS EXPENDITURES	\$ 5,400	\$ 1,341	\$ 5,000	\$ (400)	-7.4%
LEADERSHIP DEVELOPMENT	\$ 2,100	\$ 648	\$ 2,100	\$ -	0.0%
MENNONITE CHURCH USA CONNECTIONS	\$ 39,603	\$ 22,024	\$ 35,900	\$ (3,703)	-9.4%
OFFICE EXPENDITURES	\$ 24,300	\$ 16,524	\$ 21,800	\$ (2,500)	-10.3%
CONFERENCE STAFFING	\$ 175,119	\$ 119,846	\$ 170,400	\$ (4,719)	-2.7%
TOTAL EXPECTED EXPENSE	\$ 268,662	\$ 165,583	\$ 248,040	\$ (20,622)	-7.7%
BALANCE	\$ 10,538	\$ 7,942	\$ 860		

In the spirit of the Listening and Redesign Report of 2007: "Because we live in a time of rapid change and because we heard such a strong call for improved relationships between congregations, **we believe that we need an organization that will emphasize relationship and that will be more flexible and less centralized.**"

2019-2020 Spending Plan Allocations



IMMC Bylaws

Bylaws Showing Revisions

BYLAWS OF INDIANA-MICHIGAN MENNONITE CONFERENCE, INC. ARTICLE 1. IDENTIFICATION

Section 1. Name and Incorporation. The name of this organization is Indiana-Michigan Mennonite Conference, Inc., and is commonly known as Indiana-Michigan Mennonite Conference, and is sometimes referred to in these Bylaws as Conference. It is an affiliation of Mennonite Church USA congregations located primarily in Michigan, Indiana, Kentucky, and Tennessee. It is incorporated under the laws of the State of Indiana.

Section 2. Affiliation. Indiana-Michigan Mennonite Conference, Inc. is a participating conference in the Mennonite Church USA Delegate Assembly and its affiliated boards and agencies. The Conference appoints delegates to the Delegate Assembly [of Mennonite Church USA](#) and three representatives to the Constituency Leaders Council as provided for in the Bylaws for Mennonite Church USA.

**Spending plan draft approved by Stewardship Team 5/8/2019
Approved to delegates by Missional Leadership Team 3/25/2019**

Section 3. Seal. Indiana-Michigan Mennonite Conference, Inc. may have a seal which shall have impressed upon it the name "Indiana-Michigan Mennonite Conference" and the word "seal" in the middle thereof; provided, however, that no seal shall be necessary to bind Indiana-Michigan Mennonite Conference or for any other purpose with respect to documents executed by or on behalf of Indiana-Michigan Mennonite Conference.

Section 4. Fiscal Year. The fiscal year of Indiana-Michigan Mennonite Conference shall begin on the first day of July and end at the close of the last day of June next succeeding.

Section 5. Confession of Faith. Indiana-Michigan Mennonite Conference accepts biblical faith as expressed in the stream of Anabaptist Mennonite documents including the Schleithem Confession (1527), the Dordrecht Confession (1632), the Mennonite Confession of Faith (1963), Affirming our Faith in Word and Deed (1979), and Confession of Faith in a Mennonite Perspective (1995).

ARTICLE 2. PURPOSE

Indiana-Michigan Mennonite Conference is established by its member ~~congregations to joyfully follow Jesus by cultivating a missional imagination in every~~ congregation ~~to carry out~~ the purpose ~~is~~as detailed in the Articles of Incorporation. Additionally, the Conference unites members in worship of God and fellowship with one another in openness to the Holy Spirit's presence, guidance and empowerment, and in the proclamation and embodiment of Christ's worldwide reign. The Conference pursues its purpose by:

- A. arranging settings for common fellowship, worship, study and discernment;
- B. providing structures for mutual accountability among the individual members and congregations;
- C. leading and assisting congregations in their local, regional and worldwide witness;
- D. enabling congregations in their provision of adequate congregational leadership.

ARTICLE 3. CONGREGATIONS

Section 1. Local Congregations. Local congregations are the basic organizational unit of the Conference. Committed, caring communities of faith are the bases from which Christ is proclaimed in word and deed. Individual members of the congregation shall participate regularly in the life of a member congregation. A congregation is a local assembly of God's people united in worship, nurture, fellowship, evangelism, proclamation, service, discernment, reconciliation, mutual care and discipline.

Section 2. Eligibility. A congregation is eligible for Conference membership when it can certify all of the following guidelines:

- A. The congregation maintains a list of members who have covenanted together in a common life of obedience to Christ.
- B. The congregation confesses a faith consistent with the historical Mennonite confessions of faith (Article 1, Section 5).
- C. The congregation provides for spiritual and administrative leadership with adequate material support for leaders.
- D. The congregation is willing to give and receive counsel in its relationship with nearby member congregations and the Conference.
- E. The congregation supports the work of the Conference with active participation, prayers, personnel and funds.
- F. The congregation meets and commits to the requirements for congregations as described in the Bylaws of Mennonite Church USA, Inc.

Section 3. Securing Membership with Conference.

- A. A worshiping group may make application to become a member congregation by contacting the Conference office.
- B. When processing applications for membership, the responsible Conference leadership groups will clarify both rights and responsibilities of member congregations.
- C. Upon satisfactory certification of the group's eligibility, the Missional Leadership Team shall commend the congregation to the Conference Assembly for reception as a member congregation.
- D. The Conference Assembly shall take action in response to the Missional Leadership Team recommendation.

Section 4. Terminating Membership with Conference.

- A. Request by a congregation for termination of its membership with Conference shall be referred to the Missional Leadership Team for procedures similar to its application for membership.

B. If a congregation forsakes its eligibility, or fails to carry out its responsibilities as a conference member, its membership with the Conference may be terminated, after due counsel with the congregation, upon recommendation of the Missional Leadership Team and action of the Conference Assembly. All related decisions shall be properly recorded.

C. Where there is dispute regarding ownership of a property, the Missional Leadership Team shall provide for appropriate mediation among all concerned. The group that maintains relationship with Conference receives priority.

Section 5. Vote Requirement for All Membership Status Recommendation. All votes by the delegates at a Conference Assembly regarding membership status shall require at least a two-thirds (2/3) majority (66-2/3%) vote of all votes cast in a duly called delegate meeting.

Section 6. Rights and Privileges. The local congregation shall have certain rights and privileges as a member of the Indiana-Michigan Mennonite Conference.

A. The congregation shall have the authority to determine the criteria and responsibility to implement the process for individual membership of persons joining their congregation, consistent with the provisions of these Bylaws.

B. The congregation shall retain the right to manage its own affairs, including but not limited to its organization, personnel, programming and management of its property.

C. The congregation shall retain the privilege of withdrawing from the Conference.

D. Through its representatives (delegates) to the Conference Assembly, the congregation shall participate in the planning and decision-making of the Conference.

E. The congregation shall have no rights to any property of the Conference by virtue of its membership in the Conference.

Section 7. Duties as a Member of the Conference. As a member of the Conference, the congregation shall have the responsibility to be loyal to the work of the Conference. Specifically:

A. Each congregation is expected to send delegate(s) to every session of the Conference Assembly and shall actively seek to further the interests of the Conference during and between sessions.

B. Each congregation shall, insofar as it is possible, call ministers that are certified or registered by the Conference.

C. Each congregation shall make provisions to contribute financially to the work of the Conference.

D. Each congregation retains the right to determine the methods of its support and designation of its contribution.

E. The Missional Leadership Team or its designee will periodically review these duties and mutual expectations with pastors and congregations.

F. Each congregation is to take seriously the need to be in open dialogue with members and leaders of the Conference, to share the concerns of the Conference and to receive representatives that come to share the mission and perspectives of the Conference. If there is a serious disagreement, either party may initiate discussion to seek a resolution.

Section 8. Organization and Leadership. Congregations shall organize themselves to enhance the growth and involvement of each individual member in the life and mission of the church. Individual members shall have access to decision-making processes and shall be responsible for mutual accountability with other individual members.

Leadership structures shall provide assignments for both spiritual oversight and program coordination. Spiritual oversight shall be assigned to a group such as a board of elders, including pastor(s) and other persons designated by Conference. Program coordination shall be assigned to a group such as a congregational cabinet. If assigned to separate groups, there shall be clear provision for liaison between those responsible for spiritual oversight and program coordination.

The congregation is encouraged to appoint delegates to the Mennonite Church USA Delegate Assembly as provided for in the Bylaws for Mennonite Church USA.

Section 9. Member Congregations. The Conference shall maintain a permanent record containing the names and addresses of all member congregations. With respect to any notice given or action taken, the Conference may rely upon the last membership information supplied to it seven (7) days prior to such notice or action.

Section 10. Collegial Relationship. Indiana-Michigan Mennonite Conference is interested in relationships with Christian congregations outside our community of congregations through a designation of “Collegial Relationship”. Such a relationship is initiated and maintained by Area Councils. A Collegial Relationship does not imply any rights and privileges of membership. The Ministry Credentialing Team will maintain a policy governing these relationships.

ARTICLE 4. INDIVIDUAL MEMBERSHIP WITHIN THE CONGREGATION

Section 1. Individual Members. While congregations form the primary organizational unit of the Conference, all individual members of member congregations are considered members of Indiana-Michigan Mennonite Conference by virtue of their individual membership in the congregation. Individual members of these congregations are represented in various conference groups such as the Conference Assembly, and area councils by designated congregational delegates and leaders. Individual members of congregations have the right and privilege to attend all public sessions of Conference, to speak and express their opinions, concerns, and questions on all or any Conference issues. Individual members may not vote on matters before the Conference Assembly unless they are voting delegates.

Section 2. Emerging and Affiliated Congregations. Individual members of an emerging congregation sponsored by the Conference or an affiliated congregation shall be considered individual members of the Indiana-Michigan Mennonite Conference.

Section 3. Becoming Members. Persons may become individual members of a congregation by baptism upon personal confession of faith, by affirmation of previous believer’s baptism and current profession of faith, or by letter of transfer from other congregations of like faith. The receiving congregation shall discern persons’ readiness for individual membership and shall be responsible for ongoing care and nurture in their walk of faith.

Section 4. Termination of Membership. An individual’s membership in a congregation may be terminated by personal request, by continued neglect of participation following counsel, by sinful and/or willful disobedience to God and the church with failure to repent. Such termination shall be processed with compassion and concern for reconciliation with time for reflection and repentance.

ARTICLE 5. CONFERENCE ASSEMBLY

Section 1. Role and Function. There shall be a Conference Assembly convened as the gathered units of Conference and representing all member congregations and Conference leaders. The Conference Assembly shall provide for mutual fellowship, accountability, worship, deliberation and discernment. It shall review programs, establish policies and select leaders as provided in these Bylaws and in harmony with the purposes for which the Conference was established.

Section 2. Voting Delegates.

- A. Voting delegates to the Conference Assembly shall include the following:
 - 1. All ordained and licensed ministers with active congregational assignments;
 - 2. One (1) elder or comparable leader from each congregation;
 - 3. One (1) delegate representing financial matters for each congregation;
 - 4. One (1) additional delegate for each 150 members or fraction thereof from each congregation;
 - 5. All members of the Conference Missional Leadership Team ~~and Advisory Council~~;
 - 6. Any other Conference positions as designated in the Bylaws.
- B. If the congregation has a congregationally approved pastoral position that requires a ministry credential, and no one is currently named to that position, they may appoint an alternate from within the congregation with a ministry credential to serve until a credentialed person is named to the position.
- C. Delegates shall be members of sound faith and judgment with responsible congregational participation. Ideally, delegates shall be broadly representative of their congregation, including women and men, older and younger. Each congregation shall determine the length of terms for delegates named under (2), (3), and (4) of Paragraph A above, and may appoint alternates for the delegate positions.

Section 3. Meetings.

- A. The Conference Assembly shall meet annually in regular session.
- B. The time and place of meeting shall be determined by the Missional Leadership Team, with consideration given to any invitation of a congregation or group of congregations.
- C. Special meetings may be called by the Missional Leadership Team with at least twenty-one (21) days written notice to the delegates of the member congregations (which notice will include the time, date, and place) and the purpose for the meeting along with the proposed action. Notice to the delegates shall be deemed notice to the member congregation represented by the delegates.
- D. The Missional Leadership Team shall serve as the Program Committee or designate a subcommittee to function in its behalf.

Section 4. Decision Making.

- A. The Conference Assembly and other Conference entities shall seek consensus or broad affirmation in all decisions.
- B. Formally floor privileges are granted first to all delegates, Conference Assembly committee members, members of the program boards and committees. Floor privileges will be extended to others during discussion at the Moderator's discretion.
- C. Each conference delegate will be eligible to cast one vote. There is no provision for proxy voting.
- D. The majority of votes cast will determine a matter, except when the Conference Assembly agrees otherwise or as otherwise provided in the Bylaws.
- E. A quorum for conducting official business of the Conference Assembly shall be those delegates to the Assembly who appear for any duly called meeting.

F. With respect to those situations or matters not covered by the Bylaws, decisions shall be in harmony with procedures generally known as Robert's Rules of Order.

Section 5. Officers. The officers of the Conference Assembly and their duties shall be:

A. The Moderator shall preside at all sessions of the Conference Assembly and give leadership to the interests and spiritual welfare of the Conference Assembly and serve as its official representative. The term of office shall be two (2) years.

B. A Moderator-elect shall be elected every two (2) years and after serving a two (2) year term shall succeed to the office of Moderator for a two (2) year term. At the request of the Moderator, or in case of the absence or disability of the Moderator, the Moderator-elect shall exercise all rights and duties of the Moderator.

C. The term of office of Moderator and Moderator-elect begins at the close of the annual meeting of the Conference Assembly at which they are first selected.

Section 6. Action By Ballot Without Meeting.

A. An action that may be taken at an annual, regular, or a special meeting of Congregational members may be taken without a meeting if the Conference delivers a written ballot to every delegate entitled to vote on the matter.

B. The written ballot must set forth each proposed action and provide an opportunity to vote for or against each proposed action.

C. Approval by written ballot is valid only when the following occurs:

1. The number of votes cast by ballot equals or exceeds the quorum required to be present at a meeting authorizing the action.
2. The number of approvals equals or exceeds the number of votes that would be required to approve the matter at a meeting in which the total amount of votes cast was the same as the number of votes cast by ballot.

D. A solicitation for votes by written ballot must:

1. Indicate the number of responses needed to meet the quorum requirements.
2. State the percentage of approvals necessary to approve each matter other than the election of Directors.
3. Specify the time by which a ballot must be received by the ~~Corporation~~Conference to be counted.
4. For purposes of this provision, a written ballot and the voting thereof may be in the form of an electronic communication.

Section 7. Meeting by Conference Call. Congregational members of the Conference may participate in a special meeting of the members by or through the use of any means of communication by which all delegates of the Congregational members participating may simultaneously hear each other during the meeting.

Section 8. Record Date; Delegate List. Each member congregation is responsible to select its delegates and to maintain on file with the Conference a list of delegates with the name, phone number, and mailing and e-mail address for each delegate. Each member congregation may modify such list at any time. Member congregations shall notify their delegates, and shall also notify the Missional Leadership Team, of any change in the names of the delegates.

ARTICLE 6. MISSIONAL LEADERSHIP TEAM

Section 1. Missional Leadership Team.

A. The Moderator and Moderator-elect shall be members of the Missional Leadership Team and the Moderator shall chair the Missional Leadership Team. The Missional Leadership Team shall be made up of a total of seven ~~(7) to twelve (12)~~ members, which total includes the Moderator and Moderator-elect, with ~~leadership gifts who are committed to the vision and mission~~ the exact number of the ~~Conference.~~ additional Missional Leadership Team members determined from time to time by the Missional Leadership Team.

B. The members will represent the diversity in the Conference (geography, gender, age, race, theological perspective, etc.), but no specific seat will represent any particular group. ~~The five~~ The members will have leadership gifts and be committed to the vision and mission of the Conference.

C. The additional Missional Leadership Team members shall be nominated by the Gifts Development Team and affirmed by the ~~delegate body.~~ Conference Assembly. Officers other than the Moderator and Moderator-elect are not automatically members of the Missional Leadership Team, but may be considered for such position by the Gifts Development Team.

Section 2. Terms of the Missional Leadership Team Members. Missional Leadership Team positions other than the Moderator and Moderator-elect will be for three (3) year terms established on a staggered basis so that certain terms expire each year, and will be limited to three (3) consecutive terms in the same assignment. Time spent as a Moderator-elect or Moderator will not be counted toward the three (3) year terms or the term for other Missional Leadership Team positions.

Section 3. Role and Function of the Missional Leadership Team. The Missional Leadership Team shall set overall vision for the Conference, in consultation with the Conference Pastor. It shall provide oversight for the Conference ~~body~~ Assembly and has a primary responsibility of cultivating healthy relationships. It shall function as the Board of Directors and Trustees between meetings of the Conference Assembly, acting for the Conference and responsible for the Conference Assembly. The Missional Leadership Team shall provide for Conference staffing needs in harmony with the Bylaws.

Section 4. Meetings.

A. Regular meetings of the Missional Leadership Team shall be held three ~~(3)~~ or more times a year and/or at such times as determined by the Missional Leadership Team.

B. Special meetings of the Missional Leadership Team may be called by the Moderator on five (5) days' notice to each member, either personally or by mail, by telegram, or by email, utilizing in each case the last address of the member registered with the Missional Leadership Team. Special meetings shall be called by the Moderator or the Conference Pastor in like manner and on like notice on the written request of a majority of the members of the Missional Leadership Team.

C. A majority of the members of the Missional Leadership Team shall be necessary to constitute a quorum for transaction of business.

D. A majority vote of all of the members of the Missional Leadership Team shall be required to transact official business.

E. Voting by proxy shall not be permitted.

Section 5. Action Without Meeting. Any action required or permitted to be taken at any meeting of the Missional Leadership Team may be taken without a meeting if prior to such action a written consent to such action is signed by all members of the Missional Leadership Team and such written consent is filed with the

minutes of the proceedings of the Missional Leadership Team. To the extent permitted by law, a written consent shall be deemed to exist when the email address from which the affirmative response is emailed corresponds to the address registered for the member who is making the response. Written copies of such email responses shall be filed with the minutes of the proceedings of the Missional Leadership Team.

Section 6. Conference Call Meetings. Any or all of the Missional Leadership Team may participate in a meeting of the Missional Leadership Team by means of a conference telephone or similar communications equipment by which all persons participating in the meeting communicate with each other. Such participation in this matter constitutes presence in person at the meeting.

Section 7. Vacancies. As of the effective date of these Bylaws, the Missional Leadership Team is responsible for filling any vacancy positions elected by the Conference Assembly for the interim until the normal expiration of the term so filled. Vacancies in the Missional Leadership Team (other than the Moderator) shall be filled by the Missional Leadership Team in consultation with the Gifts Development Team, and be affirmed by the delegates.

ARTICLE 7. ADVISORY COUNCIL (RESERVED)

~~Section 1. Advisory Council. There shall be an Advisory Council whose purpose is to carefully consider issues presented to it by the Missional Leadership Team. The Moderator elect will chair the Advisory Council. The Advisory Council will consist of the following:~~

~~A. The Missional Leadership Team will define various geographic areas designed to reflect the balance of affiliated congregations. The Gifts Development Team will identify two persons as representatives from each of the geographic areas, and who will be affirmed by delegates from that geographic area.~~

~~B. The Missional Leadership Team will appoint to the Advisory Council one person representing African American interests and one person representing Hispanic interests, based upon recommendations for such representatives from the Gifts Development Team.~~

~~C. The Missional Leadership Team will appoint such other persons as it desires to the Advisory Council with interests or gifts in the area of justice/peace, nurture, service and evangelism, and such other areas of expertise as the Missional Leadership Team may determine. The Missional Leadership Team may consult with the Gifts Development Team with regard to such matters but is not required to do so.~~

~~Section 2. Terms of the Advisory Council Members. Advisory Council members will serve three year terms established on a staggered basis so that certain terms expire each year. All Advisory Council positions, with the exception of the Moderator elect who will serve as stated above, will be limited to three terms on the Advisory Council. Time spent as the Moderator elect will not be counted toward the three term limit.~~

~~Section 3. Role and Function of the Advisory Council. The Advisory Council shall exercise listening and discernment by serving as a council of Conference elders and giving counsel to the Missional Leadership Team. The Advisory Council may invite representatives from the various church programs, such as Bethany Christian Schools and Amigo Centre, to attend meetings of the Advisory Council, but such invited representatives by the Advisory Council will not have a vote on the proceedings of the Advisory Council.~~

~~Section 4. Meeting Frequency. The Advisory Council will meet twice a year with the expectation that they will discuss one or two issues each meeting.~~

ARTICLE 8. PROGRAM COMMISSIONS/TEAMS

Section 1. Guidelines. Program commissions/teams shall be established as needed by the Conference Assembly to plan and implement specific portions of the work of the Conference in line with the goals established by the Missional Leadership Team. The Missional Leadership Team will make recommendations to the Conference Assembly on areas where a commission/team should be established, and which will include ministry credentialing. Commissions/teams are accountable to the Missional Leadership Team, and the commission/team will participate in a major review of their work and responsibilities regularly. Commissions/teams shall give an annual written report of accomplishments to the Missional Leadership Team and subsequently to the Conference Assembly.

Section 2. Formation. Each commission/team shall consist of ~~five~~four (4) to six (6) members with three-(3) year staggered terms. The chairperson,~~secretary~~ and ~~one~~two (2) commission/team ~~member~~members shall be affirmed by the Conference ~~delegate body.~~ Two ~~Assembly.~~ The Missional Leadership Team shall appoint an additional one (1) to three (3) members shall with the exact number to be appointed determined by the Missional Leadership Team. All commission/team members will be limited to three (3) consecutive terms in the same assignment or on the same commission.

Commissions/teams may provide for committees or ad-hoc task forces to assist in their work.

ARTICLE 9. MUTUAL RESPONSIBILITY RESOURCES

Section 1. Area Councils. Congregations in given geographic areas shall be grouped by the Missional Leadership Team for purposes of cooperative relations, fellowship, service and counsel.

Pastoral leaders or designated congregational leaders of such congregations may invite other credentialed persons in special ministry assignments to join them in serving as an area council. They shall elect their own chairpersons and meet at least ~~bimonthly~~bi-monthly.

Section 2. Ministry Credentials. Pastors and those exercising other ministries shall be called by the voice of the congregation and licensed or ordained for their ministry upon approval of the Ministry Credentialing Team. The Conference office shall maintain a record of licensed and ordained ministers whose credentials are recognized by the Ministry Credentialing Team.

Pastoral leaders shall carry responsibilities as designated by the congregation and Ministry Credentialing Team. They shall serve in harmony with qualifications established by the Ministry Credentialing Team.

Ministry credential qualifications, definitions, maintenance requirements, forfeiture causes, and procedures are stated in the Conference policy manual.

ARTICLE 10. GIFTS DEVELOPMENT

Section 1. Gifts Development Team. A Gifts Development Team of ~~five~~four (4) to six (6) members shall be responsible to recommend members of Conference to serve in the offices designated in the Bylaws. The exact number of members shall be determined by the Missional Leadership Team. The members nominated by the Missional Leadership Team, including the person designated by the Missional Leadership Team to serve as

chairperson, shall be affirmed by the Conference Assembly. Each member shall serve a three (3) year term, which can be renewed, with the terms being staggered to support continuity. All Gifts Development Team members will be limited to three (3) consecutive terms.

~~Four members shall be nominated by the Missional Leadership Team for affirmation by the Conference Assembly and each shall serve three year terms which can be renewed, and with the terms being staggered to support continuity. In addition, a chairperson shall be appointed by the Missional Leadership Team.~~

Section 2. Nomination Procedure. The Gifts Development Team will consult with the Missional Leadership Team in regard to all nominees provided by the Gifts Development Team. The nominees shall be interviewed concerning their interest, call and ability to serve.

Delegates may present additional nominees to the slate on the floor of annual sessions with the nominee's prior consent and in consultation with Gifts Development Team and Missional Leadership Team.

ARTICLE 11. OFFICERS AND CONFERENCE STAFF

Section 1. Officers of Indiana-Michigan Mennonite Conference. The officers of Conference shall consist of a Moderator, Moderator-Elect, Secretary, Treasurer, Conference Pastor, and such other officers as the Missional Leadership Team may determine from time to time.

A. The Secretary and Treasurer shall be selected annually by the Missional Leadership Team. Their duties shall include those duties provided for in these Bylaws, those duties which usually pertain to said respective officers, and those duties which are specifically assigned by the Missional Leadership Team from time to time. Any duties specifically assigned by the Missional Leadership Team are subject to limitations imposed by the Missional Leadership Team.

B. Unless otherwise determined by the Missional Leadership Team, the Secretary duties shall include recording minutes of the Conference Assembly and the Missional Leadership Team and authenticating records. The Secretary and Treasurer may be removed by the Missional Leadership Team at any time, with or without cause. Unless otherwise provided herein, the Secretary and Treasurer will serve for a term of one (1) year and until their successors are elected and shall qualify, unless removed earlier by the Missional Leadership Team. In the case of any vacancy in the office of Secretary or Treasurer, the vacancy shall be filled by the Missional Leadership Team unless otherwise provided in these Bylaws. No two offices shall be held by the same person at the same time.

C. Unless otherwise directed by the Missional Leadership Team or the Conference Assembly:

1. Documents on behalf of the Conference involving real estate, such as deeds, easements, mortgages and documents involving significant financial obligations, such as notes and lines of credit, shall have two (2) signatures, with one signature being the Moderator or Moderator-elect and one signature being the Conference Pastor or ~~Conference Administrator~~Treasurer.
2. Checks and investment management instructions may be signed by any one of the Conference Pastor, the ~~Conference Administrator~~Moderator, or the Treasurer.

Section 2. Conference Pastor.

A. The Missional Leadership Team shall recommend a Conference Pastor for appointment by the Conference Assembly and with accountability to the Missional Leadership Team. The Conference Pastor shall serve as chief executive officer providing general supervision for the work of the Conference and personnel supervision for Conference staff.

B. The Conference Pastor will work with the Missional Leadership Team in developing a vision for the Conference and implement the vision with the help of other Conference staff and may employ office staff according to Conference personnel policies. The Conference Pastor will serve as a liaison to Mennonite Church USA and Constituency Leaders Council.

C. The Conference Pastor shall serve for a three (3) year term and may be reappointed for additional three (3) year terms.

Section 3. Staff Ministers. The Conference Pastor, in combination with the Missional Leadership Team, may appoint other staff ministers, subject to confirmation by the Conference Assembly.

ARTICLE 12. RELATED ORGANIZATIONS

Section 1. Conference-Owned Organizations. Conference-owned organizations shall be operated by a board of directors of seven (7) to twelve (12) members which shall be accountable to the Conference Missional Leadership Team. Ordinarily boards shall be made up of three (3) members elected by Conference Assembly for three (3) year staggered terms; additional members appointed by Conference Missional Leadership Team for three (3) year staggered terms; and the Conference Moderator or designee. Each board shall have opportunity to identify giftedness needed in new board members and make recommendations of such persons to the Gifts Development Team and the Missional Leadership Team. Board members may serve up to three (3) consecutive terms.

Organizations currently owned are: None.

~~A. Bethany Christian Schools, 2004 S. Main, Goshen, Indiana, shall be concerned with providing high quality education in the context of a Mennonite/Anabaptist theology.~~

~~B. Amigo Centre, 26455 Banker Street Road, Sturgis, Michigan, shall be concerned with providing educational and recreational opportunities in a Christian atmosphere in the context of nature.~~

Section 2. Associated Organizations.

A. Mennonite-related ministry 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~~ Assembly. The Conference does not have legal or financial responsibility for associated organizations.

Associated organizations currently recognized are:

1. Amigo Centre
2. Anabaptist Deaf Ministries
3. Anabaptist Disabilities Network;
4. Bethany Christian Schools
5. The Colossian Forum

- 6. ~~Everence;~~
- ~~€7.~~ Great Lakes Area Choice Books;
- ~~D8.~~ The Hermitage;
- ~~E.9~~ MDC Goldenrod;
- ~~£10.~~ Menno-Hof;
- ~~€11.~~ Mennonite Central Committee Great Lakes;
- ~~H12.~~ Oaklawn

B. A Mennonite-related organization can submit a request for associated status to the Missional Leadership Team, along with an explanation of the mutually beneficial relationship they desire. The Missional Leadership Team will consider the request and may grant or decline associated status.

C. The Missional Leadership Team may remove an organization from associated status at any time by written notice to the last official address on file with the Indiana Michigan Mennonite Conference. Additionally, an organization may withdraw from associated status by written notice to the Missional Leadership Team at its official address.

D. A current list of associated organizations is maintained in the annual conference directory and on the website.

ARTICLE 13. AMENDMENTS

Section 1. Amendments to Articles- of Incorporation. The Articles of Incorporation may be amended by a two-thirds (2/3) majority of all votes cast by Conference Assembly delegates, provided that a sixty (60-days) day advance notice of the substance of the change has been communicated to delegates and has been announced in a Conference publication. Without notice, amendments shall require a 90%ninety percent (90%) majority.

Section 2. Amendments to Bylaws. The Bylaws may be amended by a majority of all votes cast by Conference Assembly delegates, provided that a sixty (60) day advance notice of the substance of the change has been mailed to delegates. Without such notice, amendments shall require a two-thirds (2/3) majority.

Section 3. Interpretation. Conference Assembly shall have the right of final interpretation of any questions regarding the Articles or Bylaws.

2019 Bylaw Revision Explanations

Indiana-Michigan Mennonite Conference

For Annual Sessions, June 13-15, 2019

Explanation

The primary reason for these bylaw revisions is to

- remove references to the Advisory Council that was part of conference organization – delegates voted last June to permanently disband the Advisory Council.
- remove references to Amigo Centre and Bethany Christian Schools as conference owned organization, moving them to the list of associated organizations.

While we are making changes, there are some smaller changes to make:

- Remove references to the Conference Administrator staff position, which no longer exists.
- Remove the previous Mission Statement

These substantive changes are identified, additions by a different color and underlined and deletions by a different color and text that is struck through.

There are some punctuation, spelling and writing style corrections, such as removing semicolons in itemized lists, including both text and numeral when referencing a number.

The following list explains each change identified in the “bylaws showing revisions” version of the bylaws document. Because document changes are detail oriented by nature, we want to remind us to keep the larger picture in mind and worry about the finer details only if they affect clarity.

Line #	
17-18	Clarify this reference is to Mennonite Church USA delegate assembly, not IMMC.
38-40	Remove the previous mission statement, and replaced it with the reference to articles of incorporation. This simplifies the document, and allows Indiana-Michigan Mennonite Conference (IMMC) to modify mission statements periodically without having to update legal documents. The purpose in the Articles of Incorporation provides plenty of latitude.
237-238	Delegates approved permanently disbanding Advisory Council in 2018, so this reference to it is removed
331	Changing to consistent use of “Conference” when referring to IMMC
353	Section 1 is divided from one paragraph into paragraphs A, B and C Change in number from 7, to 7-12, builds in flexibility in size of Missional Leadership Team (MLT) in light of changing sizes for governing bodies from time to time.
354	Deleted phrase moved to next paragraph, lines 360-361
355-356	Changes in size of MLT will be determined by MLT.
358	Beginning of Paragraph B
360-361	Since the number of MLT members, in addition to Moderator and Moderator-elect, may change, the specific reference to “five” is removed. Sentence from paragraph A moved to the end of this paragraph.
363	Beginning of Paragraph C
364	Changed from “delegate body” to “Conference Assembly” for consistency in document
377	Change “body” to “Assembly” for consistency in document
385	Maintains a minimum of 3 MLT meetings per year, while recognizing MLT meets regularly more than three times per year (generally six).

424-460	Deletes the content from Article 7, which described an Advisory Council. In June 2018 Delegates approved a proposal to disband Advisory Council permanently. Article number remains reserved, to preserve numbering throughout document. Article 7 can be used if need for a new article emerges.
474-478	The purpose here is to introduce flexibility in the size of teams, rather than designating each will have five members. The description determines that three (3) members of a team will be affirmed by delegates. This assures a minimum of 50% of any team's members will be affirmed by delegates, maintaining greater accountability to the Conference Assembly. Missional Leadership Team will determine changes in the number of team members.
479	Conforming writing style for numbers
493	Grammar correction
509, 511-517	Introducing flexibility in size to the Gifts Development Team, as done above with other conference leadership teams. It also clarifies the same term limits set for other conference leadership teams/commissions.
518-521	Deleted. Replaced by text on lines 511-517
562-563	Deletes "Conference Administrator" as possible signer when two signatures needed. Replaces it with "Treasurer," one of the corporate officers. The "Conference Administrator" staff position no longer exists.
565	Deletes "Conference Administrator" as possible signer for checks and investments. Replaces it with "Moderator." The "Conference Administrator" staff position no longer exists.
601-608	Delete listing of Amigo Centre and Bethany Christian Schools as owned organizations. Replace with "None." Designating that there are none currently, this leaves open the possibility for something else to emerge without again having to re-create the designation.
612	Section 2 now has four paragraphs. This paragraph has become Paragraph A.
616	Change "delegate body" to "Assembly for consistency in document.
621	Moves Amigo Centre from list of owned organizations to list of associated organizations. List designated by numerals rather than letters
622	Adds Anabaptist Deaf Ministries as an associated organization
624	Moves Bethany Christians Schools from the list of owned organizations to the list of associated organizations
623	Adds The Colossian Forum as an associated organization
634-645	Paragraphs B and C outline procedures for adding or removing an organization to list of associated organizations. Paragraph D identifies where the current list is maintained.
649	Add "of incorporation" to the section title, for clarity about which articles are being referenced

BYLAWS
OF
INDIANA-MICHIGAN MENNONITE CONFERENCE, INC.

ARTICLE 1. IDENTIFICATION

Section 1. Name and Incorporation. The name of this organization is Indiana-Michigan Mennonite Conference, Inc., and is commonly known as Indiana-Michigan Mennonite Conference, and is sometimes referred to in these Bylaws as Conference. It is an affiliation of Mennonite Church USA congregations located primarily in Michigan, Indiana, Kentucky, and Tennessee. It is incorporated under the laws of the State of Indiana.

Section 2. Affiliation. Indiana-Michigan Mennonite Conference, Inc. is a participating conference in the Mennonite Church USA Delegate Assembly and its affiliated boards and agencies. The Conference appoints delegates to the Delegate Assembly of Mennonite Church USA and three representatives to the Constituency Leaders Council as provided for in the Bylaws for Mennonite Church USA.

Section 3. Seal. Indiana-Michigan Mennonite Conference, Inc. may have a seal which shall have impressed upon it the name “Indiana-Michigan Mennonite Conference” and the word “seal” in the middle thereof; provided, however, that no seal shall be necessary to bind Indiana-Michigan Mennonite Conference or for any other purpose with respect to documents executed by or on behalf of Indiana-Michigan Mennonite Conference.

Section 4. Fiscal Year. The fiscal year of Indiana-Michigan Mennonite Conference shall begin on the first day of July and end at the close of the last day of June next succeeding.

Section 5. Confession of Faith. Indiana-Michigan Mennonite Conference accepts biblical faith as expressed in the stream of Anabaptist Mennonite documents including the Schleithem Confession (1527), the Dordrecht Confession (1632), the Mennonite Confession of Faith (1963), Affirming our Faith in Word and Deed (1979), and Confession of Faith in a Mennonite Perspective (1995).

ARTICLE 2. PURPOSE

Indiana-Michigan Mennonite Conference is established by its member congregation to carry out the purpose as detailed in the Articles of Incorporation. Additionally, the Conference unites members in worship of God and fellowship with one another in openness to the Holy Spirit’s presence, guidance and empowerment, and in the proclamation and embodiment of Christ’s worldwide reign. The Conference pursues its purpose by:

- A. arranging settings for common fellowship, worship, study and discernment;
- B. providing structures for mutual accountability among the individual members and congregations;
- C. leading and assisting congregations in their local, regional and worldwide witness;
- D. enabling congregations in their provision of adequate congregational leadership.

ARTICLE 3. CONGREGATIONS

Section 1. Local Congregations. Local congregations are the basic organizational unit of the Conference. Committed, caring communities of faith are the bases from which Christ is proclaimed in word and deed. Individual members of the congregation shall participate regularly in the life of a member congregation. A congregation is a local assembly of God's people united in worship, nurture, fellowship, evangelism, proclamation, service, discernment, reconciliation, mutual care and discipline.

Section 2. Eligibility. A congregation is eligible for Conference membership when it can certify all of the following guidelines:

A. The congregation maintains a list of members who have covenanted together in a common life of obedience to Christ.

B. The congregation confesses a faith consistent with the historical Mennonite confessions of faith (Article 1, Section 5).

C. The congregation provides for spiritual and administrative leadership with adequate material support for leaders.

D. The congregation is willing to give and receive counsel in its relationship with nearby member congregations and the Conference.

E. The congregation supports the work of the Conference with active participation, prayers, personnel and funds.

F. The congregation meets and commits to the requirements for congregations as described in the Bylaws of Mennonite Church USA, Inc.

Section 3. Securing Membership with Conference.

A. A worshiping group may make application to become a member congregation by contacting the Conference office.

B. When processing applications for membership, the responsible Conference leadership groups will clarify both rights and responsibilities of member congregations.

C. Upon satisfactory certification of the group's eligibility, the Missional Leadership Team shall commend the congregation to the Conference Assembly for reception as a member congregation.

D. The Conference Assembly shall take action in response to the Missional Leadership Team recommendation.

Section 4. Terminating Membership with Conference.

A. Request by a congregation for termination of its membership with Conference shall be referred to the Missional Leadership Team for procedures similar to its application for membership.

B. If a congregation forsakes its eligibility, or fails to carry out its responsibilities as a conference member, its membership with the Conference may be terminated, after due counsel with the congregation, upon recommendation of the Missional Leadership Team and action of the Conference Assembly. All related decisions shall be properly recorded.

C. Where there is dispute regarding ownership of a property, the Missional Leadership Team shall provide for appropriate mediation among all concerned. The group that maintains relationship with Conference receives priority.

Section 5. Vote Requirement for All Membership Status Recommendation. All votes by the delegates at a Conference Assembly regarding membership status shall require at least a two-thirds (2/3) majority (66-2/3%) vote of all votes cast in a duly called delegate meeting.

Section 6. Rights and Privileges. The local congregation shall have certain rights and privileges as a member of the Indiana-Michigan Mennonite Conference.

A. The congregation shall have the authority to determine the criteria and responsibility to implement the process for individual membership of persons joining their congregation, consistent with the provisions of these Bylaws.

B. The congregation shall retain the right to manage its own affairs, including but not limited to its organization, personnel, programming and management of its property.

C. The congregation shall retain the privilege of withdrawing from the Conference.

D. Through its representatives (delegates) to the Conference Assembly, the congregation shall participate in the planning and decision-making of the Conference.

E. The congregation shall have no rights to any property of the Conference by virtue of its membership in the Conference.

Section 7. Duties as a Member of the Conference. As a member of the Conference, the congregation shall have the responsibility to be loyal to the work of the Conference. Specifically:

A. Each congregation is expected to send delegate(s) to every session of the Conference Assembly and shall actively seek to further the interests of the Conference during and between sessions.

B. Each congregation shall, insofar as it is possible, call ministers that are certified or registered by the Conference.

C. Each congregation shall make provisions to contribute financially to the work of the Conference.

D. Each congregation retains the right to determine the methods of its support and designation of its contribution.

E. The Missional Leadership Team or its designee will periodically review these duties and mutual expectations with pastors and congregations.

F. Each congregation is to take seriously the need to be in open dialogue with members and leaders of the Conference, to share the concerns of the Conference and to receive representatives that come to share the mission and perspectives of the Conference. If there is a serious disagreement, either party may initiate discussion to seek a resolution.

Section 8. Organization and Leadership. Congregations shall organize themselves to enhance the growth and involvement of each individual member in the life and mission of the church. Individual members shall have access to decision-making processes and shall be responsible for mutual accountability with other individual members.

Leadership structures shall provide assignments for both spiritual oversight and program coordination. Spiritual oversight shall be assigned to a group such as a board of elders, including pastor(s) and other persons designated by Conference. Program coordination shall be assigned to a group such as a congregational cabinet. If assigned to separate groups, there shall be clear provision for liaison between those responsible for spiritual oversight and program coordination.

The congregation is encouraged to appoint delegates to the Mennonite Church USA Delegate Assembly as provided for in the Bylaws for Mennonite Church USA.

Section 9. Member Congregations. The Conference shall maintain a permanent record containing the names and addresses of all member congregations. With respect to any notice given or action taken, the Conference may rely upon the last membership information supplied to it seven (7) days prior to such notice or action.

Section 10. Collegial Relationship. Indiana-Michigan Mennonite Conference is interested in relationships with Christian congregations outside our community of congregations through a designation of "Collegial Relationship". Such a relationship is initiated and maintained by Area Councils. A Collegial Relationship does not imply any rights and privileges of membership. The Ministry Credentialing Team will maintain a policy governing these relationships.

ARTICLE 4. INDIVIDUAL MEMBERSHIP WITHIN THE CONGREGATION

Section 1. Individual Members. While congregations form the primary organizational unit of the Conference, all individual members of member congregations are considered members of Indiana-Michigan Mennonite Conference by virtue of their individual membership in the congregation. Individual members of these congregations are represented in various conference groups such as the Conference Assembly, and area councils by designated congregational delegates and leaders. Individual members of congregations have the right and privilege to attend all public sessions of Conference, to speak and express their opinions, concerns, and questions on all or any Conference issues. Individual members may not vote on matters before the Conference Assembly unless they are voting delegates.

Section 2. Emerging and Affiliated Congregations. Individual members of an emerging congregation sponsored by the Conference or an affiliated congregation shall be considered individual members of the Indiana-Michigan Mennonite Conference.

Section 3. Becoming Members. Persons may become individual members of a congregation by baptism upon personal confession of faith, by affirmation of previous believer's baptism and current profession of faith, or by letter of transfer from other congregations of like faith. The receiving congregation shall discern persons' readiness for individual membership and shall be responsible for ongoing care and nurture in their walk of faith.

Section 4. Termination of Membership. An individual's membership in a congregation may be terminated by personal request, by continued neglect of participation following counsel, by sinful and/or willful disobedience to God and the church with failure to repent. Such termination shall be processed with compassion and concern for reconciliation with time for reflection and repentance.

ARTICLE 5. CONFERENCE ASSEMBLY

Section 1. Role and Function. There shall be a Conference Assembly convened as the gathered units of Conference and representing all member congregations and Conference leaders. The Conference Assembly shall provide for mutual fellowship, accountability, worship, deliberation and discernment. It shall review programs, establish policies and select leaders as provided in these Bylaws and in harmony with the purposes for which the Conference was established.

Section 2. Voting Delegates.

A. Voting delegates to the Conference Assembly shall include the following:

1. All ordained and licensed ministers with active congregational assignments;
2. One (1) elder or comparable leader from each congregation;
3. One (1) delegate representing financial matters for each congregation;
4. One (1) additional delegate for each 150 members or fraction thereof from each congregation;
5. All members of the Conference Missional Leadership Team;
6. Any other Conference positions as designated in the Bylaws.

B. If the congregation has a congregationally approved pastoral position that requires a ministry credential, and no one is currently named to that position, they may appoint an alternate from within the congregation with a ministry credential to serve until a credentialed person is named to the position.

C. Delegates shall be members of sound faith and judgment with responsible congregational participation. Ideally, delegates shall be broadly representative of their congregation, including women and men, older and younger. Each congregation shall determine the length of terms for delegates named under (2), (3), and (4) of Paragraph A above, and may appoint alternates for the delegate positions.

Section 3. Meetings.

E. The Conference Assembly shall meet annually in regular session.

F. The time and place of meeting shall be determined by the Missional Leadership Team, with consideration given to any invitation of a congregation or group of congregations.

G. Special meetings may be called by the Missional Leadership Team with at least twenty-one (21) days written notice to the delegates of the member congregations (which notice will include the time, date, and place) and the purpose for the meeting along with the proposed action. Notice to the delegates shall be deemed notice to the member congregation represented by the delegates.

H. The Missional Leadership Team shall serve as the Program Committee or designate a subcommittee to function in its behalf.

Section 4. Decision Making.

G. The Conference Assembly and other Conference entities shall seek consensus or broad affirmation in all decisions.

H. Normally floor privileges are granted first to all delegates, Conference Assembly committee members, members of the program boards and committees. Floor privileges will be extended to others during discussion at the Moderator's discretion.

I. Each conference delegate will be eligible to cast one vote. There is no provision for proxy voting.

J. The majority of votes cast will determine a matter, except when the Conference Assembly agrees otherwise or as otherwise provided in the Bylaws.

K. A quorum for conducting official business of the Conference Assembly shall be those delegates to the Assembly who appear for any duly called meeting.

L. With respect to those situations or matters not covered by the Bylaws, decisions shall be in harmony with procedures generally known as Robert's Rules of Order.

Section 5. Officers. The officers of the Conference Assembly and their duties shall be:

A. The Moderator shall preside at all sessions of the Conference Assembly and give leadership to the interests and spiritual welfare of the Conference Assembly and serve as its official representative. The term of office shall be two (2) years.

B. A Moderator-elect shall be elected every two (2) years and after serving a two (2) year term shall succeed to the office of Moderator for a two (2) year term. At the request of the Moderator, or in case of the absence or disability of the Moderator, the Moderator-elect shall exercise all rights and duties of the Moderator.

C. The term of office of Moderator and Moderator-elect begins at the close of the annual meeting of the Conference Assembly at which they are first selected.

Section 6. Action By Ballot Without Meeting.

A. An action that may be taken at an annual, regular, or a special meeting of Congregational members may be taken without a meeting if the Conference delivers a written ballot to every delegate entitled to vote on the matter.

B. The written ballot must set forth each proposed action and provide an opportunity to vote for or against each proposed action.

C. Approval by written ballot is valid only when the following occurs:

1. The number of votes cast by ballot equals or exceeds the quorum required to be present at a meeting authorizing the action.
2. The number of approvals equals or exceeds the number of votes that would be required to approve the matter at a meeting in which the total amount of votes cast was the same as the number of votes cast by ballot.

D. A solicitation for votes by written ballot must:

1. Indicate the number of responses needed to meet the quorum requirements.
2. State the percentage of approvals necessary to approve each matter other than the election of Directors.
3. Specify the time by which a ballot must be received by the Conference to be counted.
4. For purposes of this provision, a written ballot and the voting thereof may be in the form of an electronic communication.

Section 7. Meeting by Conference Call. Congregational members of the Conference may participate in a special meeting of the members by or through the use of any means of communication by which all delegates of the Congregational members participating may simultaneously hear each other during the meeting.

Section 8. Record Date; Delegate List. Each member congregation is responsible to select its delegates and to maintain on file with the Conference a list of delegates with the name, phone number, and mailing and e-mail address for each delegate. Each member congregation may modify such list at any time. Member congregations shall notify their delegates, and shall also notify the Missional Leadership Team, of any change in the names of the delegates.

ARTICLE 6. MISSIONAL LEADERSHIP TEAM

Section 1. Missional Leadership Team.

A. The Moderator and Moderator-elect shall be members of the Missional Leadership Team and the Moderator shall chair the Missional Leadership Team. The Missional Leadership Team shall be made up of a total of seven (7) to twelve (12) members, which total includes the Moderator and Moderator-elect, with the exact number of the additional Missional Leadership Team members determined from time to time by the Missional Leadership Team.

B. The members will represent the diversity in the Conference (geography, gender, age, race, theological perspective, etc.), but no specific seat will represent any particular group. The members will have leadership gifts and be committed to the vision and mission of the Conference.

C. The additional Missional Leadership Team members shall be nominated by the Gifts Development Team and affirmed by the Conference Assembly. Officers other than the Moderator and Moderator-elect are not automatically members of the Missional Leadership Team, but may be considered for such position by the Gifts Development Team.

Section 2. Terms of the Missional Leadership Team Members. Missional Leadership Team positions other than the Moderator and Moderator-elect will be for three (3) year terms established on a staggered basis so that certain terms expire each year, and will be limited to three (3) consecutive terms in the same assignment. Time spent as a Moderator-elect or Moderator will not be counted toward the three (3) year terms or the term for other Missional Leadership Team positions.

Section 3. Role and Function of the Missional Leadership Team. The Missional Leadership Team shall set overall vision for the Conference, in consultation with the Conference Pastor. It shall provide oversight for the Conference Assembly and has a primary responsibility of cultivating healthy relationships. It shall function as the Board of Directors and Trustees between meetings of the Conference Assembly, acting for the Conference and responsible for the Conference Assembly. The Missional Leadership Team shall provide for Conference staffing needs in harmony with the Bylaws.

Section 4. Meetings.

A. Regular meetings of the Missional Leadership Team shall be held three (3) or more times a year and/or at such times as determined by the Missional Leadership Team.

B. Special meetings of the Missional Leadership Team may be called by the Moderator on five (5) days' notice to each member, either personally or by mail, by telegram, or by email, utilizing in each case the last address of the member registered with the Missional Leadership Team. Special meetings shall be called by the Moderator or the Conference Pastor in like manner and on like notice on the written request of a majority of the members of the Missional Leadership Team.

C. A majority of the members of the Missional Leadership Team shall be necessary to constitute a quorum for transaction of business.

D. A majority vote of all of the members of the Missional Leadership Team shall be required to transact official business.

E. Voting by proxy shall not be permitted.

Section 5. Action Without Meeting. Any action required or permitted to be taken at any meeting of the Missional Leadership Team may be taken without a meeting if prior to such action a written consent to such action is signed by all members of the Missional Leadership Team and such written consent is filed with the minutes of the proceedings of the Missional Leadership Team. To the extent permitted by law, a written consent shall be deemed to exist when the email address from which the affirmative response is emailed corresponds to the address registered for the member who is making the response. Written copies of such email responses shall be filed with the minutes of the proceedings of the Missional Leadership Team.

Section 6. Conference Call Meetings. Any or all of the Missional Leadership Team may participate in a meeting of the Missional Leadership Team by means of a conference telephone or similar communications equipment by which all persons participating in the meeting communicate with each other. Such participation in this matter constitutes presence in person at the meeting.

Section 7. Vacancies. As of the effective date of these Bylaws, the Missional Leadership Team is responsible for filling any vacancy positions elected by the Conference Assembly for the interim until the normal expiration of the term so filled. Vacancies in the Missional Leadership Team (other than the Moderator) shall be filled by the Missional Leadership Team in consultation with the Gifts Development Team, and be affirmed by the delegates.

ARTICLE 7. (RESERVED)

ARTICLE 8. PROGRAM COMMISSIONS/TEAMS

Section 1. Guidelines. Program commissions/teams shall be established as needed by the Conference Assembly to plan and implement specific portions of the work of the Conference in line with the goals established by the Missional Leadership Team. The Missional Leadership Team will make recommendations to the Conference Assembly on areas where a commission/team should be established, and which will include ministry credentialing. Commissions/teams are accountable to the Missional Leadership Team, and the commission/team will participate in a major review of their work and responsibilities regularly. Commissions/teams shall give an annual written report of accomplishments to the Missional Leadership Team and subsequently to the Conference Assembly.

Section 2. Formation. Each commission/team shall consist of four (4) to six (6) members with three (3) year staggered terms. The chairperson and two (2) commission/team members shall be affirmed by the Conference Assembly. The Missional Leadership Team shall appoint an additional one (1) to three (3) members with the exact number to be determined by the Missional Leadership Team. All commission/team members will be limited to three (3) consecutive terms in the same assignment or on the same commission.

Commissions/teams may provide for committees or ad-hoc task forces to assist in their work.

ARTICLE 9. MUTUAL RESPONSIBILITY RESOURCES

Section 1. Area Councils. Congregations in given geographic areas shall be grouped by the Missional Leadership Team for purposes of cooperative relations, fellowship, service and counsel.

Pastoral leaders or designated congregational leaders of such congregations may invite other credentialed persons in special ministry assignments to join them in serving as an area council. They shall elect their own chairpersons and meet at least bi-monthly.

Section 2. Ministry Credentials. Pastors and those exercising other ministries shall be called by the voice of the congregation and licensed or ordained for their ministry upon approval of the Ministry Credentialing Team. The Conference office shall maintain a record of licensed and ordained ministers whose credentials are recognized by the Ministry Credentialing Team.

Pastoral leaders shall carry responsibilities as designated by the congregation and Ministry Credentialing Team. They shall serve in harmony with qualifications established by the Ministry Credentialing Team.

Ministry credential qualifications, definitions, maintenance requirements, forfeiture causes, and procedures are stated in the Conference policy manual.

ARTICLE 10. GIFTS DEVELOPMENT

Section 1. Gifts Development Team. A Gifts Development Team of four (4) to six (6) members shall be responsible to recommend members of Conference to serve in the offices designated in the Bylaws. The exact number of members shall be determined by the Missional Leadership Team. The members nominated by the Missional Leadership Team, including the person designated by the Missional Leadership Team to serve as chairperson, shall be affirmed by the Conference Assembly. Each member shall serve a three (3) year term, which can be renewed, with the terms being staggered to support continuity. All Gifts Development Team members will be limited to three (3) consecutive terms.

Section 2. Nomination Procedure. The Gifts Development Team will consult with the Missional Leadership Team in regard to all nominees provided by the Gifts Development Team. The nominees shall be interviewed concerning their interest, call and ability to serve.

Delegates may present additional nominees to the slate on the floor of annual sessions with the nominee's prior consent and in consultation with Gifts Development Team and Missional Leadership Team.

ARTICLE 11. OFFICERS AND CONFERENCE STAFF

Section 1. Officers of Indiana-Michigan Mennonite Conference. The officers of Conference shall consist of a Moderator, Moderator-Elect, Secretary, Treasurer, Conference Pastor, and such other officers as the Missional Leadership Team may determine from time to time.

A. The Secretary and Treasurer shall be selected annually by the Missional Leadership Team. Their duties shall include those duties provided for in these Bylaws, those duties which usually pertain to said respective officers, and those duties which are specifically assigned by the Missional Leadership Team from time to time. Any duties specifically assigned by the Missional Leadership Team are subject to limitations imposed by the Missional Leadership Team.

B. Unless otherwise determined by the Missional Leadership Team, the Secretary duties shall include recording minutes of the Conference Assembly and the Missional Leadership Team and authenticating

records. The Secretary and Treasurer may be removed by the Missional Leadership Team at any time, with or without cause. Unless otherwise provided herein, the Secretary and Treasurer will serve for a term of one (1) year and until their successors are elected and shall qualify, unless removed earlier by the Missional Leadership Team. In the case of any vacancy in the office of Secretary or Treasurer, the vacancy shall be filled by the Missional Leadership Team unless otherwise provided in these Bylaws. No two offices shall be held by the same person at the same time.

- C. Unless otherwise directed by the Missional Leadership Team or the Conference Assembly:
 - 1. Documents on behalf of the Conference involving real estate, such as deeds, easements, mortgages and documents involving significant financial obligations, such as notes and lines of credit, shall have two (2) signatures, with one signature being the Moderator or Moderator-elect and one signature being the Conference Pastor or Treasurer.
 - 2. Checks and investment management instructions may be signed by any one of the Conference Pastor, the Moderator, or the Treasurer.

Section 2. Conference Pastor.

A. The Missional Leadership Team shall recommend a Conference Pastor for appointment by the Conference Assembly and with accountability to the Missional Leadership Team. The Conference Pastor shall serve as chief executive officer providing general supervision for the work of the Conference and personnel supervision for Conference staff.

B. The Conference Pastor will work with the Missional Leadership Team in developing a vision for the Conference and implement the vision with the help of other Conference staff and may employ office staff according to Conference personnel policies. The Conference Pastor will serve as a liaison to Mennonite Church USA and Constituency Leaders Council.

C. The Conference Pastor shall serve for a three (3) year term and may be reappointed for additional three (3) year terms.

Section 3. Staff Ministers. The Conference Pastor, in combination with the Missional Leadership Team, may appoint other staff ministers, subject to confirmation by the Conference Assembly.

ARTICLE 12. RELATED ORGANIZATIONS

Section 1. Conference-Owned Organizations. Conference-owned organizations shall be operated by a board of directors of seven (7) to twelve (12) members which shall be accountable to the Conference Missional Leadership Team. Ordinarily boards shall be made up of three (3) members elected by Conference Assembly for three (3) year staggered terms; additional members appointed by Conference Missional Leadership Team for three (3) year staggered terms; and the Conference Moderator or designee. Each board shall have opportunity to identify giftedness needed in new board members and make recommendations of such persons to the Gifts Development Team and the Missional Leadership Team. Board members may serve up to three (3) consecutive terms.

Organizations currently owned are: None.

Section 2. Associated Organizations.

A. Mennonite-related ministry 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 Assembly. The Conference does not have legal or financial responsibility for associated organizations.

Associated organizations currently recognized are:

1. Amigo Centre
2. Anabaptist Deaf Ministries
3. Anabaptist Disabilities Network
4. Bethany Christian Schools
5. The Colossian Forum
6. Everence
7. Great Lakes Area Choice Books
8. The Hermitage
9. MDC Goldenrod
10. Menno-Hof
11. Mennonite Central Committee Great Lakes
12. Oaklawn

B. A Mennonite-related organization can submit a request for associated status to the Missional Leadership Team, along with an explanation of the mutually beneficial relationship they desire. The Missional Leadership Team will consider the request and may grant or decline associated status.

C. The Missional Leadership Team may remove an organization from associated status at any time by written notice to the last official address on file with the Indiana Michigan Mennonite Conference. Additionally, an organization may withdraw from associated status by written notice to the Missional Leadership Team at its official address.

D. A current list of associated organizations is maintained in the annual conference directory and on the website.

ARTICLE 13. AMENDMENTS

Section 1. Amendments to Articles of Incorporation. The Articles of Incorporation may be amended by a two-thirds (2/3) majority of all votes cast by Conference Assembly delegates, provided that a sixty (60) day advance notice of the substance of the change has been communicated to delegates and has been announced in a Conference publication. Without notice, amendments shall require a ninety percent (90%) majority.

Section 2. Amendments to Bylaws. The Bylaws may be amended by a majority of all votes cast by Conference Assembly delegates, provided that a sixty (60) day advance notice of the substance of the change has been mailed to delegates. Without such notice, amendments shall require a two-thirds (2/3) majority.

Section 3. Interpretation. Conference Assembly shall have the right of final interpretation of any questions regarding the Articles or Bylaws.

Chapter 3 Missional Leadership Team and Staff

Missional Leadership Team Report 2018-2019

By Paula Killough, moderator

This has been a year full of the rich feast of good gifts from God!

We began this year in passion after our gathering in Indianapolis, led by the CAMFELL congregations. We were filled through the celebration of our conference practices, getting to know two of our new congregations, Emmanuel Living Christian and Mara Christian, along with many experiencing the faithful outreach of Morning Star in Muncie.

Dan Miller, Conference Pastor, began his sabbatical in August and we had the privilege to welcome Tim Burkholder and Sharon Witmer Yoder in interim roles during Dan's rest and renewal.

At our August MLT retreat we named two areas of vision focus for the year:

- Resourcing congregational leaders utilizing our leadership fund
- Recognition of the desire to focus our attention in three areas – congregation/region/world

We were able to bring this vision focus to the All Teams Retreat in September where we were blessed by Tim Burkholder's wise counsel to begin to think about our "conference organization" in new ways. We are grateful for the efforts of our accomplished and hard-working staff, but also now recognizing their work is magnified by the many volunteers serving on our teams – Missional Leadership, Leadership Enhancement, Credentialing, Gifts Development, and Stewardship – along with many congregational coaches and now the search guides who are ably leading search processes alongside Sharon Witmer Yoder.

In November we said goodbye to Tim who had led a very smooth transition and welcomed Dan back with renewed energy and new vision for leadership. Also, in November Leadership Enhancement and MLT brought pastors together for retreat and renewal at Amigo Centre led by Brad Roth with his encouraging presentations on renewing our hope and our congregations.

At this point in the year we were blessed by Sharon Witmer Yoder accepting the ongoing role of Conference Pastor for Leadership Transitions and by the creating of the new conference website by our creative Administrative Coordinator, Anna Board.

MLT has spent most of the spring planning for our gathering for Annual Sessions, June 13-15 at Amigo Centre. We are looking forward to *Practicing Our Hope* together as a time of learning, fellowship, refreshment and celebration.

It has been my privilege to serve you as moderator and I am filled with gratitude for all who are part of our community of congregations leaning into hope in Christ Jesus.

Conference Pastor Staff Report 2018-2019

Conference Staff

Dan Miller, conference pastor

Credentialing and leadership development. With Sharon Yoder on staff as conference pastor for leadership transitions, and with a dozen Search Guides, IMMC is:

- Currently working with 5 search committees (This year 7 pastors were identified and began serving in congregations.)
- Supporting an additional 9 congregations in various stages of leadership transition
- Contacting references, and then potential candidates, about their availability
- Connecting new pastors with mentors
- Celebrating the ordination of 5 pastors in the past year
- Scheduling Healthy Boundaries trainings
- Exploring church planting possibilities
- Participating in Journey weekends, mentor contacts

We are so fortunate as a conference to have many quality leaders contributing through conference leadership teams. These leaders enable us to continue being conference with each other across IMMC.

Dan Miller was on sabbatical August through October. **A BIG THANKS!** to Sharon Yoder and Tim Burkholder, who provided coverage during that time.

Connecting with pastors and congregations. Dan (and Tim) connected with pastors in SwaNee Lake Plus, Elkhart, Goshen, CAMFELL area councils, and with the Michigan Leaders summit. *Gospel Evangel* tells stories of congregational transformation. Tim highlighted IMMC's increasing dependence on volunteers, and the high quality work that is being done.

Celebrating. IMMC is graced with many wonderful people. The new office space is working, and staff is pretty well-settled.

Staff transitions

- Tim Burkholder and Sharon Yoder covered Dan Miller's August-October sabbatical.
- Sharon Yoder began mid-January as 0.25 FTE Conference Pastor for Leadership Transitions.
- Anna Board and Jim Norton provided staff continuity in the office.
- Cindy Steiner and Nedra Gnagey have provided volunteer coverage in the office at various times this year.

Publications

- Anna became editor for the *Gospel Evangel*. Each issue features at least one congregational story, sometimes two. Sometimes the second story features a conference resource, such as congregational coaches or search guides. If you have a story about your congregation being changed in mission, contact the office.
- The monthly *weLink*, is emailed to delegates.
- Quarterly *Missional Seeds* letters inform donors of recent conference developments.

Event coordination

- The Missional Leadership Team retreat was July 27-28 in the new office space.
- The fall All-teams Retreat was September 28-29 at College Mennonite Church, who are very gracious hosts.
- The second Pastor Gathering was held November 5-7, 2018 at Amigo Centre. Brad Roth, Mennonite pastor and author, spoke on the theme – ***Anchored in Hope / Forward in Love: Rural, Urban, and Suburban Churches Walking together in Mission***. The Pastor Gathering combines three events, sponsored by Missional Leadership Team, Ministry Credentialing Team and Leadership Enhancement Team.
- Missional Leadership Team is planning for Annual Sessions 2019 at Amigo Centre.
- Annual Sessions 2020 will be in the Goshen area, planned by the Goshen area churches.

Office space

- The office moved to space at East Goshen Mennonite in the latter part of July 2018. Anna worked with movers to organize the physical move. Special thanks to Cindy Steiner for her help with planning, preparing the space, and many other details; Millard Graber; Ray Van Daele; Michael Grieser; Galen Graber, and others.

- Pastors Naomi Yoder and Merle Hostetler have welcomed us warmly and the two staffs often have break together on Wednesday mornings.

Technology

- Atlas IT moved the computer network to new office space. Staff continue to be pleased with their service.
- At Atlas IT's recommendation, we are looking at replacing staff computers this year. All units are 4-6 years old, but they working well, and there have been no major glitches.

Chapter 4 Committees/Teams

Leadership Enhancement Team Report 2018-2019

By Rhonda Yoder, chair

Members:

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

LET acts to support congregations in fulfilling the conference's mission statement, primarily by giving attention to the encouragement, healthy growth, and development of pastors to serve as effective Jesus-centered leaders.

To this end LET focused especially on three primary areas:

1. "Framework for Pastoral Growth." Each year LET has asked pastors to focus on two of the six pastoral core competencies. For 2018-19 these two were Leadership and Biblical stories. LET suggests some resources to focus on and expects pastors to work with an accountability partner, then report their experience to LET at the end of the conference year.
2. Congregational Coaches. LET encourages all congregations to work with a Coach, primarily through the pastors, to help enhance the pastor-congregation relationship in carrying out the congregation's mission. Currently, only a minority of the conference congregations work with a Coach; LET encourages all others to also do so. LET resources Coaches in two meetings annually.
3. Pastor Gathering. This annual November event alternates between a primarily retreat focus or one with special input. In 2018 the Gathering highlighted pastor and author Brad Roth who stimulated discussion on the church growing its mission in its particular environment. Some entertainment, contemplation, relationship-building, and leisure activity added to pastoral refreshment.

Additional LET activities included:

- Approved applications for Leadership Training Grants. These support a broad variety of leadership development activities. Most frequent were those for the Journey program. The grant also supported training for Healthy Boundaries seminar leaders.
- Assisted MCT in developing a Welcome statement for new pastors coming into conference responsibilities.
- Pastor recognition at Annual Sessions.

Future activities will build on all of the above; give additional attention to leadership development; and consider how to better incarnate intercultural competence.

LET is staffed by Dan Miller, conference pastor, and assisted in the office by Anna Board, conference administrative coordinator.

Ministry Credentialing Team Report 2018-2019

By Kevin Yoder and Angy Moore, co-chairs

The Ministry Credentialing Team is blessed to interview, process and discern the call of conference pastors and their licensing and ordinations to congregational assignments. Committee members in the last year were Wilma Baily from Shalom, Ruben Chupp, retired pastor, Suella Gerber from Fellowship of Hope, Angy Moore from Kern Road and Kevin Yoder from Belmont Neighborhood Fellowship. Sharon Yoder, Tim Burkholder and Dan Miller all sat with the team as staff at some point in the year. Angy and Kevin served as co-chairs while Dan Haarer served as recording secretary.

We met 6 times in the last year while also conducting 8 interviews with licensing or ordination candidates. We processed 10 different candidates and reviewed one case of alleged sexual misconduct. Four mentoring pairs were started for new pastors.

MCT hosted a Healthy Boundaries Seminar in November (In conjunction with LET's Pastor Retreat) and also contacted pastors to encourage boundaries awareness and attendance at seminars. Several forms were updated and a new document drafted entitled "Welcoming Pastors to IMMC".

Leadership Report of Credentialed Persons

May 23, 2018 – June 1, 2019

Ordained

Sept	23	'18	Naomi Yoder, East Goshen MC, Goshen, IN
Nov	25	'18	Barbara Devereaux, Kern Road Mennonite Church, South Bend, IN & Hudson Lake, New Carlisle, IN
Dec	2	'18	Chhaki Khaimi (Ang Rem), Mara Christian Church of Indianapolis, Indianapolis, IN
Apr	7	'19	Brian Bither, Shalom MC, Indianapolis, IN
June	2	'19	Katie Misz, Waterford MC, Goshen, IN

License Toward Ordination

Nov	4	'18	Mariah Martin, Bonneyville Mennonite Church, Bristol, IN
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License Extension

Nov	16	'18	Rex Jones, Ninth Street Community, Saginaw, MI (until 11-20-2020)
Dec	18	'18	Shannon Dycus, First MC, Indianapolis, IN (until 1-20-2021)

License Withdrawn (non-disciplinary)

Sept	30	'18	Emily Hostetler, Yellow Creek MC, Goshen, IN
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New Pastoral Leaders

<u>Beginning Date</u>				<u>Installation Date</u>		
Jul	1	'18	Steve Thomas (transitional), Prairie Street, Elkhart, IN	Jul	1	'18
Jul	1	'18	David Maldonado, College Mennonite, Goshen, IN	Jul	15	'18
Jul	1	'18	Madeline Maldonado, College Mennonite, Goshen, IN	Jul	15	'18
Oct	15	'18	Randall Miller (transitional), North Main, Nappanee, IN			
Nov	1	'18	Thomas Kauffman (transitional), Paoli MC, Paoli, IN	Nov	11	'18
Jan	1	'19	Steve Slagel (transitional), North Goshen, Goshen IN			
Jan	1	'19	Charles Geiser, Sunnyside MC, Elkhart, IN	Jan	6	'19
Jan	1	'19	Teresa Geiser, Sunnyside MC, Elkhart, IN	Jan	6	'19
Feb	1	'19	Mark Schloneger, Berkey Avenue, Goshen, IN	Feb	17	'19
Mar	1	'19	Kevin Yoder (interim), Belmont Neighborhood Fellowship, Elkhart, IN			
Mar	17	'19	Mark Stahl, Parkview Mennonite Church, Kokomo, IN	Mar	31	'19

Congregational Coach Assignments

Jan	1	'18	Bob Richer Smith, Prairie Street Mennonite, Elkhart, IN
Feb	17	'19	Tim Lichti, Holdeman Mennonite Church, Wakarusa, IN

Credential Transfer

Jan		'19	Rebecca Kauffman to Ohio Conference
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Completion of Ministerial Assignment

Jun	30	'18	Rebecca Kauffman, Paoli Mennonite Church, Paoli, IN
Jul	31	'18	Ruben Chupp, North Main Mennonite Church, Nappanee, IN (retired)
Sept	30	'18	Randall Miller, Sunnyside Mennonite Church, Elkhart, IN (transitional)
Oct	2	'18	Mark Schloneger, North Goshen Mennonite Church, Goshen, IN
Nov	29	'18	Marty Lehman, College Mennonite Church, Goshen, IN (retired)
Dec	31	'18	Kevin Yoder, Olive Mennonite Church, Elkhart, IN
Dec	31	'18	Sharon Yoder, Olive Mennonite Church, Elkhart, IN

Dec	31	'18	Anna Ruth Hershberger, Belmont Neighborhood Fellowship, Elkhart, IN (transitional)
April	2	'19	Robert Brown, First Mennonite Church, Indianapolis, IN
May	31	'19	Velma Swartz, Waterford Mennonite Church, Goshen, IN
June	30	'19	Jane Stoltzfus Buller, Walnut Hill Mennonite Church, Goshen, IN (retired)
June	30	'19	Larry Rohrer, Belmont Mennonite Church, Elkhart, IN (retired)

Credential Withdrawn Due to Congregation Leaving

Sept	30	'18	Jason Ramer, Yellow Creek Mennonite Church, Goshen, IN, pastor
Sept	30	'18	Guishik Cha Nam, Yellow Creek MC, Goshen, IN, church planter
Sept	30	'18	Wes Bontrager, Yellow Creek Mennonite Church, Goshen, IN, pastor
Nov	6	'18	Phil Yoder, First Mennonite Middlebury, Middlebury, IN, pastor
Jun	24	'18	Nancy Rodriguez Lora, True Vine Tabernacle, Elkhart, IN, pastor

Deceased Pastors

Bill Scott, 77, of Saginaw, MI died March 26, 2019. He is survived by his wife, Vivian; children Gerri (Jeffery) Bowen, Ethelind Scott, Tobin (Myra) Williams, Tracey (Greg) McKinney and 9 grandchildren and 10 great-grandchildren. Bill received a BA from Central Michigan University and was ordained at Ninth Street Mennonite Community Church, Saginaw MI in 1996. He also served a three-year assignment with MCC. Bill received numerous awards and certificates for ministry and community service.

Gordon Dyck, 84, of Estes Park Colorado passed away on November 2, 2017 after a 3 year battle with ALS. He is survived by his wife Judy Beechy, children Teresa (Ken) Mauzy of Goshen, Jeffery (Lara Troyer) Dyck, and two grandchildren. Gordon served as pastor of First Mennonite Church, Nappanee for five years followed by five years as Conference Minister for Central District Conference. He then enjoyed a 30 year career at Oaklawn where he filled many roles. He served as Overseer/Pastoral Consultant for a number of Mennonite churches as well as filling several interim minister positions. He also volunteered with many nonprofit community and church related organizations, serving on boards and committees.

Richard W. Yoder, 88, of Goshen, died Sunday, August 12, 2018. Richard is survived by his children, Sanna Yoder Walters (Rick) and Lisa Caskey (Jim) of Goshen, and stepchildren, Al Weldy (Carla) of Goshen and Stanley Weldy (Barbara Fischer); and ten grandchildren. Richard served as dean of men at Goshen College, youth and lead pastor at North Main Street Mennonite, Nappanee, IN and for 16 years as pastor of First Mennonite Church, Indianapolis. He established the pastoral care program at Community Hospital North, Indianapolis and serve there until 1996. He served as conference minister for IMMC during two terms from 1999-2002. Richard also served on several boards and volunteered for MCC, MDS, and many local agencies.

Stewardship Team Report 2018-2019

By Cindy Steiner, chair

The Stewardship Team (ST) meets monthly at the Conference office with two members joining by video conferencing. The Conference Pastor and the Bookkeeper also join our meetings. We are happy to welcome Duane Yoder from Fairhaven Mennonite Church, Fort Wayne, IN to our team.

A limited financial review of the 2017-18 Indiana-Michigan Mennonite Conference (IMMC) fiscal year was completed on October 31, 2018 by a CPA. The financial records were found in good order with a few follow-up suggestions. We have updated the summary of our special funds and liability accounts, documenting the purpose and stating who is responsible to administer each fund.

The Capital Fund provides matching grants to IMMC congregations for capital needs such as building, renovations, expansion or needed improvements. ST is in the process of updating the guidelines to include a broader range of capital projects as the needs of our churches are changing. These may include renewable energy projects, “safe space” compliance, and technology upgrades.

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.

ST completed the Case Statement for Support for Indiana-Michigan Mennonite Conference and it is now available in print. The case statement provides a unified starting point for our conversations, stating the purpose and vision of IMMC and how the work of Conference benefits our pastors and congregations. It also suggests tangible ways to support the conference community. We encourage using this as a way to promote awareness of IMMC

and to encourage stronger commitment toward the mission of Conference.

A major project has been the creation of a video promoting IMMC. This will provide a visual tool that tells the story of the ways IMMC has impacted people and congregations. This will be on the website and available to your congregations.

We are grateful for the ongoing generosity of each congregation, Missional Seeds Giving Club member and individual. Thank you for your support that enables us to grow together as a community of grace, joy and peace, sharing God’s love in our world.

Chapter 5 Conference Institutions

Journey, A Conference-based Leadership Development Program

2018-2019 Report

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

Forty-three people were involved in the Journey program during the 2018-2019 year, including eighteen participants and sixteen mentors. Five participants and five mentors are from Indiana-Michigan Conference, including: Osée Tshiwapé and mentor Nina Lanctot; Tonya Gates and mentor Rosetta Brown; Robert Hunt and mentor Keith Kingsley; Merv Reist and mentor Harold Yoder; and Ellen Morey and mentor Sally Longley. Conference ministers, seminary staff, proctors, and two additional pastors also participated. Osée Tshiwapé and Tonya Gates are completing the program this spring.

All participants gathered at Amigo Centre for the fall Weekend Learning Event with the theme “Abide with Me as I Abide with You.” Pastors Duane Beck and Donna Mast, proctors for Journey, led the Friday evening session, “inFORMation: Stories of Formation.” On Saturday, their sessions were “FORMation: Stories of Practice” and Sunday’s session was “transFORMation: Stories of God’s Work in our Lives.” Eleanor Kreider, assisted by David B. Miller, led worship sessions throughout the weekend. Saturday afternoon, Jewel Gingerich Longenecker and David B. Miller led an orientation to the online learning platform, preparing participants to access the Journey curriculum. 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. The timeline activity was led by Cliff Brubaker, regional pastor of Ohio Conference, in the absence of Dan Miller who was on sabbatical.

Following the fall gathering, participants joined online classes. 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 various forms of ministry.

The winter Weekend Learning Event was held on the AMBS campus. Presentations focused on the theme, “The Continuing Conversion of the Leader.” Friday evening’s session, led by David B. Miller, was entitled “Leading from Within.” Saturday’s sessions included: “Intersectionality and Undoing Oppression” by Nekeisha Alayna Alexis and “Gender Equality” by David B. Miller and Jewel Gingerich Longenecker. Sunday’s session, led by David, was “Healthy Boundaries.” Eleanor Kreider served as worship leader for the weekend. 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 winter Weekend Learning Event, participants again joined online classes and met bi-weekly in mentor-mentee pairs.

The Journey Board continues to play a vital role in keeping the program running. Many thanks to Nina Lanctot for chairing the board, Dan Miller, conference minister, and Cindy Voth, Indiana-Michigan Conference LET representative for serving on the board.

According to our Journey participants and alumni, Journey is a tremendous opportunity for lay leaders, pastors, church planters, 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.

COMING SOON

Mennonite Men

2018-2019 Report

By Steve Thomas, U.S. Coordinator

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

JoinHands: Grants for New Churches

Through your donations to JoinHands, Mennonite Men has granted over 2 million dollars to assist new congregations to acquire their first church building. The most recent grants went to two church projects in Africa. One went to this church in Dodoma, Tanzania (pictured above). This building will serve as a meeting house for a congregation and peace center in the Tanzania Mennonite Church. The second grant went to a church with Africa Inter-Mennonite Mission in Cradock, South Africa for a meeting house and community center. Eden Life Church in Kansas City, Missouri (pictured below), a member of South Central Conference will receive the next grant. This new church plant is serving immigrant populations from Ethiopia and South Sudan. These congregations are scheduled to receive grants:

- A Congolese Mennonite church in Oregon.
- A Hispanic Mennonite church in Pennsylvania.
- A Haitian Mennonite church in Florida.

The church is growing rapidly in these racial-ethnic congregations. We join God's work among them and share with these immigrant populations.

JoinMen: Retreats and Resources for Men

Responding to men behaving badly in our culture, we focused this year's retreats on healthy masculinity. This is also the subject of our new book, *Peaceful at Heart: Embracing Healthy Masculinity*. This in-depth exploration of masculinity is written from an Anabaptist perspective and published by Institute of Mennonite Studies and Wipf & Stock.

Another new development was the first annual immersion experience. During a week-long wilderness adventure in Taos, New Mexico men explored ways to live as followers of Jesus in a world where our lifestyles impact people and the planet.

Join Us: Individual and Congregational Support

Mennonite Men needs \$150,000 to fund grants for the church building projects described above and share with these growing immigrant congregations. Please consider how you and your congregations can partner with us. To learn more, support our work, download resources, or schedule a retreat, visit **MennoniteMen.org**.