

BYLAWS New York Mennonite Conference

Article I: Name, Scope, and Office

Section 1. Name. The name of this organization is New York Mennonite Conference, Incorporated.

Section 2. Scope. This organization is established with particular reference to the Mennonite congregations in New York State, excluding New York City, and is known as a conference within the Mennonite Church **USA**. A conference is defined in the Bylaws for Mennonite Church USA, Article IV, Section 1, which Bylaws were adopted by the Mennonite Church USA General Assembly in Nashville, Tennessee, July 2001.

Section 3. Office. The principal office and place of business shall be PO Box 99, 5549 Alger Road, Martinsburg, NY 13404 or at such place to be determined by the Delegate Assembly.

Article II: Purpose

The New York Mennonite Conference is formed for the following purposes:

1. To provide resources and a spiritual atmosphere conducive to growth of individuals and other local autonomous fellowships and congregations within our conference.
2. To examine and interpret unique Mennonite and/or Anabaptist beliefs within rural, urban, and suburban settings, to witness to the truth of Christianity in our conference, and to support Christian activities throughout the world.
3. To aid individuals and/or groups of Christians in discovering their God-given gifts and provide, as is feasible, the environment and resources necessary to employ these gifts for God's glory in meeting the needs for which these gifts were granted.
4. To undertake services and to provide programs covering the broad spectrum of spiritual, emotional, physical, and human-social needs. Programs would include supplying personnel and funds for specific and general projects, as deemed necessary to meet the particular identified need.
5. To promote a spirit of Christian unity and fellowship among the members and congregations of the Mennonite churches, and a recognition of the unity and fellowship of Christ which transcends group boundaries.
6. To enable congregations to join in serving needs that must be met from a broader base of resources than a single congregation or cluster of congregations can supply.
7. To provide a context for development of appropriate leadership for the church's life at all levels of its relationships.
8. To provide channels of communication between all levels of church life on a two way basis effectively relating the programs and organizations of the church to the wishes, needs, and mission of the congregation.
9. To promote evangelism and the building of the church of Christ to achieve significant and continuing growth in members and congregations, and to inspire a vision of the worldwide nature of the church.

Article III: Membership

The congregation is the basic unit of the New York Mennonite Conference organization. For the purposes of this document any congregation in New York State, excluding New York City, qualifies to be a member of the New York Mennonite Conference if it fulfills the following two criteria:

1. Acceptance of the biblical faith as expressed in one of the following documents: *Dordrecht Confession* (1632), the *Articles of Christian Fundamentals* (1921), or Confession of Faith in a Mennonite Perspective (1995) as well as statements of faith noted in the introduction to this 1995 document.
2. Maintenance of a membership roster or affirmation of covenanting participants.

Article IV: The Congregation

Section 1. Role and Function. The congregation is God's people meeting for reconciliation, witness, worship, service, discernment, mutual fellowship, admonition, and discipline. The congregation finds broader meaning as it becomes a part of the larger brotherhood beyond itself, but this larger relationship must not inhibit or deny the congregation's centrality in the life and witness of the New York Mennonite Conference. Any agency or program beyond that of the congregation, undertaken in our state, is intended only to assist and facilitate the congregation in fulfilling its function.

Section 2. Relationship. The congregations meeting the requirements set forth in Article III may seek membership in the New York Mennonite Conference. Membership is sought voluntarily on the part of the congregation and may be terminated by the congregation or the Conference at any time based on guidelines noted in Appendix F. Congregations may seek the status of observers in the New York Mennonite Conference, which status will avail them of all privileges afforded to members except voting rights in the Delegate Assembly.

Section 3. Districts. Congregations shall belong to a clustering of congregations referred to as a "district." The clustering for dual affiliated congregations shall take into account relational ties to other congregations and conferences.

1. Each district shall have a district overseer appointed by the Leadership Commission after approval by district congregations. (See also Article VI, Section 1, Item 5).
2. The duties of the overseer are outlined in Appendix A.

Article V: Delegate Assembly

Section 1. Role and Function. A Delegate Assembly shall be constituted as a conference body representative of the constituency through congregational or fellowship delegates. The assembly shall function in the following ways:

1. Provide opportunity for representatives of the church to speak their voice in the establishment of general policies and the development of programs to carry out those policies.
2. Provide opportunity for representatives of the church to assemble for worship, fellowship, acquaintance and understanding, and to deepen Christian commitment.
3. Receive reports from the Coordinating Council, its commissions and committees, and any additional program boards. Reports shall be presented in writing and shall include financial accounting.
4. Act on annual budgets and programs as recommended by the Coordinating Council.
5. Elect members of the Coordinating Council.
6. Elect a layperson to the Leadership Commission and affirm members to other commissions as noted in Appendix E.
7. Approve appointments made by the Coordinating Council to fill unexpired terms of any members retiring from the offices listed under 5 and 6 above.

Section 2. Representation. Each member congregation is eligible to send delegates to the Delegate Assembly as follows:

1. Each congregation shall appoint two congregational delegates. If the congregation's membership is greater than 100, one additional congregational delegate for each 100 members or fraction thereof shall be appointed.
2. a. The pastor of a member congregation, as outlined in Article III, shall be a pastoral delegate of this Delegate Assembly. Congregations having no designated pastor may still choose a pastoral delegate to fill that role at Delegate Assemblies/ meetings. Those having a pastoral team shall designate only one individual as the pastoral delegate. (Note: others may fill the role of congregational delegates at the discretion of the congregation).
b. Pastors of observing congregations who are carrying a specific leadership charge from the conference shall be considered voting delegates.
3. Each delegate to the Delegate Assembly should be a member of his congregation, who ideally is well informed of all congregational needs within his church. The congregations are encouraged to appoint or elect delegates who

are interested in the church's work at the conference level and who have the time and energy necessary to involve themselves in the life of the church at this level. However, each congregation shall itself determine who may be its delegates and by what method its delegates shall be selected. Each delegate shall be willing to attend the Assembly meetings and should have the leadership skills to represent the congregation to the Delegate Assembly and to represent the Delegate Assembly to the congregation.

4. Each congregation, as noted in items 1 and 2 above, shall then be represented by no less than three (3) delegates: a pastoral delegate and two designated congregational delegates. Congregations with pastoral teams must determine how their congregations will be represented, but may not exceed the number of total delegates as outlined above. Only one individual will be recognized as the pastoral delegate, particularly for voting purposes.

Section 3. Officers and Duties. The Delegate Assembly shall elect members to the Coordinating Council, as outlined in Article VI, Section 2. This committee shall be the official representative of the Delegate Assembly, taking the initiative in providing leadership to promote the interests and welfare of the Delegate Assembly. Listed below are specific duties:

1. The moderator of the Coordinating Council shall preside as chair at all delegate sessions. Additional duties of the moderator are listed in Appendix B.
2. The assisting moderator shall, at the request of the moderator or in the moderator's absence or disability, exercise the responsibilities of the moderator. Additional duties of the assisting moderator are listed in Appendix C.
3. The secretary shall be responsible for serving at all Delegate Assembly meetings and shall record the minutes, maintain records, and conduct official correspondence on behalf of the Delegate Assembly.
4. The treasurer shall be responsible for maintaining records of the Delegate Assembly's finances.

Section 4. Meetings.

2. The Delegate Assembly shall meet at least twice each year in regular session. Meeting notice will be sent to pastoral delegates 6 weeks prior to the meeting date. Pastoral delegates are responsible to notify congregational delegates.
3. Special sessions of the Delegate Assembly may be called by:
 - a. the Coordinating Council.
 - b. the written request of the delegates from 30% of the congregations in the New York Mennonite Conference.
 - c. providing 3 weeks notice of such sessions (as noted in a. and b. above).

Section 5. Consensus.

1. Consensus, as a model for decision-making, provides opportunity for all voices to be heard. It is a sign of affirmation by the gathered body to proceed in a particular direction or to settle on a particular resolution. While it demonstrates the willingness of all those gathered to remain "at the table" together, it may not be a sign of unanimity of voice.

Section 6. Voting Procedures. Decisions at the Delegate Assembly will generally be made on the basis of a consensus of the delegates at the Assembly meeting. However, the following provisions will be honored:

1. Each Assembly delegate, except observers, shall be eligible to cast one vote. There is no provision for proxy voting or absentee ballots.
2. A quorum for conducting official business of the Assembly shall be the delegates present.
3. When a vote is desired, the majority of votes cast shall determine the matter unless otherwise agreed upon by those delegates present.
4. Floor privileges may be extended to any persons in attendance as recognized by the chair of the Delegate Assembly.
5. Non-delegate attendees, including members of Coordinating Council or staff persons, are not eligible to vote.

Article VI: Coordinating Council

Section 1. Role and Function. Coordinating Council shall be organized to serve the Delegate Assembly as follows:

1. To serve as the Board of Directors of the New York Mennonite Conference, Incorporated, as chartered under section 402 of the Not-for-Profit Corporation Law in New York State, and exercise full legal responsibility for the corporation.
2. To carry out the policies and programs established by the Delegate Assembly.
3. Review the work and plans of the commissions and committees, and prepare recommendations to the Delegate Assembly in regard to program priorities, annual budgets, fund raising procedures, and major innovations and modifications of church programs.
4. Appoint and/or recommend for approval members to commissions to fill vacancies resulting from expired terms as provided in the bylaws and vacancies resulting from members retiring prior to an expired term. Appoint and/or approve appointments to standing committees and ad hoc committees as needed and as provided in the bylaws.
5. **Employ and evaluate** a Conference Minister and other staff as appropriate for program execution **as outlined in the selection process noted in Appendix D.**
6. Exercise final responsibility to the Delegate Assembly for implementation of budget priorities, askings, and fund raising.
7. Fulfill other duties as outlined in the Appendix E section on Coordinating Council Responsibilities.

Section 2. Coordinating Council Members.

1. The Delegate Assembly shall elect **a moderator, assisting moderator, treasurer, secretary and commission chairs as outlined in Appendix E to serve on the Coordinating Council. Additional members include the chair of the Leadership Commission and the Conference Minister.**
2. The term of office for members shall be four years. Election will be held **at Delegate Assembly** every two years **or as warranted by vacancies to positions. Voting should be staggered in such a manner as to prevent a complete turnover in leadership resulting from a single delegate session.**
3. All Coordinating Council members shall be members in good standing of a congregation recognized as a member of the New York Mennonite Conference.

Section 3. Officers and Duties.

1. The moderator will serve as chair of the Coordinating Council for a term of four years and will preside at all meetings of the Coordinating Council (as well as the Delegate Assembly).
2. The Secretary of the Coordinating Council, in addition to duties specified under Article V, Section 3.3, shall record the minutes of all Coordinating Council meetings, and shall be its official correspondent.
3. The chief administrative officer shall be the moderator of the Coordinating Council. His duties shall be to conduct the administrative affairs of the Coordinating Council, serve as its executive officer, and supervise any employees of the Coordinating Council.
4. For legal purposes, the Chair (moderator) and the Secretary shall act as President and Secretary of the Corporation and shall be authorized to sign documents requiring such official signatures.
5. The Coordinating Council shall be responsible to appoint other staff as appropriate for program execution.
6. Each member of the Council who is elected by Delegates shall serve a four year term. The Conference Minister, as a staff representative, will only vote on such issues as the Moderator deems appropriate.

Section 4. Meetings.

- 1, Regular meetings of Coordinating Council shall be held at least four times annually with intervals not exceeding four months at such time and place as determined by its membership.

2. Special meetings of the Council may be called by the Moderator on five days notice to each member, either personally or by mail, telephone or e-mail. Special meetings shall be called by the Moderator or Secretary in like manner and on like notice on the written request of a majority of the membership of the committee.
3. A majority of the members of the Council shall be necessary to constitute a quorum for the transaction of business.
4. A simple majority vote of the members present shall be required to transact official business.
5. Any action which may be taken at a meeting of the Council may be taken without a meeting if a consent or consents, in writing, setting forth the action so taken, shall be signed by all the members and shall be filed with the Secretary of the Council.

Section 5. Appointments. The Coordinating Council is responsible for the following appointments:

1. Appointments as detailed in other portions of these bylaws.
2. The New York Mennonite Conference's representatives to the Regional and the General Assembly of Mennonite Church USA.
3. Any New York Mennonite Conference's representatives on any regional or general church agency seeking such representation.

Article VII: Administration

The Coordinating Council shall assume the responsibility of providing general services for the Delegate Assembly, the various Commissions, committees, and its staff. These services shall include such things as business and facilities management, communication, budget, finances and accounting, and personnel services.

Article VIII: Staff

Section 1. Employment and Evaluation. The Coordinating Council will oversee the hiring and evaluation of conference staff.

Section 2. Positions. The following positions will provide minimal staffing for the conference;

1. Conference Minister. Selection process, qualifications, term of office and job description are recorded in Appendix D.
2. Staff Secretary. Position to be filled by the joint work of Coordinating Council and Conference Minister, both of whom will also work to provide a job description.
3. Overseers. Selection process, qualifications, term of office and job description are recorded in Appendix A.

Section 3. Salary. The commensurate salary and benefits for each shall be determined by the Coordinating Council and approved by Delegates as part of the annual budget approval process.

Article IX: Fiscal Year

The fiscal year for the Delegate Assembly, the Coordinating Council, and its various commissions shall be October 1 to September 30.

Article X: Relationships

Section 1. Inter-Mennonite. New York Mennonite Conference is a member conference of Mennonite Church USA and will, therefore, seek to work cooperatively with other area conferences and program agencies within MC USA and will participate in the planning and decision making of the denomination through representatives to the MC USA Delegate Assembly and Constituency Leaders Council.

Section 2. Interdenominational.

1. Relationships with other Christian groups, denominations, and agencies may be developed for purposes of counsel, coordination, and cooperation.
2. When interdenominational or interagency relationships need to be implemented formally, the Coordinating Council is responsible for such decisions subject to approval of the Delegate Assembly.

Article XI: Amendments

These bylaws may be amended by the Delegate Assembly which shall seek to proceed by consensus. Formal adoption, however, requires a two-thirds majority vote which may be taken at any regular or special session of the Delegate Assembly, provided a notice setting forth the substance of such amendment has been given in writing to all the delegates three months in advance. The bylaws may be amended at any regular session without prior notice by unanimous vote of delegates present providing they constitute a majority of the delegates.

Adopted at regular Delegate Assembly meeting-December 14, 1974.

Amendments:

- Article V, Section 2, Item 3: December 1, 1979*
- Article V, Section 3: January 14, 1984*
- Article VI, Section 2: January 14, 1984*
- Article VI, Section 3: January 14, 1984*
- Article IV, Section 3: September 12, 1987*
- Article VI, Section 2: May 14, 1988*
- Article V, Section 3: March 11, 1995*
- Article VI, Section 2, Item 1A & B: March 11, 1995*
- Article VI, Section 2, Item 2: March 11, 1995*
- Full document revision: April 2, 2004*

APPENDIX A

Position: **Overseer**

Rationale 1. To enable overseers to walk more closely with pastors

For Change: 2. To reduce committee assignments

3. To distribute financial support for overseers across the conference

Job: 1. Assist s congregations in developing healthy patterns of body life and effective

Description: ministry through nurturing new leadership, goal-setting and long term planning

2. Acts as a pastor to pastors; assists pastors in developing and implementing personal growth plans for effective leadership

3. Provides guidance for congregations and their leaders during times of special challenge, e.g., pastoral transitions, body life crises, reviews/.evaluations

4. Facilitates groups of pastors/congregations as they develop healthy patterns of mutual support, discernment, and cooperative ministry

5. Cultivates personal spiritual maturity through spiritual disciplines and the development of gifts related to effective ministry within the conference

6. Works collaboratively with oversight team to provide effective conference leadership which makes practical a missional vision

7. Makes effective use of denominational and conference resources

Term: Four year terms renewable after satisfactory evaluation by district pastors and the conference minister

Qualifications: 1. Ordained person with significant pastoral experience

2. Demonstrates mature spirituality as described in I Timothy 3 and Titus 1

3. Is able to hear, support and/or challenge diverse views and to be proactive with respect to these views rather than being merely reactive

4. Demonstrates an ability to collaborate with other leaders and to equip/ encourage individuals developing gifts in ministry

5. Demonstrates an ability to see the broad scheme of God's purpose in His church and to interpret/articulate the Anabaptist perspective on faith with respect to this broader view

6. Demonstrates loyalty to the conference by embracing its vision, participating in and supporting its n programs, and working cooperatively within its accountability structures

7. Demonstrates specialized giftings which complement other members of the oversight team, e.g., conflict management, vision discernment, mentoring skill

Staff Support: 1/4 FTE

Selection Process: Nominated by the Leadership Commission, affirmed by the releasing congregation (where appropriate), and offered to the receiving congregation for affirmation.

APPENDIX B

Position: **Moderator** (former Executive Committee Chair)

Rationale 1. To provide clearer communication and accountability lines in conference For Change: 2. To use terms consistent with other conferences
3. To facilitate changes in the leadership structures of conference

Job Description: 1. Chair of the Coordinating Council; sets agenda and convenes meetings
2. Chairs Council to set agenda and convene delegate meetings
3. Works with the Assisting Moderator to oversee staff persons, especially the Conference Minister, by providing accountability and support
4. Works closely with the conference Treasurer and the Finance Commission to mind stewardship of conference resources
5. Works closely with the Chair of the Leadership Commission in planning conference-wide events such as the annual Leadership Conference and Celebration
6. Serves with the Conference Minister as a key link to the broader denomination
7. Makes effective use of denominational and conference resources
8. Cultivates personal spiritual maturity through individual and corporate spiritual disciplines
9. Attends and supports conference functions

Term: Four year terms renewable after satisfactory evaluation by Leadership Commission

Qualifications: 1. Member in good standing of a NY Mennonite Conference congregation for a minimum of three years
2. Demonstrates mature spirituality through personal spiritual discipline
3. Is able to hear, support and/or challenge diverse views and to be proactive with respect to these views rather than being merely reactive
4. Demonstrates an ability to collaborate with other leaders and to equip! encourage individuals who are developing gifts in ministry
5. Demonstrates an ability to see the broad scheme of God's purpose in His church and to interpret/articulate the Anabaptist perspective on faith with respect to this broader view
6. Demonstrates loyalty to the conference by embracing its vision, participating in and supporting its programs, and working cooperatively within its accountability structures

Selection Process: Nominated by the Leadership Commission, affirmed by the Coordinating Council, and brought to Delegate Assembly for election.

APPENDIX C

Position: **Assisting Moderator**

Rationale 1. To relieve some of the stresses of the Moderator position
2. To facilitate changes in the leadership structures of conference

Job Description: 1. Vice Chair of the Coordinating Council
2. Assists Moderator in planning and convening meetings of the Coordinating Council and delegate meetings
3. Works with the Moderator to oversee staff persons, especially the Conference secretary, by providing accountability and support

4. Works closely with the chairs of the various commissions of the conference other than the Leadership and Finance Commission, i.e., Congregational Resourcing Commission, Faith & Life Commission, and Outreach Commission
5. Makes effective use of denominational and conference resources
6. Cultivates personal spiritual maturity through individual and corporate spiritual disciplines
7. Attends and supports conference functions

Term: Four year terms renewable after satisfactory evaluation by delegates and Coordinating Council

- Qualifications:
1. Member in good standing of a NY Mennonite Conference congregation for three years
 2. Demonstrates mature spirituality through personal spiritual discipline
 3. Is able to hear, support and/or challenge diverse views and to be proactive with respect to these views rather than being merely reactive
 4. Demonstrates an ability to collaborate with other leaders and to equip! encourage individuals developing gifts in ministry
 5. Demonstrates an ability to see the broad scheme of God's purpose in His church and to interpret/articulate the Anabaptist perspective on faith with respect to this broader view
 6. Demonstrates loyalty to the conference by embracing its vision, participating in and supporting its programs, and working cooperatively within its accountability structures

Selection Process: Nominated by the Leadership Commission, affirmed by the Coordinating Council, and brought to Delegate Assembly for election.

APPENDIX D

Position: **Conference Minister**

Rationale

For Change:

1. To clarify tasks of conference minister by removing overlap with overseers, particularly with respect to pastoring pastors
2. To move toward a team approach with several part-time staff. This increases the number of "faces" of conference
3. To re-distribute financial resources between conference minister and overseers
4. To delegate more responsibility to overseers for care and nurturing of pastors

Job

Description:

1. Leads Oversight Team by convening meetings, writing oversight reports for delegates and assisting overseers as per their requests
2. Works closely with Coordinating Council by attending meetings, articulating the conference vision, and minding the conference system
3. Serves as staff person to the Leadership Commission, which provides for credentialing and continuing education for pastors
4. Serves as the primary link to the denominational ministerial leadership office
5. Cultivates personal spiritual maturity through spiritual disciplines and the development of gifts related to effective ministry within the conference
6. Works collaboratively with oversight team to provide effective conference leadership which makes practical a missional vision
7. Makes effective use of denominational and conference resources
8. Meets with moderator and assistant moderator for oversight, accountability and support
9. Attends and supports conference functions

Term:

Three-year initial term, renewable in five-year terms after satisfactory evaluation by moderator, assisting moderator and overseers

Qualifications:

1. Ordained person with significant pastoral experience
2. Demonstrates mature spirituality as described in I Timothy 3 and Titus 1

3. Is able to hear, support and/or challenge diverse views and to be proactive with respect to these views rather than being merely reactive
4. Demonstrates an ability to collaborate with other leaders and to equip/ encourage individuals developing gifts in ministry
5. Demonstrates an ability to see the broad scheme of God's purpose in His church and to interpret/articulate the Anabaptist perspective on faith with respect to this broader view
6. Demonstrates loyalty to the conference by embracing its vision, participating in and supporting its programs, and working cooperatively within its accountability structures
7. Cultivates a life of spiritual discernment through prayer, study of scripture and meditation

Staff Support: 1/2 FTE.

Selection Process: Search committee appointed by Coordinating Council leading to a recommendation by the Coordinating Council, and offered to the Delegate body for affirmation.

APPENDIX E

COUNCIL & COMMISSION

Membership and Responsibilities

[Note: Ex officio members serve by virtue of the office held and may or may not have voting privileges.]

Coordinating Council

Membership: (terms of office and voting privileges are outlined in the ByLaws)

Elected by delegates: Moderator (*Chair*), Assisting Moderator, Treasurer, Secretary

Ex officio: Chairs of each Commission (except Finance)

Conference Minister

Responsibilities:

1. Develops Conference vision, including conference mission and goals, with the affirmation of conference delegates
2. Provides connections to the broader denomination for individuals and congregations
3. Develops the goals and principles guiding conference budget process
4. Oversees the planning of Celebration and delegate assemblies
5. Appoints representatives to denominational meetings and groups, and provides appropriate guidelines for representing the NYMC at all such gatherings
6. Provides general oversight and accountability for the various commissions of conference
7. Coordinates the formation and work of the various commissions to facilitate the conference vision and to service leaders and congregations of the conference
8. Hires and evaluates conference staff

Leadership Commission

Membership: (terms of office and voting privileges are outlined in the ByLaws)

Elected by Pastors: a pastor from a conference congregation

Elected by Delegates: a lay person

Elected by Overseers: a member of the Oversight Team

Ex officio: Conference Minister

**** Chair and secretary positions shall be chosen by members of this commission.**

Responsibilities:

1. Administers the credentialing system by interviewing and credentialing new pastors, and by maintaining the credentialing data base

2. Assists congregations in establishing expectations for pastoral responsibilities
3. Assists pastors in negotiating salaries and in pursuing continuing education
4. Plans annual Leadership Seminar
5. Plans annual Ministers Fellowship
6. Encourages and nurtures those in pastoral and church planting ministry or those with potential to serve in these roles
7. Assembles and activates the Mediation Team to work toward reconciliation in needful settings
8. Serves as a nominating committee for conference

Oversight Team

Membership:

Ex officio: District Overseers, Conference Minister

Responsibilities:

1. Provide mutual encouragement, support and accountability
2. Recommends those with potential leadership and pastoral skills to Leadership Commission
3. Refers congregations in need of mediation to the Leadership Commission
4. Coordinates efforts and events between the various districts of the conference

Finance & Stewardship Commission

Membership:

Elected by delegates following recommendation from Coordinating Council: Treasurer (chair)

Affirmed by delegates following recommendation from Coordinating Council: One representative from each district

Responsibilities:

1. Establish conference fiscal year
2. Advise Coordinating Council in establishing fiscal policies
3. Build annual budget for conference based on faith estimates from congregations
4. Consult with Missions Commission to establish funding for church plants
5. Communicate with congregations regarding the financial health of conference
6. Collaborate with other commissions and/or Coordinating Council to facilitate special stewardship opportunities

Congregational Resourcing Commission

Membership:

Elected by delegates following recommendation from Coordinating Council: Chair

Affirmed by delegates following recommendation from Coordinating Council: One representative for each special concerns area as needed, e.g., Peace & justice, Prayer ministry, Worship, Education, Nurture

Responsibilities:

1. Serve as a clearing house for Mennonite resources available to congregations and church plants
2. Receive reports from Sharing Plan
3. Balance membership based on needs of the conference in various ministry areas
4. Coordinate opportunities to meet with representative groups/ministries during Delegate meetings, Celebration and/or Leadership Seminar
5. Maintain a within-conference information packet listing available resource persons in areas such as stewardship, worship, prayer ministry, inspirational speaking, peace & justice issues, etc...

Mediation Team

Membership:

Appointed by Leadership Commission

Responsibilities:

1. To develop a philosophy and guidelines for mediation in various conference settings
2. To address conflict within conference groups as directed by the Leadership Commission