



**Mennonite Church USA**

**Mennonite Church Canada**

# Congregational Information Form

*To be completed by congregations seeking new pastoral leadership.*

## Purpose of this form

This form is to assist a congregation to present information concerning itself to prospective candidates for a pastoral leadership position. Completing the form will also assist the pastoral search committee in self-understanding as they assess the strengths and weaknesses which may exist at the time of pastoral transition.

## I. Information

### A. BASIC INFORMATION AND CONTACTS

1. Name of church **Friendship Mennonite Church**  
 Address **21881 Libby Road, Bedford Heights (Cleveland), Ohio, 44146**  
 Church telephone **216-662-6788** Email **secretary@friendmc.org** Website **friendmc.org**
2. Chairperson of search committee **Maria Witmer-Rich**  
 Address **16710 Brigadoon Drive, Chagrin Falls, Ohio, 44023**  
 Telephone **216-235-4467** Email **m\_witmer\_rich@hotmail.com**
3. Area church/conference **Ohio Conference**  
 Name of area church/conference minister assisting your church's search committee  
**Ralph Reinford**  
 Address **5358 Kidron Road, P.O. Box 210, Kidron, Ohio, 44636**  
 Telephone **330-347-4791** E-mail **ralphreinford@gmail.com**
4. Year in which the congregation first began meeting or was organized **1948**

### B. MEMBERSHIP

1. Average Sunday worship attendance during the last 12 months: **51**  
 Highest attendance during that time: **85**                      Lowest attendance during that time: **35**
2. Current members/regularly attending adults                      **65**                      Non-resident members **10**  
 Resident members/adult attenders                                      **55**                      Children (not members) **23**
3. Age of members and children. Give totals and percentage.
 

0-12	<b>20</b>	<b>25.5%</b>	31-45	<b>20</b>	<b>25.5%</b>
13-18	<b>8</b>	<b>10%</b>	46-64	<b>14</b>	<b>18%</b>
19-30	<b>6</b>	<b>8%</b>	65+	<b>10</b>	<b>13%</b>

4. Occupational profile: (ages 19 to 70). Give totals.

Business/manager/proprietor	5	Homemaker	5
Education/administration/teacher	8	Clerical/sales	2
Craftsman/laborer/operative	3	Student/VS	2
Medical: doctor/nurse/administration	4		
Farmer/rancher	0		
Church institution/administration/minister	2	Other professional	9

5. Educational level of adults:

Up to and including high school	16%
Some college or college graduate	45%
Graduate school	39%

6. Describe the racial or ethnic composition of the congregation. **Multi-cultural and multi-racial. Approximately 20% African American, 5% Asian American and 75% Caucasian.**

### C. LEADERSHIP

1. Identify the present staff position for which you are seeking a candidate. **Pastor (full-time)**

2. Two previous persons in the above position:

Name **Kevin and Nan Kanagy (shared position)** Dates of service **May 2008 – May 2016**

Name **David Orr**

Dates of service **August 1991 – August 2004**

3. Did your congregation follow the Pastor Salary Guidelines recommended by the denomination for the previous pastor? **Yes**

4. Identify other staff: (assistant/associate minister, lay ministers, administrative assistant, custodian, musicians, youth)

Title: **Secretary, 10% of full time, prepares bulletin and supports pastor with administrative tasks, years served 7**

Title: **Custodian, 10% of full time, cleans church on Saturday, years served 4**

5. Describe housing options for the above position: Is there a parsonage or a housing allowance (US) or housing credit (Canada)? **There is a housing allowance.**

## II. Interpretation

The answers to the questions in this section are more difficult but probably more important in determining the qualifications needed by pastoral leadership. Use a small group to test for consensus on the answers given in this section. (Would recommend that the governing board of the congregation review and sign off on this section)

- A. Describe the commitment of your church to Anabaptist/Mennonite faith. How does this contribute to strengthening your ability to join God's mission in the world?

**While we have a wide range of viewpoints at Friendship Mennonite Church (FMC), our church overall is deeply committed to the Anabaptist/Mennonite (A/M) Church, as reinforced with a survey of**

congregants taken in June 2016. Respondents cited the following attributes of the A/M faith and its impact in their lives:

- We are committed to Anabaptist principles and this is regularly reinforced through education and sermons.
- Dedication to peace is refreshing in today's world and the church encourages us to live it out in real life.
- Mennonites have a unique cultural, historical, and theological approach to relating to the world which stresses nonviolence and peacemaking.
- Our Anabaptist faith is at the core of our church's distinctive role in the world. That faith is shown in our mission of peace and reconciliation, community care, simple living, and a life of discipleship to Christ.
- In the A/M church, we see people living out their faith in Jesus in every aspect of their lives.

Our congregation roughly falls into two categories: a majority of the church drives in from a distance of 10-25 miles away for the express priority of attending an A/M church. A second, smaller group, has found FMC because they live in the neighborhood of the church. In most cases, this group was not drawn to FMC for its denominational affiliation, but rather grew to learn about the denomination after attending. Some of us have been raised in the A/M tradition and continue to embrace it as adults; others of us grew to learn about the A/M tradition once attending FMC; and still others probably do not know that much about the A/M theology and may not have specific interest in it.

Our connection to the A/M faith serves as a foundation block in our teaching and provides us with a lens by which we view the world and our responsibilities as Christians. Our church consistently presents examples and lessons from Mennonite service and relief agencies and the broader A/M church. From those connections we continue to strive to engage with, learn from, and support the broader A/M global church.

B. What is the vision for your church? What are your priorities that shape the church's ministry?

Our most recent formal visioning document, written in 2013 and titled, "Friendship Mennonite Church Core Values," identifies FMC church priorities and continues to represent our group accurately. This document identified nine categories of core values for our church:

- Centrality of Christ
- Peacemaking
- Worship
- God Transforms Every Part of Life
- Neighborhood Presence
- Living Faith in an Anabaptist Perspective
- Making Disciples
- Love as Method and Purpose (self-sacrificial love for transforming the world)
- Practicing Good Stewardship

Less formally, information taken from our recent congregational survey revealed the following insights:

- We are a very diverse group of people, and we value our diversity. We remain unified by the centrality of Christ. We want to serve as an example to the community, acting out our faith by working for justice and rejecting racism.
- We are a family of God who shares our joys and sorrows, receives biblical instruction, encourages one another in living out our faith, and forgives and serves one another.
- We are a body of believers in Jesus Christ who welcomes others warmly and encourages each other to live as a counter-cultural witness to the world that seeks peace and justice, specifically those who have the least power and privilege in our society and around the world.
- We strive to serve each other, our community, and to be engaged in the world around us.

We recognize our church vision as a part of a larger, dynamic and ongoing process, and we look forward to refining that vision with new pastoral leadership.

C. What is your view of the pastor's role in the church? Are there special gifts in ministry which you hope will be fulfilled? How do you expect the pastor to be a representative of the congregation beyond the congregation?

**Role of the pastor:**

We believe that the pastor plays a central role in a small and geographically dispersed congregation, such as FMC. Key components of the pastor's role include:

- Spiritual leadership with gifts of Biblical teaching, discernment, and preaching based on a strong foundational relationship with Christ and love of God. Someone who is committed to the body amidst differences in opinion.
- A teacher, counselor, example, and friend who can encourage and strengthen us as we attempt to live lives that glorify God and are consistent with the message that we have been called to usher in with God's kingdom and mission of peace and reconciliation. An authentic, engaged person that others can go to with concerns, doubts and questions.
- Someone who will work with, collaborate and teach our various church lay leaders.

**Special Gifts in Ministry:**

Because we come from nearby and far away, our pastor should understand this reality and ideally help us think creatively about how to be the body of Christ together in our everyday lives. Because of our diversity, we would like our next pastor to see our diversity as a gift to be celebrated, nurtured and cultivated. Finally, we have a wonderful group of young people in our congregation and we hope that our next pastor would share our passion for nurturing our youth and children.

**Representing the congregation beyond the congregation:**

FMC is geographically situated in a highly populated, urban community. Our next pastor should be interested in engaging with our geographic community and the daycare that operates on our property. In addition, the church has been active in a variety of local ministries, such as Interfaith Hospitality Network, MCC Canning and Meals on Wheels. Finally, FMC has hosted a City Fresh distribution stop for the past five years (see Section III.D.3. for more information).

Historically, the pastor at FMC has served as a delegate to Ohio Conference and the MC USA National Assembly. In this role, the pastor helps to interpret some of the proceedings of the broader church for the rest of the congregation.

- D. Recognizing our differing theological orientations as persons and as congregations, make a brief statement about your congregation and the overarching theological commitments important to you.

**Our congregation is theologically diverse (and diverse in many other respects as well) but we find unity in Christ. We are committed to a theologically Anabaptist mission--to bring healing and wholeness to ourselves and our broken world and to strive for social justice and nonviolence. We believe in following Jesus as Lord above nationalism, racism or materialism. We strive to live life simply and in service to others as a witness to God's love for the world.**

**We believe in honoring the presence of God, following in the way of Jesus, being empowered by the - Holy Spirit, the centrality of Christ in the scriptures, and God's salvation and grace which is freely given. Furthermore, our theology and vision is shaped by our urban location, small size, connection to the Mennonite tradition, and wide range of backgrounds among members.**

- E. Church morale: Assess the spiritual and emotional health of the congregation. Are relationships among members wholesome and harmonious? Is there openness to new ideas and ways of doing things? Would everyone agree with your answers?

**In our recent church survey, there was general strong agreement that the spiritual and emotional health of the church is strong, and that there is openness to new ideas. Here are some statements that represent views from the church attendees:**

- There is a genuine and deep caring for one another.
- Many relationships are largely harmonious, although there can be strains as in any family.
- There is a good deal of openness to new ideas and ways of doing things.
- We can be tentative but open to each other; committed.
- Relationships are strong and caring, amidst significant differences in backgrounds and views.

**In the survey, a few words of caution were offered on this point as well:**

- I think some people feel like they have to keep quiet about or downplay certain theological convictions for the good of group harmony. Sometimes that is necessary to be respectful of everyone, but that can also lead to feelings of resentment or disinterest if your views are never voiced or affirmed.
- There is moderate to good openness to hear new ideas and discuss them, but not as much openness to giving them a try and stepping out in faith. Not everyone would agree.

**The search committee believes that the spiritual and emotional wellness of the congregation is overall very strong and that relationships are harmonious.**

F. What changes or trends do you envision for the congregation over the next five years? Do you have any other comments significant in the process for looking for new pastoral leadership?

**Our church hopes to grow in our spiritual lives and church relationships. Numerical growth is desired and would be helpful in carrying out the ministries of the church.**

**Over the next five years, our many children and young people will continue to mature into youth and young adults, and fostering their ongoing spiritual growth and developing their roles in the congregation will be critical. With a youth mentoring program already in place, our church hopes to work collaboratively with the pastor on programs such as these that encourage the church body to nurture and engage the youth of the church.**

**Our small group ministry has been relatively inactive over the past five years. In our recent survey, many expressed interest in working to expand our small group ministry, and we hope that in five years that ministry will have grown.**

**Many survey respondents suggested that the church needs to be open to becoming more diverse in every way and more strong in our diversity, encouraging more racial diversity at every level and especially in leadership.**

**Over the next five years, we also recognize that we will need to continue to dialogue and grow with regard to the LGBTQ question within the Mennonite church. FMC represents the full range of views on the LGBTQ inclusion issue. Despite these differences, we actively choose to remain in fellowship with one another and continue to work at learning and listening to one another. As one survey respondent put it, "We celebrate some differences while agreeing to stick it out with each other on other differences." Another respondent stated, "We need to figure out how to be church together despite differences in ideas about issues such as inclusion."**

**Other comments:**

- Many expressed a desire for consistent pastoral care
- Many expressed a desire that the church will be an example for the community

### III. Organization/Ministry

#### A. CHURCH STRUCTURE

1. Identify the primary governing body (council, board, elders) which represents the church.

**Elders, meets monthly, 2 members, average age late 50s, both are female**

2. Identify five other significant leadership/programming bodies: e.g. trustees, deacons, elders, commissions, councils, boards, committees.

**Administrative Team, meets monthly, 5 members, avg. age 40s, members both M-F**

**Worship Committee, meets monthly, 4 members, avg. age 30s, members both M-F**

**Trustees, do not meet regularly, 3 members, avg. age 50s, members M**

#### B. Worship AND MUSIC

1. Describe your worship service

**Our worship service follows a relatively traditional format, but is not strictly formulaic and can vary week-to-week. Each worship service generally includes congregational singing, a sermon, offering, and a congregational prayer. Frequently services also include a children's time, congregational sharing, dramatic readings, creative response times or special music. Services are not overly formal and the congregation regularly is known to make noise in the manner of audible responses and background sounds from many young children. We regularly incorporate children into our worship services through children's times, dramatic readings, special music, an annual children's Christmas program and as ushers.**

2. What role does music play in your congregation?

**Congregational singing occurs every week and plays a central role in setting the tone of the service. Congregational singing is mostly accompanied by piano, but can be accompanied by other**

**instruments or sung a capella. Special music is offered with some regularity and greatly appreciated by the group.**

3. What song books/collections of music does your congregation use?

**The Hymnal: A Worship Book, Sing the Story, Sing the Journey, and contemporary songs from CCLI.**

4. Name the musical instruments used in worship and other events (piano, keyboard, organ, guitar organ, drums, handbells, violin, etc.)

**Primarily piano, but other instruments used in worship include guitar, violin, cello, drums, flute, handbells and horns.**

5. Identify choirs and/or music groups

**Choirs vary and are not formally in place. However, two groups occur on a semi-regular basis:**

**- Children's bell choir: plays bells in the tune of familiar hymns, especially on holidays.**

**Children ranging in ages from 3-12.**

**- Vocal ensemble: Group of 7-10 adults who sing religious music, a capella or with accompaniment.**

### **C. CHRISTIAN FORMATION- Describe your approach to Christian Formation: (see below)**

1. Number of children's classes **Two** Total Sunday school enrollment **30**

Number of youth classes **One** Average total attendance **25**

Number of adult classes **One**

What curriculum resources are used by these classes?

**Shine Curriculum for youth and children. Adult curriculum varies and ranges from topical book studies to using the quarterly produced by Mennomedia.**

2. How does the congregation attend to the formation needs of persons of all ages?

**We offer Sunday school classes for all ages and creatively work at providing Christian education in a small church, which includes periodically offering multi-age classes and intergenerational Service and Learning times. In addition, we offer baptism classes for faith explorers, periodic retreats, social activities, and picnics and an annual worship service at the church Retreat property (see item F.6. for more detail).**

3. What other opportunities are there for growth and transformation?

4. Describe the involvement of youth in the life of the congregation.

**We have a wonderful group of youth at the church that we support in part through an active mentoring program. Mentors meet with their mentees regularly, through both individual activities and scheduled group activities. Our youth are encouraged to actively participate in the life of the church, and are invited into roles in worship, committee involvement and visioning discussions. The youth periodically meets for social activities and learning times.**

Does your church support and send young people to Mennonite camps, area church/conference and colleges? **Yes, our church sends young people to Mennonite camps and offers scholarship money when needed. We attend and are involved in conference activities and offer scholarship money when Mennonite colleges are selected.**

5. Does your congregation have active small groups? If so, describe the number of groups, focus of the groups and how often they meet.

**Our congregation currently has two small groups that meet monthly. The groups share a meal together and have a Bible study component. Previously we have had more small groups and there is a desire among the church to expand the current small group ministry.**

6. What men's/women's groups are active?

**Women's Time Out is a long-standing women's bible study that meets monthly. On an irregular basis we have mens and womens retreat times.**

7. What ministries do you have for children, youth and young adults over 18, etc.?)

**Periodically we have "kids club" activites where children of the church are invited into social and learning gathering of a diverse nature. We have a youth mentoring program.**

8. In the next five years, do you anticipate a membership: increase stability decrease

Why?

**While we would love to grow numerically, historically our attendance has remained stable. While we frequently have new people who move into the area, due in part to local schools and medical centers, we also have people who move out of the area. So we have accepted that our church has a reasonably high level of fluctuation of members and attenders and we work to minister to people for the time that they spend in the Cleveland area and with FMC.**

#### **D. OUTREACH AND EVANGELISM**

1. Describe how you cultivate the visibility of your church in the community.

**We have two main areas of visibility in the community: 1) through the daycare that resides in the FMC church building (see item III. F.10.) and 2) through the City Fresh produce stop (described in section IV.A.9.). We also strive to engage in local ministries, described in section IV.A. 10.**

2. Describe how you connect to seekers and make new disciples.

**FMC offers new member/faith exploration classes on a semi-regular basis. We work to follow-up with visitors and strive to make all people feel welcome when they walk in the door.**

3. Describe your congregation's ministry in and with the community.

**Because many of FMC's members live a distance from the church, ministry within the community can be a challenge. Over the past 10 years, we have tried many outreach ministry activities in the community, including hosting regular community meals, hosting community picnics and hot dog roasts, and visiting people door-to-door. Over time those ministries did not appear to bear fruit and we have discontinued most of those activities, and continue to look for effective ways in which to connect with the community and draw new attenders to FMC.**

**The daycare which rents our church space during the week gives us many opportunities for informal ministry, and a few members and attenders come from the daycare (see item III.G.10 for more detail). FMC has hosted a City Fresh distribution stop for the past five years. City Fresh is a local community-supported agriculture program, or CSA, and FMC hosts a distribution stop at the church on Wednesdays for 8-9 weeks during the summer, providing fresh fruits and vegetables to areas where access is otherwise limited. As part of this program, FMC has hosted a cooking class for local residents who have used City Fresh to offer insight into recipes and cooking techniques for vegetables that may be unfamiliar.**

**We continue as a congregation to look for creative and effective ways to minister to our community, especially given the distance that many of us live from the church, and we hope to grow in this area in the future.**

#### **E. HOW DOES THE CHURCH UTILIZE TECHNOLOGY IN WORSHIP, IN TEACHING, AND IN OUTREACH IN THE COMMUNITY?**

**The church has a projector and screen in the sanctuary that is used to project elements of worship such as songs, litanies and announcements. The church has wireless internet that is used during Christian education and worship for accessing videos and other online resources.**

## F. CHURCH BUILDING AND PROPERTY

1. Do you own or rent your facility? If rent, describe the type of space. **Own**
2. Seating capacity of sanctuary or worship area **150**
3. Date of construction of church building **1953**
4. Date of last renovation. **2009** Describe what was done **Updated sanctuary-new paint, carpeting, stage & AV booth**

What if any building/renovation program is needed or projected?

**The fellowship hall wing needs a new roof.**

5. Describe the educational facilities.

**The church has four small childrens' Sunday school classrooms and a nursery located upstairs, and a conference room downstairs that is used for the adult Sunday school class. In addition, there are several large classrooms in a wing attached to the fellowship hall that are primarily used by the daycare for their classes.**

6. Describe the fellowship and/or recreational facilities.

**We have a fellowship hall and kitchen at the church. The church is situated on several acres and includes an outdoor playground, owned and maintained by the daycare. FMC also owns 90 wooded and open acres called "The Retreat," located 45 minutes east of the church in Parkman, Ohio. The retreat property features a covered picnic pavilion, outhouses, a pond, trails and open mowed acreage suitable for camping and recreation.**

7. Describe the church office location and equipment: Computers, phones, other.

**The church office is located next to the lobby. We have a phone, copier and printer. We will buy the new pastor a computer.**

8. Are building and equipment adequate for the needs of the congregation? Describe any special assets or liabilities of the building. **We have enough space for the size of our congregation.**

9. Name the insurance company and describe the coverage for church liability, property, pastor's liability, etc., for the church.

**Church Mutual Insurance, \$3M for general coverage, \$1M per occurrence.**

10. Are there community programs or groups who also utilize your church facilities? Who are they and how often do they use the building?

**The Bedford Heights Daycare uses the building during day-time hours, five days a week.**

What interaction do you have with them?

**Our pastors have traditionally had some interaction with the daycare, and Pastor Nan Kanagy had hosted a "Girl Talk" program where girls aged 9-13, from both the daycare and the congregation, would meet monthly for religious activities and social time. A member from FMC regularly reads to children from the daycare. Employees at the daycare received a USDA grant for a community garden, and members from FMC are working alongside the daycare to help the children of the daycare plant and care for the garden. The daycare is interested in City Fresh and buys produce from City Fresh to teach children about fresh fruits and vegetables.**

## G. CHURCH STEWARSHIP/FINANCES

1. Based upon your last report, identify the previous year's giving of your church.

### Local Church

Expenses	76,673	
Local needs and outreach	564	
Buildings and facilities	11,508	
<b>TOTAL LOCAL CHURCH CONTRIBUTIONS</b>		<b>88,745</b>

Note: Denomination refers to either Mennonite Church USA or Mennonite Church Canada

### Non Local Contributions

Area church/conference	500	
Denominational total	250	
Mennonite institutions and agencies	750	
Mennonite Central Committee	600	
Other Mennonite causes	775	
Non-Mennonite causes	600	
<b>TOTAL NON LOCAL CONTRIBUTIONS</b>		<b>3,475</b>

2. Church budget

Who makes recommendation regarding pastoral and staff salaries? **Administrative Team**

Who determines church budget or makes recommendation to the church? **Administrative Team**

What plan is used to challenge the church to Christian stewardship

Current total budget \$ **\$100,000**

3. Is there church indebtedness? Yes  No  Amount \$

How is it being reduced?

## IV. Relationships

### A. COMMUNITY

1. Character of community your congregation serves or in which it is located:

Rural  Village (under 2500)  Town (under 10,000)  City (over 10,000)  
 Large city (over 100,000)  Metropolitan area (over 1,000,000)

**(Bedford Heights: 10,500; Cleveland Metropolitan Area: 2.1 million)**

2. Which best describes this community?

Growing  Stable  Declining

3. Describe racial or ethnic composition of the community.

**Bedford Heights is approximately 77% African-American, 19% Caucasian, with most of the remainder identifying as Hispanic/Latino. The Greater Cleveland Metropolitan Area is approximately 72% Caucasian, 20% African-American, and 5% Hispanic/Latino, but maintains a variety of ethnic identities as well (Cleveland's Chinatown, Little Italy, Slavic Village, etc.).**

4. List two or three primary business/industries in the community.

**Bedford Heights is home to approximately 430 businesses, mostly made up of small retail and service businesses, as well as light industry and distribution services. The greater metropolitan region is home to large businesses such as Goodyear Tire and Rubber, Sherwin Williams Paints, Parker-Hannifin Aerospace, and the Cleveland Clinic.**

5. Identify other Mennonite/Anabaptist churches in the community, if any.  
**Aurora Mennonite Church, Lee Heights Community Church**

What other churches and faith groups are in the community?

**Reflecting its diverse ethnic makeup, the Greater Cleveland area is home to a wide variety of churches and faiths. A large Jewish population resides in nearby Beachwood, Shaker Heights, and University Heights. Numerous other faith groups (Catholic, Orthodox, Islamic) are prevalent as well.**

6. Name of nearest college or university  
**Cuyahoga Community College, Baldwin-Wallace University, Case Western Reserve University and Cleveland State University.**

In what way does your church relate to this academic community?

**Many Mennonite students who study at these and other universities in the region attend Friendship during their period of study. In addition, we have three professors from local universities who are members of FMC.**

7. Identify significant issues confronting your community.  
**Bedford Heights and the broader region are experiencing challenges relating to economic growth and transitions. In the past 30 years, many large, heavy-industry employers have left, negatively impacting employment and community growth. Many current jobs are low-paying, service-related. Within Bedford Heights, approximately 25% of all families are led by a single-parent.**

8. Describe what you believe to be distinctive assets of your community.  
**Cultural Institutions: Cleveland Playhouse Square, Cleveland Orchestra, University Circle museums (Art, Natural History, Botanical Gardens), numerous local ethnic communities and festivals, several well-developed county parks systems including the Cuyahoga Valley National Park  
Health and Education: Cleveland Clinic, University Hospitals System, Case Western Reserve University, Cleveland State University, Cleveland Institute of Music/Art, Kent State University, Oberlin College  
Sports: Cleveland Cavaliers basketball, Cleveland Browns football, Cleveland Indians baseball, Lake Erie Monsters hockey, numerous minor-league teams  
Transportation: Easy access to freeways, a busing network and two large airports**

9. Describe your congregation's ministry in the community.  
**See item III.D.3., above, for a comprehensive answer.**

10. How does your congregation work with ecumenical and interfaith efforts?  
**Interfaith Hospitality Network, MCC Canning, Southeast Clergy Council (which operates a local hunger center, and supports a local Meals on Wheels program). Members of FMC donate funds so that several City Fresh shares a week are donated to the hunger center, providing them with much-needed fresh fruits and vegetables.**

## **B. AREA CHURCH/CONFERENCE**

1. Describe your relationship with and your participation in the area church/conference.  
**Our church has a good relationship with Ohio Conference, with delegates attending the annual conference meetings, and youth periodically attending conference youth events such as retreats and Girls Jamboree.**

## **C. WIDER CHURCH**

1. Describe your relationship with and your participation in Mennonite Church Canada/Mennonite Church USA.  
**FMC Church members regularly attend the national assembly of Mennonite Church USA and we have delegate representation at the convention. In addition, FMC is interested in Mennonite World Conference, and regularly participates in Peace Sunday and World Fellowship Sunday. Seven people from FMC attended Mennonite World Conference in Harrisburg, Pennsylvania.**

## V. Conclusion

A. Compile your church's response to the "Twenty Pastoral Areas" found at <http://manygifts.org/20pastoralareas/> and include summary of the results.

**- Note for interpretation: In the ranking data, FMC ranked "low" areas that we feel some of the laity can help facilitate. In other words, ministries such as small groups, worship and stewardship are certainly a priority for FMC, but we hope and believe that lay leaders in the church might take leadership roles in these ministries so as to not overburden the pastor.**

B. Send a copy of this form to your area church/conference minister. You may also use copies to send to prospective candidates whom you may wish to interview.

Name of group or persons responsible for completion of this form: **FMC Pastoral Search Committee, in conjunction with treasurer Sue Schmucker Coblentz and other church members.**

Date of completion **June 2016**

Revised November 2012

N Kauffmann, Leadership Development, Mennonite Church USA