

***New Ministries proposal for congregational action
Congregational Meeting, March 18, 2018 (6 p.m., CMC Fellowship Hall)***

The CMC Board recommends that the congregation invest \$250,000 in funds for New Ministries raised during our current Vision Campaign in community outreach with particular focus on our local Latino population.

Background:

Proposal directly addresses this strategic priority adopted by the congregation in April 2016:

Strategic Priority #1: Hospitality and Welcoming

We will embrace diversity and improve our practices related to welcoming and actively including and inviting others into our physical space and spiritual community.

- Current Vision Campaign: \$1-million goal to implement projects related to CMC's current strategic priorities, including \$250,000 for New Ministries
- So far, members have made pledges totaling approximately 75% of total campaign goal
- Number of pledges received specifically for New Ministries has been modest, but many indicate gifts may be used "where needed most"—more than sufficient to cover \$250,000 goal for New Ministries

If approved by the congregation, how does the Board propose we use this \$250,000?

- Cover the majority of costs of a three-year term of ministry for a combined total of 1.25 full-time equivalent pastors who would bring bridge-building pastoral experience, Spanish-English fluency, and special abilities to assess and develop effective community outreach here
- *See attached draft ministry description and biographical information on David and Madeline Maldonado.* If funding approved, Maldonados would come for a candidate visit April 20-22 with congregational call tentatively scheduled for May 13. (If called, likely would start July 1)
- David would work $\frac{3}{4}$ time, Madeline $\frac{1}{2}$ time for three year period: both with primary focus on community outreach
- Both also involved in/contribute to overall pastoral leadership of our congregation, so General Fund will include a combined total over the next three years of about \$50,000 for their support
- In addition to CMC ministry, David & Madeline would be able pursue passions/growth: study at AMBS, engage in leadership development among Mennonite congregations in Argentina

What outcomes do we expect from this investment?

- Foster the growth of God's Kingdom in Goshen and at CMC
- Gain experience/skill in opening doors of integration/new partnerships in our community
- Open ourselves to the Spirit's leading/presence during time of experimentation and learning
- Renewal through the ministry we undertake—exciting/unpredictable, but carrying us through times we may feel uncertain or anxious

We like who we are now. Why mess with what we do and how we do it?

- CMC would not exist if we did not already have an identity—we are grateful for all, young and old, who choose us as their congregational home; we are committed to continue ministering to and with all who are already here
- Our identity has changed throughout our history—and is changing whether or not we want it to. If we stop changing we will likely cease to exist

- Opportunity to call well-qualified leaders to help us discover ways to enrich what we consider familiar and beloved and assist us in learning to engage more effectively with the most rapidly-growing part of our local community

Don't we have enough needs of our own? What about music? What about pastoral care?

- Congregation assigns regular giving to support our ongoing ministries; Vision Campaign purpose is to provide additional funds to try something different
- Currently drafting a spending plan for our 2018/19 General Fund that *will include additional staff time devoted to music ministry*
- Committed to continue offering quality pastoral care to all CMC participants

Why this particular ministry? Why not divide the campaign resources among multiple ministries?

- Outreach to local Latino population routinely tops list of ideas for new ministries during congregational discussions (In January survey: 97% of respondents endorsed continuing Spanish-language ministry, with 75% supporting increased or robust increase in spending)
- In mid-December, some CMC leaders wondered whether there might be a way to draw on CMC's acquaintance with David & Madeline to assist us in thinking about such ministry--before we reached out to them, they contacted us Marty Lehman with an update on their own plans to pursue additional education and ministry following a year "off" from regular pastoral ministry
- Additional conversations soon led to a sense on both sides: God is opening doors for a fruitful ministry partnership with them at CMC
- Sense of the Spirit's leading helped us imagine this 3-year, substantial commitment to community outreach
- Potential results of this specific, in-depth investment may be much broader, for example strengthening our ability to carry out other ministries we have imagined (such as reentry), or to do things we have not yet imagined

Is this a fit for CMC?

- *Yes! ¡Si!* Proposal affirms/grows out of many parts of CMC's past identity and experience: bold decision in CMC's infancy to send two young women India mission work (two months later—they were there); 1930s/40s community outreach in various Goshen neighborhoods—some efforts with lasting impact/others transitory; CMC challenged and changed by welcoming refugee children and families into homes/community; partnerships with diverse faith communities (Saginaw, El Salvador, New Orleans, Florida, elsewhere); past decade: sitting at the table with a small number of Goshen's Latino population
- Let us boldly test what may happen if our invitation and interaction becomes much more visible, even while we remain aligned with our core Anabaptist-Mennonite identity

What about Los Embajadores? What about our guest pastor Luis Tapia?

- Those currently involved in Los Embajadores who have met Madeline and David: enthused about the prospects of their ministry here
- Our commitment to supporting Luis Tapia's education at AMBS remains intact—and he will continue to help lead some activities of our Spanish-speaking ministry
- Proposal provides promise of moving from diversity to fuller inclusion and equity for those who are already part of us—the potential of creating better ways to know each other more fully

Introducing: David and Madeline Maldonado



CMC Oct. 2013

Madeline preaching at CMC June 2016

David & his eldest granddaughter

Thirty years ago, David and Madeline Maldonado would not have imagined a path that would lead them to lives of faithful Christian discipleship and pastoring. In 1989, Madeline, who trained as an airline mechanic was “a tough, tough person,” rebellious, questioning. David had considered an accounting career, enlisted in the army, but by 1989 had gained experience smuggling marijuana across state lines, and loved cocaine and alcohol. Madeline took a first step towards a new life by responding to an altar call on Christmas Day. Then, on February 20, 1990, David “met the cross of the living Christ.” Their lives as individuals and as a couple began to change radically. Within three years David, with Madeline at his side, began what would turn into a 24-year stint of pastoral ministry at Iglesia Evangélica Menonita Arca de Salvación in Fort Myers, Florida. Both born into families of Puerto Rican heritage, their quarter-century ministry in Fort Myers led them to walk with and among brothers and sisters of other Caribbean and Central & South American countries, including Cuba and especially Guatemala.

Throughout their joint ministry in Fort Myers, Madeline and David focus was on inviting others to join in Christian community and providing opportunities for the spiritual growth and formation of all participants—long-time attendees or new believers. The presence of many new immigrants of different backgrounds challenged them to negotiate among differences of culture and focus on the unity of Christ’s body. As leaders of this diverse community, they also ministered to the

social needs of its members, including teaching skills needed to adapt to life in the U.S. and advocacy for undocumented immigrants in their midst. David reports that his strongest passion is for preaching and teaching. Madeline, herself a gifted speaker, is drawn to pastoral care and has strong organizational gifts.

Madeline and David are both ordained, and have been active in Southeast Mennonite Conference leadership. They also have held leadership positions in Mennonite Church USA. Each has preached at a MC USA convention. They each served on the Mennonite Church USA Iglesia Menonita Hispana board of directors, but at different times. This included attending meetings of the MC USA Constituency Leaders Council. Madeline is currently chair of the board of directors for the Mennonite Mission Network. She previously served as coordinator for the Hispanic Mennonite Women's group, and has served on the Goshen College board of directors.

Both David and Madeline have experience in international service, learning and teaching. They have frequently traveled to Guatemala to preach and teach in communities that were connected to Arca de Salvación, and about 15 years ago founded the Instituto Bíblico Peniel in Chiul, Guatemala. In 2017 they spent a month in Argentina representing Mennonite Mission Network during the centennial anniversary of the Mennonite church there and provided leadership development for several new congregations. Both also participated in an MCC Israel Palestine learning tour. Madeline and David are fully bilingual in English and Spanish.

A year ago, having groomed new leaders within Arca de Salvación, Maldonados resigned from their pastoral roles there. Throughout their years of full-time ministry, David has also worked full-time as a construction contractor in Fort Myers. David, with Madeline's assistance, has continued that work during the past year, based in Picayune, Mississippi (but frequently working in Florida). David and Madeline are parents of five children, and have 14 grandchildren—including Josiah born Feb. 20. They have a German shepherd, Bach. Madeline hopes to begin seminary studies at AMBS in the fall. David is interested in opportunities to improve his guitar playing and would like eventually to study at AMBS as well.

For the past decade, CMC has had a sister congregation relationship with Arca de Salvación. Several of our members have had opportunity to visit that congregation and assist in work projects related or with major events, such as the periodic visit of Guatemalan embassy officials. In October 2013, David & Madeline preached a joint sermon here. Many of us learned to know Madeline better in June 2016 when she served as pastor-in-residence during Phil Waite's sabbatical leave.

For more on Madeline's story, see: <https://themennonite.org/feature/give-call/>

For more on David's story, see: <https://themennonite.org/feature/youth-build-bridges/>

We invite your prayers for David & Madeline, and for College Mennonite Church, during this time of discernment.



College Mennonite Church
Ministry Description for Pastors of Community Outreach
David & Madeline Maldonado

Reports to: Pastoral Team Leader
Directly supervises: Volunteer Leaders of Latino Ministry Groups
Direct collaboration: *Outreach Commission chairperson and members*
Status: David 0.75/Madeline 0.5 FTE [total: 1.25 FTE]

Note: David & Madeline are experienced in actively sharing pastoral duties with each other. We ask them to approach this ministry description in a collaborative way, determining among themselves the duties each works with within time allotted for their roles. Italicized duties in this description would be carried primarily by Madeline.

Job Summary

With special focus on CMC's strategic priority of embracing diversity and improve our practices related to welcoming and actively including and inviting others into our physical space and spiritual community, the pastors of community outreach will provide leadership and oversight for development of Latino ministries at College Mennonite Church, collaborate with other CMC leaders as appropriate for all areas of congregational life.

Note: David & Madeline will serve with CMC for 11 months each year. They will devote one month each year to working with leadership development among Mennonite congregations in Argentina. In support of this work CMC plans to provide round-trip airfare for them each year and will explore additional support that may be available in collaboration with Mennonite Mission Network or other sources.

Essential Functions

- Provide leadership to and develop vision for community outreach at College Mennonite with particular focus on Latino population in Goshen
- Provide expertise in communication, outreach, and integration models that effectively communicate the openness of our congregation to actively include and invite new participants in our physical space and spiritual community
- Participate in providing pastoral care, with particular focus on supporting Spanish-speaking participants at CMC, overseeing existing and developing new opportunities for broader involvement of these participants in CMC's congregational activities
- Build connections with Latino populations in Goshen, assessing community spiritual needs, extending welcome, and providing appropriate opportunities through CMC to those seeking a church home
- *Become acquainted with the student population at Goshen College, developing collaborative relationships with GC campus ministries to meet student spiritual needs*
- Provide support and supervision for leaders of Latino ministry groups
- *Serve on Vision Leadership Team, relating to Outreach Commission in pursuit of congregational vision and goals*

Other Responsibilities

- Meet monthly for supervision
- Spend time each week to personal Bible study, reflection, prayer and reading
- Participate in an annual review
- Participate in the rotation of pastors on the weekly emergency call list

- Participate in preaching, worship leading, prayers, children's time, funerals, etc. as requested
- Network with leaders of other area Spanish-speaking ministries
- Meet with the following groups
 - Pastoral Team (2x month-participant)
 - Full Team (every other month-participant)
 - *Outreach Commission (monthly-VLT pastor representative)*
 - *Outreach chair (monthly agenda planning)*
 - *Vision Leadership Team (2x month-participant)*
 - Weekly Worship Planning
 - Other commissions and board at least once annually to discuss effective collaboration and integration of new participants into congregational life

Core Competencies

- **Mission ownership:** Demonstrates understanding and full support of the vision and goals of the congregation and articulates those to others. Lead ministry groups and leadership teams to be in line with stated vision and goals.
- **Interpersonal Skills:** Demonstrates the ability to lead others. Demonstrates the skills of active listening and openly accepts criticism. Productively engages and resolves interpersonal conflict. Holds others accountable in a spirit of love.
- **Management Skills:** Understands his/her leadership style and temperament type. Delegates, empowers and holds leaders accountable. Arranges for resources to get things done
- **Leadership Development:** Is a good judge of talent and spiritual giftedness. Can accurately project how people are likely to perform in a variety of settings. Provides challenging and stretching tasks and assignments for developing leaders. Stretches people to try new skills and accept new levels of responsibility.
- **Social Witness:** Demonstrates a personal conviction to truth and justice; leads the congregation in its articulation of social witness; advocates on behalf of the marginalized and encourages others to do the same. Encourages the development of ministries that allow the congregation to live out its social witness.
- Demonstrates an understanding of discipleship as journey or process; encourages ministry groups to commit to study, pray, play and serve together. Assists others into reflecting on spiritual journeys, encouraging faith formation and promoting discipleship.

Minimum Qualifications

- Commitment to a Christian lifestyle and beliefs in an Anabaptist perspective
- Ability to become a member in good standing of CMC
- Prior experience in pastoral ministry
- Fluency in Spanish and English

Physical Requirements

- Able to move freely in and out of pastoral care settings
- Able to speak in a public forum