

College Mennonite Church
Agenda: Congregational Meeting
Sunday, May 13, 2018, 6:00-7:30 PM, Fellowship Hall



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

Strategic priorities:

- 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.

WE ARE HOLDING TWO OPEN SESSIONS MAY 6 (8 A.M. & 11 A.M.), Rm. 112 FOR ANYONE INTERESTED IN FURTHER DISCUSSION OF CALLING DAVID & MADELINE MALDONADO TO MINISTRY AT CMC—See additional information following agenda. We invite your prayers for David & Madeline, and for College Mennonite Church, during this time of discernment.

1. Welcome

2. Review of agenda

3. Review of minutes from March 18 and April 22 congregational meetings

4. Calling David & Madeline Maldonado

The CMC Board unanimously recommends David and Madeline Maldonado to serve as pastors of community outreach. As approved by the congregation on March 18, primary funding for these 3-year positions will come from gifts received through CMC's Vision Campaign.

Before taking action we will have a time of prayer and a time of discussion.

Recommended action: College Mennonite Church calls David and Madeline Maldonado to serve a three-year term as pastors of community outreach.

5. First look at proposed 2018/19 CMC Ministries Fund

The proposed Fund provides for several shifts in staffing, including a 1/4-time staff position for music ministry and 0.8 FTE congregational administrator (to carry many of the administrative pastor's duties upon Marty's retirement in Nov.)

6. Vision Campaign Updates

7. Listening/discerning as a congregation

Table group discussion with other members.

8. Other business

9. Adjournment

Next meeting: June 17, 2018, 6 p.m. – Action on 2018/19 CMC Ministries Fund

Maldonados and CMC's Welcome Statement: A statement from the CMC Board

Are Maldonados at variance with CMC's Welcome Statement? This is an important question that CMC leaders raised with David and Madeline prior to proposing them as candidates for ministry here. CMC states publicly that all humans are created in the image of God and that all, including those with different sexual orientation, are welcome as full participants in our congregational life. Both David and Madeline are fully affirming of that statement and have practiced the same sort of welcome at *Arca*—a congregation that has included gay individuals and couples and transgender youth.

It is the Board's understanding that CMC adopted the Welcome Statement to inform and represent the collective practice of CMC. The statement was not intended to prescribe or prohibit specific individual beliefs. David and Madeline understand that as a congregation CMC is widely accepting of and willing to endorse same-sex covenanted relationships. *They have stated clear readiness to work respectfully and cooperatively within this dominant understanding.*

During the April 22 question & answer period with Maldonados, David was questioned about one aspect of his personal beliefs. After clarifying exactly what the questioner wanted to know, David stated that his personal belief is that homosexual relationships are immoral. We--and Maldonados---understand that that belief is at odds with the dominant understandings of College Mennonite Church members. It is a sign of Maldonados' integrity and forthrightness that David chose to answer the question directly and without evasion.

What the narrow scope of the question left unclarified is how that personal belief informs David and Madeline's engagement as pastors with people who are in relationships they consider immoral. An important clue to understanding how they engage pastorally with people is the comment David made in several settings during their visit: "I am not God's lawyer." Although not personally endorsing such relationships, they have never excluded someone from fellowship based on such criteria.

Maldonados' former congregation, *Arca*, is different from CMC in many ways. Nonetheless, the participation of LGBT individuals and couples in congregational life at *Arca* suggests that *Arca's* practice of inclusion is at least effective as CMC's. The effectiveness of *Arca's* welcome is a fruit of the leadership style and engagement of David and Madeline in a setting where dominant understandings might tend towards exclusion. As leaders who have interacted closely with David and Madeline in recent months, we are convinced that what they may bring with them will not dilute CMC's Welcome Statement or the broader understandings it carries for most of our participants. Their desire to share Christ with any and all is what makes them bold enough to risk joining us in ministry. We believe they have the gifts to assist us in becoming more skilled at the inclusion we have preached with words (but perhaps struggle to implement in practice).

In processing our Welcome Statement CMC expressed the hope that adopting it would not create new litmus tests of exclusion for members (current or future) whose beliefs are at some variance with majority beliefs here. As long as all are willing, as are the Maldonados, to extend unqualified welcome and respect—to forbear--we protect our tent from being open on one side and closed on another. As we move forward in discerning for or against a call for David and Madeline, we encourage honest and sincere discussion about concerns you may have. *If you do have concerns we especially encourage you to bring those for open discussion prior to submitting a ballot.* There will be opportunities for open discussion May 6 (8 a.m. & 11 a.m.) and, most importantly, at the May 13 congregational meeting 6 p.m.

CMC Board: Joe Springer (Chair), Becky Horst, David Lapp Jost, Richard Kauffman, Ron Kennel, Rosalyn Troiano, Seth Yoder; ex officio: Phil Waite, Marty Lehman

Calling Maldonados: A Statement from the CMC Pastoral Team and Congregational Coach Ron Guengerich



We are excited about the prospect of David and Madeline Maldonado coming to serve with us on the pastoral team. We recognize that David and Madeline are different from the rest of us in many ways, including perspectives on some issues related to our Welcome Statement. Ministry at Arca de Salvación is different from ministry at CMC.

In their own ministries they have related with lesbian, gay and transgender participants in their congregation with sensitivity, kindness and respect, honoring confidentiality, and showing hospitality, even in a context where others might be demeaning or demonizing in spirit. Everything we have learned about their character confirms their integrity and courage.

Earlier in our conversations with them, Phil told them directly that our Welcome Statement would likely mean we would have a same-sex wedding at CMC in the next several years, and asked them if they could accept this. Their answer was an unequivocal yes, but asked that we respect their consciences if they are unable to officiate at a same-sex ceremony. Madeline shared that while she was not ready to officiate at the wedding of her lesbian niece, she attended in love and support for her niece.

In the spirit of forbearance, officially embraced by Mennonite Church USA at the Kansas City assembly, David and Madeline have “hung in” (remained) with Mennonite Church USA, even as they have been shunned by friends who have left the denomination. They rebuffed efforts from Evana Network to get them to lead Arca de Salvación out of MC USA. We are confident that David and Madeline will continue to work with us in this spirit of forbearance.

David and Madeline have repeatedly expressed eagerness to learn from CMC and to further their education at the Anabaptist Mennonite Biblical Seminary. They will learn from us about ministry in our context, and we expect to learn from them about relating with our Latino brothers and sisters (which is also an important part of our Welcome Statement).

We as pastors believe the Welcome Statement is a broadening of our spirit of welcome, not a narrowing. We believe that the challenge of working with colleagues different from one another is part of the calling of all Christians, and part of what it means to be the church. Everything we know about David and Madeline convinces us that they are pastors who can meet this challenge with us in a spirit of unity.

We have sensed the movement of the Holy Spirit in our conversations with David and Madeline, and are confident the Holy Spirit will continue to lead us through the challenges and opportunities ahead.

College Mennonite Pastoral Team: Phil Waite (Pastoral Team Leader), Pamela Yoder, Daniel Yoder, Talashia Keim Yoder, Marty Lehman, together with Ron Guengerich, Conference Coach

Link to the Forbearance Resolution <http://mennoniteusa.org/wp-content/uploads/2015/05/ForbearanceResolution.pdf>



A welcoming congregation
of Mennonite Church USA

Introducing:

David and Madeline Maldonado



David & Madeline preaching at CMC, October 2013

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 Picauyane, 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