

College Mennonite Church

Agenda: Congregational Meeting

Sunday, January 22, 2017, 6:00-7:30 PM, Fellowship Hall



For Summary of Marty Lehman's Term Review see inside

Vision: "A community of Jesus Christ, empowered by the Spirit, experiencing and extending God's love and grace."

Strategic Priorities (adopted April 2016):

- We will embrace diversity and improve our practices related to welcoming and actively including and inviting others into our physical space and spiritual community.
- As CMCers of all ages seek to follow Jesus, we will deepen our faith, strengthen theological understanding – especially of our own Anabaptist traditions – and grow through spiritual practices.
- We will grow in our practice of love, caring and unity, respecting diversity within our congregation and community

1. Welcome & opening hymn & prayer

2. Review of Agenda – Max Mertz

3. Review of minutes from November 13 congregational meeting

4. Marty Lehman Term Review/Renewal of Term

Marty Lehman will complete an initial 3-year term of service on the CMC pastoral team at the end of March. The Church Board has undertaken a review of Marty's ministry among us. *(See attached summary.)*

Recommended action: College Mennonite Church calls Marty Lehman to a five-year term of service on the CMC pastoral team, beginning April 1, 2017.

5. Spending plan update

6. Immigration local solidarity report – Phil Waite

7. Strategic Priorities updates

a) **Priority 1 (Hospitality/Welcoming): LGBT discernment** – Becky Horst

b) **Priority 2 (Faith/Spiritual Practices) update** – Tim Lichti

c) **Priority 1 (Hospitality/Welcoming): Goal 3 (Transforming physical space)**

Presentation of proposed action steps

8. Listening/discerning as a congregation

Opportunity to discuss/prioritize proposed action steps for transforming physical space

9. Other business

Including report from members group – Myrna Burkholder

10. Adjournment

11. Next meeting: March 26, 2017, 4 p.m.

Bring a treat/dessert item to share in a time of informal fellowship after adjournment (beverages/plates provided)

Term Renewal Recommendation for Marty Lehman

Recommendation for action at congregational meeting, January 22, 2017: ***The Church Board unanimously recommends that College Mennonite Church call Marty Lehman to a five-year term of service on the CMC pastoral team, beginning April 1, 2017.***

Summary of review

- Broad affirmation of Marty's engagement with congregational mission and administrative expertise in helping move ideas and tasks forward
- Recognition of Marty's strong faith, spiritual depth and personal integrity,
- Appreciation for Marty's infectious love for and commitment to College Mennonite Church and its mission
- Acknowledgement of Marty's productive investment of time and energy both in specific details and big-picture aspects of congregational life

Several things Marty has particularly enjoyed in her ministry at CMC

- Work with new members
- Opportunities to learn to know individuals /life situations of our Spanish-speaking participants
- Engagement with pastors-in-residence during Phil's sabbatical

Several areas of focus for Marty if she continues ministry at CMC

- Carrying the responsibilities of an organization is a 24/7 job, especially in today's hyper connected world. In order to sustain energy and quality in work, pastors (and others) need to take time "off the clock." Marty will to continue work with her spiritual director to define clear boundaries so that can sustain the excellence we appreciate so much.
- Marty is a gifted administrator. She is also a pastor. Those of us who work with Marty know she loves Jesus and the church. As a pastor, Marty will work on conveying the warmth of her faith in public ways, whether in occasional writing pieces or when she speaks in public.
- Recognizing that this is the work of the whole team, Marty will intentionally focus on building a team culture that reflects more the best and most winsome parts of our wider College Mennonite culture.

May our discernment be enveloped in Christ-like love and care for Marty and for the congregation as a whole.

Purpose of review

- Bylaws ask that Church Board conduct term reviews for each pastor
- Opportunity for congregation and for Marty to reflect on her ministry among us during past 3 years
- Opportunity to affirm strengths and growth, opportunity to express concerns
- Opportunity for congregation to consider renewing its call to Marty for service on the CMC pastoral team
- Opportunity for Marty to consider whether she continues to feel called to ministry at CMC

How was the review conducted?

- November 28, 2016: Surveys sent to representative members and staff who have worked directly with Marty in various capacities during her initial 3-year term. Public invitation in church bulletin for any other interested member to receive/complete survey by December 20
- Surveys asked for feedback on 23 statements related to Marty's ministry description and 3 narrative questions. Marty completed a self-review using the same survey.
- On behalf of Board, congregational representative Seth Yoder made an (anonymous) compilation of all responses
- Seth and Marty's supervisor, Phil Waite, met with Marty to discuss review results and Marty's self-review
- Marty, Phil, and Seth met together with the full Church Board on January 3 to review summary results and discuss with Marty her ministry at CMC
- Board made recommendation for congregational action

Synopsis of Marty's current ministry description (updated February 2016)

- Oversee administrative functions of the church including monitoring/communicating CMC policies/guidelines, hiring of non-pastoral staff, other human resource functions
- Direct supervision of 3 other pastors (Pamela, Daniel, Talashia) and direct or indirect supervision of most other non-pastoral staff
- Ensures appropriate collaboration/coordination among CMC's 5 program commissions
- Relating pastor for Discipling and Administration Commissions
- Provides overall leadership for CMC membership work, oversight of adult S.S. resourcing & communication
- Serves on Amity Corporation Board, chairs Amity Facility Management & Technology Committees
- Chairs CMC Endowment Fund Management Committee and participates in CMC Spiritual Gifts Discernment Committee, Food Services Committee, and board's Policy & Procedures Committee
- Participates in rotation of pastors on weekly emergency call list; minimally supports other pastoral functions as needed (visitation, worship leading, funeral planning, etc.)