

Discernment Guide

The work of the church is best described as discussion and discernment, rather than as debate and decision. We want to provide the best possible atmosphere for discussion and discernment in these delegate sessions.

We have much work to do in a short period of time, while at the same time conducting ourselves in a manner that allows for maximum discussion. We need to use procedures that are fair and open, but not complex and cumbersome. The size of our delegate body makes it difficult to make decisions through a process of simple consensus. A brief introduction to some basic rules may help us. As usual, we will have a parliamentarian to assist us in our work.

About Motions

During a delegate session, you may wish to introduce a motion, raise a question, or extend discussion. Please follow these basic principles:

- A motion or resolution of new or substantive business must first be taken to the Resolutions Committee by the mover and seconder. The purpose of this committee is to help us complete our business on time by reviewing new motions for clarity and appropriateness before they are brought to the Assembly.
- The Resolutions Committee has the prerogative to combine resolutions with others or modify them for presentation, to refer a resolution to the General Board or other body as an alternative to delegate action, or to rule a motion out of order. If the delegates disagree with a decision of the Resolutions Committee they can bring a motion to the floor. In that case, the moderator will call for a vote on whether to debate the motion. This vote will require support of a simple majority of the delegates.
- To amend a motion, limit or extend debate on a motion or lay a motion on the table, you will need to make a motion to that effect while the main motion is still under consideration. To do that, seek recognition from the moderator and then make the motion.
- To object to consideration of a motion, call for a more precise vote, ask a question of parliamentary procedure, or offer information on a question, seek recognition of the moderator and make your comment or motion. This includes a call for a recess, or adjournment.

- In order to facilitate a good process, amendments to resolutions that appear on the agenda should be presented in advance in writing to the Resolutions Committee before they can be offered to delegates.
- Any delegate may speak to points of order and other motions of parliamentary procedure, such as a motion on the table.
- Only registered delegates can make or move motions as well as vote.
- Most motions require a second — that someone else also indicates a desire to consider the motion. When the moderator asks for a second to a motion, please raise your hand and seek acknowledgement.
- The MC Canada General Board Executive Committee may offer an amendment or a new resolution without processing it through the Resolutions Committee (for the purpose of efficient process).
- 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.

Basic Guidelines

- Our overarching interest in a delegate assembly is to make sure that we hear from as many persons as possible.
- If you wish to speak, please approach a microphone and be recognized by the moderator.
- We ask delegates to treat each other with respect in Christian love.
- Make sure you identify yourself and your area church or congregation before making your remarks.
- Please direct your remarks to the moderator and speak for yourself only, unless specifically commissioned to speak for a group. If so, name the group. We urge delegates to listen carefully to the flow of the meeting.
- Allow everyone who wants to speak an opportunity to do so before speaking a second time to the same motion.
- Speaking not more than twice to any motion in one day will help to ensure speaking opportunities for more delegates.
- Make it clear whether you support a motion on the floor or have a different view.
- Keep your remarks brief to allow others to speak after you.

Additional Items

Many of the proposals being brought for delegate action have been developed through an extensive process of feedback from congregations, area churches, as well as committees and boards.

- We encourage vigorous debate on proposals.
- We ask you not to show your approval or disapproval (for instance by clapping) of any speaker on the floor.

general

formation

witness

support services

finance

➔ discernment



2008 Assembly Discernment

1 **Christian Formation Council**

2 **Thriving pastors—Healthy churches**

3 **Introduction**

4 Scratch the skin of a healthy church and underneath you're likely to find a thriving pastor. Talk to a thriving
5 pastor and you'll discover s/he works in a high health congregation. The two belong together. The church, to
6 be healthy, needs thriving pastors. And pastors, in order to thrive, depend on healthy churches. Each
7 contributes to the well-being of the other. But what are the factors that help create this picture of health, and
8 what detracts from it?

9 During 2007, the Ministerial Leadership office of MC Canada's Christian Formation ministry conducted an
10 extensive survey of pastors in Mennonite Church Canada, going back to 1975. The goal of this research
11 project was to throw light on what makes pastors thrive – to increase our understanding of the dynamics and
12 factors relating to pastoral wellness and retention and those that do not. This year's Assembly offers
13 delegates an opportunity to hear the summary report on the findings of this initiative, and to explore together
14 the implications of what we have learned so far.

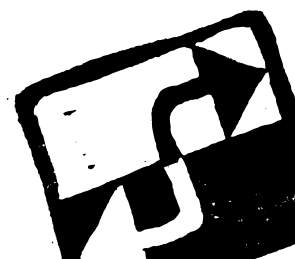
15 As I write this, the Ministerial Leadership office is in transition. Sven Eriksson, Denominational Minister for the
16 past five years, has retired. Beginning in the fall of this year, Karen Martens Zimmerly will assume the
17 responsibilities of this office. The annual Assembly falls neatly between these two events and as such affords
18 delegates of Mennonite Church Canada a unique opportunity to add their perspectives and observations to
19 the discussion of pastoral health in our church.

20 The Executive Summary that follows highlights a number of important implications for pastors, congregations,
21 Area Churches, Mennonite Church Canada, and our training institutions. We need your feedback to the
22 following questions:

- 23 • How do these findings relate to your observation and experience?
- 24 • What can you affirm, and what questions does this raise?
- 25 • Do you support the suggestions given for follow-up?
- 26 • Which matters do you consider to be of highest priority?
- 27 • What counsel would you give to MC Canada leaders as we anticipate initiatives which respond to the
28 findings of this project?

29 This venture has helped identify and focus some important factors in the field of pastoral calling, formation
30 and support. We look forward to a thorough engagement on this topic with delegates as we together strive to
31 nurture thriving pastors and healthy churches.

32 *—Dave Bergen, Executive Secretary, Christian Formation, Mennonite Church Canada Pastoral Trends Survey*



1 **Executive Summary of Findings**

2 **Preamble**

3 The current study provides valuable information in an attempt to understand the dynamics of pastoral
4 retention and attrition among Mennonite Church Canada current and former pastors. However, prior to
5 reporting the findings, it is important to realize that the results listed below represent trends of respondents'
6 experiences, feelings, and suggestions. In other words, these key findings reflect the most frequently
7 reoccurring responses within the group. Although this study focuses on perceptions of pastoral issues by
8 pastors and former pastors, these are foundational in the attempt to understand what enhances pastor
9 retention rates and what encourages pastor attrition rates.

10 **Representation of the Participants with the Greater Population**

11 In the present study, 201 or 19.84% of the participants represented in the Mennonite Church Canada
12 Database completed the survey (31.1% women and 68.9% men). 83.1% were married and 8.3% were single.
13 The age ranged from 21 to 86 (average age = 54.2). The largest age cohort was represented by the 41-50
14 year-olds. Demographics from the current study such as position type and provincial representation parallel
15 those in the 1975-2007 Mennonite Church Canada Database study, thereby indicating that the participant
16 pool is an adequate representation of the larger population of Mennonite Church Canada pastors and former
17 pastors. However, note that in both the current study and the 1975 -2007 Mennonite Church Canada Pastoral
18 database, the senior pastor position represents the largest cohort (50.2%), followed by the associate pastor
19 position (10.4%) and less so for the assistant, interim, and intern. All results need to be prefaced with these
20 representations.

21 **Key Findings**

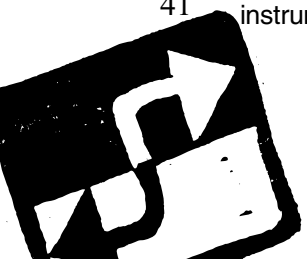
22 The findings can be best delineated into implications for pastors, congregations, Mennonite Church Canada,
23 and training institutions.

24 **Implications for the Pastor**

25 Based on the success secrets of pastors and how pastors deal successfully with stress, there are a number of
26 things that pastors can do to increase their level of being successful. Probably the most effective and
27 consistent throughout the study is that of having mentors and spiritual coaches; of continuously seeking ways
28 to develop professionally and personally; to ensure that the spouse and family are a priority; to develop a
29 clear set of boundaries between church work, personal time, and family time; and to have other outlets that
30 provide a healthy perspective on work (i.e., hobbies, sports, personal time, etc.). Also critical is the ability to
31 identify support factors and how to seek them, how to nourish them, and how to make the most of these, as
32 they are so important in the success of current pastors.

33 Pastors also need to be more proactive in helping their congregations provide clarification of expectations and
34 a more manageable set of work expectations. Part of this solution is a more realistic expectation of the pastor
35 as well as a good understanding and acceptance of his or her limitations. Some pastors fall prey to their own
36 unrealistic expectations that they are capable of doing more than is humanly possible. Involving others
37 through delegation would be of great benefit. This might mean more professional development for pastors in
38 the art of delegation, team building, and the art of effective persuasion of volunteers.

39 Part of being successful is having a good sense of the congregation's needs. This is best done through any
40 number of needs assessment methods (e.g., surveys, interviews, town-hall sessions, etc.). Outcomes can be
41 instrumental in strategic planning for pastors to ensure that most of the needs of their congregations are being



1 addressed. More encouragement and maybe even more training might be of benefit to help pastors with
2 conducting insightful needs assessments.

3 ***Implications for the Congregation***

4 The success of pastors can be attributed to the support and encouragement from their congregations.
5 Repeatedly demonstrated in the present study, pastors benefited from the support that came from their
6 congregations in the form of encouraging mentors and spiritual coaches; accommodating congregational
7 leadership; willing members that actively participated and volunteered at all levels of ministry; sensitive church
8 community that respected and encouraged personal time and family time of the pastor; and caring individuals
9 who included the spouse and provided provisions for the pastor's family. Encouragement comes in the form of
10 affirmation of the gifts and abilities of the pastor, of work done well, and of difficult situations handled well.

11 The congregation also has a key role to play in developing future pastors by recognizing, affirming, and
12 celebrating the gifts of persons, regardless of age, shoulder tapping, encouragement of the younger
13 generations to take more responsibilities in church leadership, and mentoring prior to entering ministry.

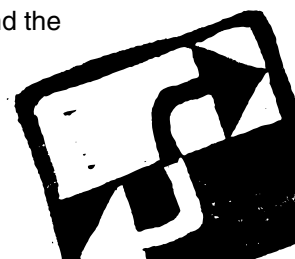
14 The complexities of pastors working for congregations are challenging at best, given that each member can
15 be potentially viewed as one of the employers. Although many pastors felt strong support from their
16 congregations, working for many people can encourage expectations that are demanding, unclear, and
17 unrealistic, leading to high levels of pastor attrition. Poorly articulated expectations of congregations and the
18 unreasonable demands placed on the pastor predispose him or her to being overworked, experiencing
19 fatigue, and potentially leading to burnout. Open communication between pastor and the congregation often
20 helps to alleviate these misunderstandings and unrealistic expectations. Active participation by church
21 members in worship and church duties often makes for meaningful corporate identity, providing a supportive
22 working environment for the pastor. The power invested in church leadership also has the potential of turning
23 abusive as it is directed toward the pastor in various unhealthy ways, especially in some of the past practices
24 of "letting-go" of pastors. The dignity of all people, especially in the church, needs to be uplifting, especially
25 during times of conflict between congregation, church boards, leadership teams, and the pastor.

26 Overall, congregations need to learn more about what it means to be a supporting group for their pastors.
27 Workshops and resources that focus on communication, encouragement, and support should be circulated
28 from church to church to help promote and encourage these behaviours at the congregational level.
29 Professional development for chairpersons on how to actively support the pastor through encouraging more
30 congregational volunteering would also be of benefit.

31 ***Implications for Mennonite Church Canada Office, Area Church and/or*** 32 ***Denominational Office***

33 Key to the success of pastors is the support by the MC Canada office, area church and/or denominational
34 office in the form of resource people, resources, and policies. Pastors thrive with the affirmation they receive
35 from their area church ministers. Attuned to the current needs of their pastors; the sensitivity to listen to the
36 struggles and challenges of their pastors; the heart of an advocate in times of need; the foresight to anticipate
37 and guide their pastors through conflicts; the ability to provide appropriate resources and contacts to other
38 experts in a timely manner; and the nurturing of their souls; these regional representatives become powerful
39 liaisons of support for the pastors in their regions.

40 Although many pastors are grateful for the support they have received from the MC Canada office, area
41 church and/or denominational office, more is required that focuses on the holistic caring of their pastors, the
42 spouses and families of pastors, including emotional, intellectual, physical, psychological, social, and spiritual
43 wellbeing. First, by being actively involved in the hiring process to ensure that both the pastor and the



1 congregation clearly see each other's perspectives, visions, and dreams to ensure better matches. This would
2 include providing more background information about the congregation's personality to the pastor as well as
3 providing background information about the pastor's abilities to the congregation. Second, identifying and
4 encouraging pastors' gifts, and affirming their strengths. Third, by finding what the current challenges are
5 (e.g., issues dealing with work, conflict management, family time, pastoral care for the pastor and spouse,
6 and moral/ethical temptations) and providing timely connection to resources as well as resource people,
7 especially mentors and spiritual coaches, for each pastor. Along with the challenges are support people who
8 would be willing to hold the pastor accountable as he/she goes through these challenges. Fourth, some current
9 pastors have not experienced success in their last 12 months of ministry and are in need of support. Fifth, by
10 soliciting the common needs of pastors and creating resource opportunities through professional development
11 workshops, retreats, and personal time away from the office that nurtures and sustains pastors. Sixth, there is a
12 need for advocacy for the pastor and mediation with congregations early and throughout times of conflict. Each
13 of these actions will provide more meaningful and needed support to pastors.

14 The MC Canada office, area church and/or denominational office should also take active leadership in finding
15 innovative ways to help congregations and pastors in providing resources. First, to help congregations
16 become more aware of their unrealistic expectations of their pastors as well as find ways to train pastors in
17 skills that deal with redefining these expectations. Second, the MC Canada office should create resources
18 and professional development opportunities for the nurturing of their pastors. These professional development
19 opportunities could also include further education toward a graduate degree. Third, to be aware of and to
20 address the various reasons that pastors resign and the reasons for attrition. Fourth, to provide support that
21 deals directly with the current issues pastors are facing. Fifth, to continue promoting the critical factors that
22 support pastors' ministry.

23 Also important is for the MC Canada office, area church and/or denominational office to become more aware
24 of the complexities of the hiring and "letting go" processes from the perspectives of the pastor. Leading
25 experts need to find ways to address these complexities, finding processes and creating policies that would
26 support more meaningful and amenable transitions for both the pastor and the congregation, while
27 maintaining a high level of integrity with regard to human rights policies and biblical standards. Excellent
28 suggestions have been presented by study participants and are found in the report.

29 The MC Canada office needs to prepare for the future vacancy of pastor positions within the next three to five
30 years. Future expectations of current pastors suggest that 36.55% will be leaving MC Canada for various
31 reasons including retirement (15.86%), leaving church ministry temporarily (15.17%), no desire to ever return
32 (4.14%), and employment in another denominational church (1.38%).

33 ***Implications for Training Institutions***

34 Although not directly identified in the questionnaire, many of the open-ended responses by participants
35 highlighted the importance of training. Critical is the training of new pastors as well as the continued
36 development of experienced pastors. The training of new pastors should take into account the various
37 competencies that current pastors see as important, yet least competent or trained in. These include areas
38 such as developing leaders, delegating, family time, conflict managing, self-care, teamwork, dealing with
39 emotions, and self-time. As mentioned earlier, specialization required of certain populations should be
40 addressed by training new pastors in more of the following areas: to minister to women, early childhood and
41 children, junior high and senior high youth, singles, and alternative. Also important is the development of
42 mentoring relationships, spiritual advisor interactions, and the networking of peers. Ongoing professional
43 development that helps meet the various issues that pastors deal with would be another key area of focus of
44 training institutions.



1 Also important is a continued contact between MC Canada and the institutions to ensure that the needs of
2 future and current pastors are met in both formal (courses) and informal (workshops) training, and to ensure
3 that issues identified in the present study are adequately addressed. Added to this is the ability for pastors to
4 develop professionally and to use their participation at these workshops as part of their graduate training
5 requirements.

6 **Conclusion**

7 The current study provides invaluable information in understanding the dynamics of pastoral retention and
8 attrition among MC Canada pastors, providing implications for pastors, congregations, Mennonite Church
9 Canada, and training institutions. Critical to the future success of MC Canada pastors, their congregations,
10 their area church, and their training institutions is applying what has been stated by the participants in the
11 present study into practical responses that will benefit all and that this be done in a timely manner.

12 *–Summary report by Dr. Dieter Schönwetter, Project Director*

14 **Becoming a Peace Church: An Urgent Choice**

15 We hear voices in other churches bodies, and in other countries speaking admiringly of the Mennonite peace
16 position. These voices encourage us not to forget, not to let go of our ‘peace stance’ as a church. We cling to
17 our peace stories, and to our church heroes of peace. The urgent question now is, how will we continue to live
18 faithfully as a people of God following the gospel of peace in the world today? And perhaps even more
19 fundamentally, do we *really* believe in the gospel of *peace*, and that it is an essential part of our identity?

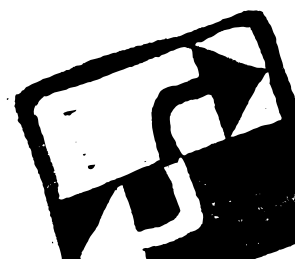
20 Mennonite Church Canada was asked by the Canadian Council of Churches to help them think about what it
21 is to be a peace church. This remarkable opportunity has placed squarely on the table of our country’s
22 mainline denominational leaders a question that for 500 years has been dear to our Anabaptist hearts: Do we
23 believe in the gospel of peace to a point of commitment to it and suffering for it?

24 The discernment session at the Mennonite Church Canada Assembly will engage delegates in a conversation
25 about being a Peace church in our world today.

26 Delegates and congregations are strongly encouraged to prepare for this discernment session by reading the
27 following two reports:

- 28 • the paper MC Canada presented to the Canadian Council of Church on “Faith and the Public Square:
29 The Church’s Witness to Peace.” This document will be posted on the MC Canada web site by June
30 1, 2008.
- 31 • the feature entitled *Caring for the Least of These* (and related articles) pp 4-12 in the April 14, 2008
32 issue of the *Canadian Mennonite*. Conversation about and study of these documents in
33 congregational settings in advance of Assembly will allow for the fullest and most meaningful
34 engagement during the discernment time.
35 To read this article, go to <http://www.mennonitechurch.ca/tiny/603>

36 *–submitted by Janet Plenert, Executive Secretary, Witness*



1 ***Confessing Jesus Christ in a Religiously Pluralistic World***

2 Many cultures, many faiths and many world-views surround us in our neighbourhoods, schools and places of
3 work. Our young people are being shaped in a post-modern context.

4 In the story of the Apostle Paul's encounter with the Greek philosophers in Athens (Acts 17), Paul both
5 affirmed the spiritual questing that he observed in the Athenian market place but also boldly witnessed to the
6 resurrection of Jesus Christ.

7 As we reflect on our local and global contexts, we affirm and celebrate that God is present in our world and at
8 work in the lives of all people. We also confess that Jesus Christ is Saviour and Lord. How do we hold
9 together the convictions that God is present and active in people of other faiths, and yet that Jesus Christ is
10 the unique revelation of God? This is the challenge that the Faith and Life Committee is engaging.

11 ***How are we to confess Jesus Christ in a religiously pluralistic world?***

12 The Faith and Life Committee invites your congregation to engage the following questions with us:

13 How do you and your congregation hear the Bible speak to this question?

14 How does our Confession of Faith and tradition speak to this question?

15 In what particular ways do you engage this question?

16 How does this issue impact you?

17 How do you as a congregation need to be challenged?

18 What further questions does this issue raise for you?

19 *—prepared by the Faith and Life Committee*

20 ***Greening the life of our church***

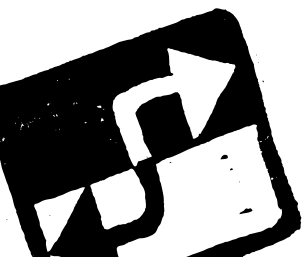
21 ***Guidelines for Greening***

22 ***Church-wide Assemblies and Regional Conferences***

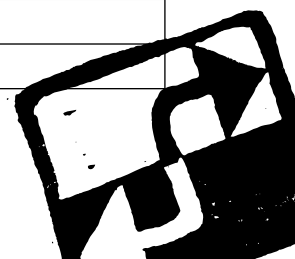
23 ***(Version 1.0)***

24 Mennonite Creation Care Council has prepared these guidelines to assist church event planners in reducing
25 the energy and resource consumption at assemblies and other meetings or church-wide gatherings.

26
27 Different levels of achievement in ***each category*** include the bronze (2 check marks), silver (3 check marks).



Categories	Sub-Categories	Creation Care Action
Transportation	Travel to Assembly	Promote travel by bus or trains, car pooling
		Negotiate reduced fares for delegates traveling by train or bus
		Provide green donation option with registration to offset fuel/energy consumption
	Travel while at Assembly	Walkable distances between meeting places and lodging
		Shuttle buses provided
Bike rentals available for use/facilities such as bike racks and lockers available		
Shelter	Assembly Location/Buildings	Green Energy Building/LEED certified
		Energy, lights and air conditioning can be turned off when rooms not in use.
		Readily Accessible by Public Transit
	Accommodation	Camping facilities including tenting options
		Host family option
		Hotels confirmed to have green policy (e.g. water/energy conservation, recycling)
		Primary accommodations are within easy walking distance (500 meters) (worth 2 check marks)
Food		Re-usable utensils, cups, mugs, plates, napkins
		Compost-able plates/utensils (only where composting services are locally available)
		Non-Meat protein alternatives provided for meals
		Menu includes local food items/organic food items
		Bulk dispensers for salt, pepper, sugar, cream, etc.
		Fair trade coffee/tea/other products available
		Composting of food waste provided (including directions for use)
		Surplus food provided to charitable organization
Water		Serve municipal (tap) water
		Refillable mugs provided to delegates
		Bulk water coolers provided rather than bottled water
		Recycling of cans and bottles (bins visible and accessible to delegates)
Communications		Provide for electronic registration
		Reusable signage and name tags
		Assembly print material printed double sided, recycled paper/forest stewardship certified
		Posted signs and explanations of green policy throughout the venue
		Recycling of paper products (bins visible and accessible to delegates)
		Post Assembly events to web daily
Worship/ Teaching		Worship times that incorporate care for creation theology
		Educational seminars on creation care
		Earth Care service projects
		Guided outdoor walks



Councils and Committees

general
formation
witness
support services
finance

discernment



MC Canada Elected and appointed Leaders*		
	Province	Term Expiry
GENERAL BOARD EXECUTIVE		
Andrew Reesor-McDowell, Moderator	ON	2010
Garth Ewert Fisher, SK, Asst. Moderator	SK	2010
Don Friesen, ON, Secretary	ON	2009
Gordon Peters, SK, Treasurer	SK	2009
Hilda Hildebrand, MB, Member at Large (MC Canada - appt)	MB	2010
GENERAL BOARD		
Dan Rempel, (Representative appointed by MCBC)	BC	2010
Walter Wiebe (Moderator of MCA)	AB	2010
Renata Klassen, SK (Moderator of MCSask)	SK	2010
Hans Werner, MB (Moderator of MCM)	MB	2009
Leroy Shantz, ON (Moderator of MCEC)	ON	2010
MC Canada - appt (Member at Large)	TO BE CONFIRMED	
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General Board representation from the councils - chairs Willard Metzger, Sue Steiner, and Ed Janzen, Rudy Baergen. And two council appt Lisa Carr-Pries (CFC), Lynell Bergen (CWC)		
FINANCE POLICY AND AUDIT COMMITTEE		
Gordon Peters, SK, GB - Treasurer	SK	2009
Helen Kasdorf, MB (appointed by General Board)	MB	2011
Ingrid Peters-Fransen, MB (appointed by General Board)	MB	2010
CHRISTIAN FORMATION COUNCIL		
Sue Steiner, ON, Chair (GB Representative)	ON	2009
Lisa Carr-Pries, ON (GB Representative)	ON	2009
Naomi Unger, SK (MWC Representative)	SK	2009
Tom Yoder Neufeld, ON	ON	2010
Erwin Tiessen, SK	SK	2010
Van Hoa Chau, MB	MB	2011
Veronica Dyck, BC	BC	2011
Earl Reimer, MB	MB	2011
Coreen Froese, AB	AB	2009
Pauline Steinmann, SK	SK	2010
CHRISTIAN WITNESS COUNCIL		
Willard Metzger, ON, Chair (GB Representative)	ON	2010
Lynell Bergen, MB (GB Representative)	MB	2010
Laura Loewen, BC (MWC Representative)	BC	2009
Noe Gonzalia, ON	ON	2010
Rudy Dirks, ON	ON	2010
Hun Lee, ON	ON	2011
Emily Dueck, ON	ON	2011
Waldimar Neufeld, BC	BC	2011
Irene Crosland, AB	AB	2009
JD Penner, ON	ON	2009
SUPPORT SERVICES COUNCIL		
Ed Janzen, BC, Chair (GB Representative)	BC	2011
Dianne Hildebrand Schlegel, MB	MB	2010
Bill Janzen, AB	AB	2009
Mark Wurtz, SK	SK	2011
Harry Wiens, MB	MB	2009
Kaye Rempel, ON	ON	2011
FAITH AND LIFE COMMITTEE		
Rudy Baergen, MB, Chair	MB	2011
Karl Koop, MB	MB	2010
Doreen Neufeld, AB	AB	2009
Betty Pries, ON	ON	2011
NOMINATING COMMITTEE		
Lorne Buhr, AB	AB	2009
Clare Neufeld, BC	BC	2007
Justina Heese, MB	MB	2011
Gladys Bender, ON	ON	2011
Dave Feick, SK	SK	2009

* unless otherwise noted, leaders are elected by the MC Canada Delegate Assembly

Nominees

GENERAL BOARD

Andrew Reesor-McDowell, Markham, Ontario (Hagerman Mennonite Church)

Occupation: Director of a children's mental health centre

Local church involvements: Adult Sunday School Teacher and Coordinator; Chair of Congregation; Lay-Minister for Community Commission; Board member for Hagerman Supportive Housing.

Other vocational or volunteer experience: Board member and Chair of Conrad Grebel University College; Board member and Chair of Shalom Counselling (Ontario); Moderator of Mennonite Church Eastern Canada.

Special interests: I am very interested in the board and staff relationship in Christian organizations.

Visions/goals for Mennonite Church Canada: It is my hope that Mennonite Church Canada, its members, congregations and Area Churches will be filled with God's Spirit, and grow as disciples of Jesus Christ into the People of God. As part of the body of Christ, we will discern the worldwide mission of God and give our best to participate in this mission. Trusting God's goodness, and with gratitude, we will continue the work of Christ through hospitality and giving generously. We will be gracious, forgiving messengers of healing and hope to engage the world with God's reconciling love.

WITNESS

Emily Dueck, Elkhart, Indiana (Leamington United Mennonite Church)

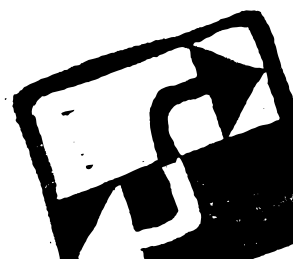
Occupation: AMBS Student, MA Peace Studies

Local church involvements: Sunday School Teacher, Young Adult Group participant (Bethel Mennonite Church, Winnipeg). Fellowship of Hope is my current church in Elkhart.

Other vocational or volunteer experience: InterMenno Trainee Program 2004-2005 (German Trainee Representative. I travelled to various locations in Germany, the Netherlands and Switzerland to attend committee meetings.) DASCH (Direct Action in Support of Community Housing) in Winnipeg. (I worked with people with mental and physical challenges – 2006-2007.) Currently I am volunteering at a Women's Centre (for women experiencing domestic violence) in Elkhart for my practicum. I care deeply about environmental and political issues. Have been able to attend two UN MCC meetings in New York (Fall of 2005, and 2007).

Special interests: Young adults in the Mennonite church, service opportunities for youth and young adults – I'm open to whatever opportunities arise.

Visions/goals for Mennonite Church Canada: I hope that MC Canada churches will continue to work together, specifically on issues of peace and justice and how we, as followers of Christ, should be a light to places of injustice both in our own communities and around the world. I also hope that young people will continue to be drawn into the church and be active participants in worship, peacemaking and mission, both locally and overseas.





Hun Lee, London, Ontario (Charleswood Mennonite Church)

Occupation: Minister/Pastor

Local church involvements: Pastor of Korean Fellowship of Charleswood Mennonite Church (1998-2004), Pastor of Vision Mennonite Church (2005-2007)

Special interests: Raising future leaders to follow Christ more fully.

Visions/goals for Mennonite Church Canada: To share the gospel of peace with the people who have lost direction in this fragmented world of individualism, competition, and consumerism.



Waldimar J Neufeld, Abbotsford British Columbia

Occupation: Retired church agency administration

Local church involvements: Served as lay pastor, deacon and on church councils.

Other vocational or volunteer experience: Served as administrator and in volunteer assignments with MCC.

Special interests: I have interests in sharing in the planning and direction of the MC Canada Witness Council. Also interested in finding ways to engage our constituency in the Witness agenda, interpreting changes as to what MC Canada sees as priorities.

Visions/goals for Mennonite Church Canada: I trust that our constituency will gain a greater appreciation for the role and function of MC Canada. That we can build an ever growing support base, financially, personnel to serve in assignments and prayer support for these various ministries. I also hope that MC Canada can develop a focus on exchange with the global Mennonite community, so we can have a context to learn from each other.

FORMATION



Veronica H. Dyck, Vancouver, BC (Point Grey Inter-Mennonite Fellowship)

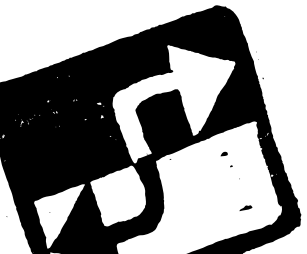
Occupation: Senior Customer Service Agent

Local church involvements: Recording secretary, board member at large, worship coordinator, worship leader, speaker, song leader, nominations committee

Other vocational or volunteer experience: Committee to organize Women & Ministry conference, presenter at Women & Theology Conference 1996, PhD in Religious Studies, McGill University 1998, completed 2 terms on Christian Formation Council MC Canada

Special interests: Being an alumna of two Mennonite institutions of higher education, I am interested in the current work to align the vision of the church with the vision of the schools in terms of training for the present and future leadership needs of Mennonite Canada.

Visions/goals for Mennonite Church Canada: I am excited about the opportunity to continue in the work of the national church, equipping our leaders and members, whether in the areas of pastoral, educational, outreach, or other important work, for the purpose of furthering God's kingdom down the street and around the world.



SUPPORT SERVICES

Ed Janzen, Abbotsford, B.C. (Emmanuel Mennonite Church, Abbotsford)

Occupation: Retired.

Local church involvements: Currently Chair of Missions, Peace and Justice and small group leader; have been congregational chair and also member of Worship Committee

Other vocational or volunteer experience: Have been chair of several congregations in Ontario, Moderator of United Mennonite Churches of Ontario, and vice-chair of MCEC; have been an MCC volunteer in Jamaica and Executive Director of MCC BC. Vocationally have worked in Human Resources in several Ontario universities and as Manager of Salaries and Benefits for the Canadian operation of Coca Cola.

Special interests: I am interested in the human resources issues of Mennonite Church Canada so that it remains a desirable and attractive place for staff to live their Christian witness, and in the broader operational aspects such as communication, development, and property so that the other Councils and the Executive can carry out the goals and priorities of the church.

Visions/goals for Mennonite Church Canada: My vision corresponds with that of the Church and my goal is to facilitate that vision.

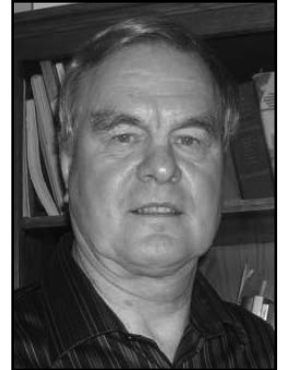
Kaye Rempel, Waterloo, Ontario (Stirling Avenue Mennonite Church)

Occupation: Social Work/Social Services Administration (retired)

Local church involvements: Past Chair of Church Council, Current Chair of Community Life and Care Ministry, member of the Congregational Ministry Team, and Church Council.

Other vocational or volunteer experience: Completed 9 years on the Board of Mennonite Savings and Credit Union, 4 years as Chair of the Board.

Visions/goals for Mennonite Church Canada: My vision is that Mennonite Church Canada, through the work of Christian Formation and Christian Witness, will contribute to the enthusiasm and excitement among congregations across Canada for God's work in the world. As a member of the Support Services Council, I welcome the opportunity to work toward this vision.



general

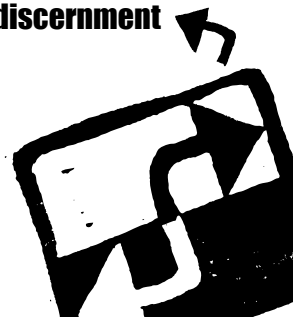
formation

witness

support services

finance

discernment





Mark Wurtz, Rosthern, Saskatchewan (Hague Mennonite Church)

Occupation: Executive Director of Youth Farm Bible Camp

Local church involvements: Deacon, Speaker, Sunday School Teacher, Worship Leader, Council

Other vocational or volunteer experience: Chair of Christian Camping International, Sask Region; Member of Rosthern Elementary School Community Council

Special interests: Financial planning, computers & technology

Visions/goals for Mennonite Church Canada: I would like to see Mennonite Church Canada continue to be an exceptional organization that seeks to transform lives through Christ across the street and around the world.

FAITH AND LIFE COMMITTEE

Rudy Baergen, Winnipeg, Manitoba (Bethel Mennonite Church)

Occupation: Pastor

Local church involvements: Senior Pastor of Bethel Mennonite and former Pastor of First Mennonite Church, Kitchener, Ont. I have served on Church Council committees and as a Sunday School teacher.

Other vocational or volunteer experience: I have been a Bible teacher at the High School and University level in Canada and in Seminaries and Universities in Bolivia and Colombia with the Commission on Overseas Ministries and Witness, MC Canada.

Special interests: As a pastor with a Ph.D in New Testament, I have had a long standing interest in bringing the best of biblical and theological studies to the Church to equip us to be God's people in our time.

Visions/goals for Mennonite Church Canada: My vision for us as Mennonite Christians in the Anabaptist tradition is that we be a faithful people of God in our particular time and place. Our theological thought, ethics, daily life, worship and Church practice all need to be shaped by the truth and grace of Christ.

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- formation
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→ **discernment**



Addendum to Mennonite Church Canada Report Book 2008

Nominees, pages 55-58

May 29, 2008

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Hoa Van Chau, Winnipeg, MB (First Mennonite Church)

Occupation: Powder coating set-up-man

Local church involvements: Former assistant pastor of Winnipeg Vietnamese Mennonite Church. In the past Chau has been a member at large of the General Board of MC Canada, a member of the Formation Council of MC Canada, and Treasurer of the North American Vietnamese Mennonite Fellowship.

Visions/goals for Mennonite Church Canada: To challenge ethnic Mennonite Churches to be in partnership with MC Canada to do mission to their own people in Canada and their original countries, and searching for ways to have “tent maker” disciples.



Earl D. Reimer, Winkler, MB (Emmanuel Mennonite Church)

Occupation: Works in sales with Lode-King Industries

Local church involvements: Worship committee chair, song leader, musician with worship group, and senior youth Sunday school teacher. He is also often the DOG “Designated Old Guy” on 8-day camp canoe trips and enjoys participating in camp work weekends.

Visions/goals for Mennonite Church Canada: That in all things, Jesus Christ must be the reason. I have a passion for worship and its purpose, to make it possible for people to come and experience Jesus... In my home congregation, we are constantly looking to find the balance in our worship services that will provide spiritually meaningful worship, celebration and a sense of joy at various services ...We seek to show Jesus and to make it possible for people to come to a relationship with Jesus. My second passion is for the world God created for me. I have come to yearn for the great outdoors as seen from the view in a canoe. The opportunity to take people on outings where we get to see nature up close and personal provides so very many opportunities to show how incredible and perfect God is. It's also possible to show people how to experience God's Garden of Eden without doing harm to His creation.

