

**MENNONITE CHURCH CANADA
JOINT COUNCIL MEETING
October 20-21, 2018 – Winnipeg
Meeting Minutes**

Joint Council Present: Calvin Quan (Moderator), Geraldine Balzer (Assistant Moderator), Allan Hiebert (Secretary/Treasurer), Terry Stefaniuk (Moderator MCSK), Alicia Good (MCEC), Andrea De Avila (MCM), Brenda Tiessen-Wiens (Moderator MCA), Margaret Kruger-Harder (MCA), Arli Klassen (Moderator, MCEC), Betty Loewen (MCBC), Gerald Gerbrandt (Moderator MCM), Lee Dyck (Moderator MCBC), Henry Funk (MCSK)

Staff Present: Willard Metzger (ED), Henry Paetkau (incoming Interim EM), Tim Wiebe Neufeld (MCA), Ryan Siemens (MCSK), Ken Warkentin (MCM), David Martin (MCEC), Garry Janzen (MCBC), Jason Martin (MC Canada Staff)

1) **Welcome:** Calvin called the meeting to order at 8:30 am

2) **Opening:** Allan provided an opening from Mark 10:42 ff “whoever would be first among us must be slave of all”

3) **Agenda and Minutes**

- a) The agenda was approved as circulated, with the following additions/changes: The afternoon break will be altered to accommodate a “signage appointment” at the bank.
- b) The minutes of the June 16, 2018 Joint Council meeting and the July 11 Joint Council Meeting were discussed

CONSENSUS: The minutes of the June 16, 2018 Joint Council meeting were approved as circulated.

CONSENSUS: The minutes of the July 11, 2018 Joint Council meeting were approved as circulated.

4) **Moderator report:** as noted on page 12-13 of JC Docket

5) **Executive Director report:** as noted on page 14 of JC Docket

a) Executive Director report:

- i) Transition to the new structure is proceeding according to our initial plan in terms of International Witness, finances and financial reporting, ESG participation

b) Witness report:

- i) Willard covered highlights of the 5 page report provided in the meeting docket.
- ii) Review of all Witness projects in terms of the Ministry Initiative Development Guide was completed.
- iii) Our work in Burkina Faso and South Africa has been discontinued. The Barkmans finished their mission term in the Philippines.
- iv) A new ministry possibility as MC Canada is exploring a new option in China which will not be realized until after our FYE and we determine what our financial status will be
- v) We also have a mission presence in Myanmar primarily through MCEC

- 40 vi) Our connection with African mission is now solely rooted in financial engagement through
41 AIMM
- 42 c) Indigenous-Settler Relations:
- 43 i) Willard covered highlights of the 6 page report included in the meeting docket.
- 44 ii) The most recent books put together and edited by Steve are selling well.
- 45 iii) Although MC Canada did not run residential schools, we did operate “day schools” in
46 indigenous communities. Our work in collecting records from this work and making them
47 publicly available is ongoing.
- 48 iv) Steve has been invited to a “treaty walk” with the Social Justice Committee of the Health
49 Sciences Association of Alberta. The suggestion was made that he connect to MCA to
50 involve Alberta churches.
- 51 v) The RC Indigenous/Settler working groups are beginning to develop and carry on the work
52 at the more local level
- 53 vi) Steve has ongoing teaching and ecumenical opportunities to teach and to relate
- 54 d) Common Word:
- 55 i) Willard covered highlights of the 2 page report included in the meeting docket.
- 56 ii) General sales revenue has grown. However, text book sales are down.
- 57 iii) MC Canada usage of borrow material is slightly down but the ecumenical usage is up.
- 58 iv) A new staff position in communications has been hired to support marketing.
- 59 v) Conversation is being held with MennoMedia on the role/position of Common Word.
- 60 vi) A new US e-commerce capability is in place, allowing easier purchases from the USA.
- 61 vii) Online Worship Resourcing – an initiative to provide worship resources to accompany the
62 new hymnal has started, but funding needs to be secured.
- 63 e) Mennonite Central Committee:
- 64 i) Willard was part of MC Canada conversation with MCC Canada. The “MCC Code of Conduct”
65 has generated some complaints regarding their hiring practices which prohibit hiring of
66 LGBT persons in same-sex relations. MCC is considering a two level code, depending on the
67 staff role’s public engagement. MCC is working at determining the level of engagement with
68 the constituency to determine whether they would need to sign a declaration of support for
69 heterosexual marriage. There is considerable unrest about this at the MCC staff level
70 (particularly from MC Canada staff) and board. This has significant impact on CCAL support
71 of MCC.
- 72 ii) MCC financial position is strong despite a reduction in support both from donations and
73 sales at 10,000 Villages.
- 74 f) MC USA has had a change of Executive Leadership. Glen Guyton is the new Executive Minister.
75
- 76 6) **Renewing our Covenant:** (page 28-29 in the docket)
- 77 a) Our covenant is intended to be an aspirational covenant. The covenant signed last year calls for
78 a renewal after one year (ie. now).
- 79 b) The word “national” is to be replaced by “nationwide”. A few other minor edits were made.

CONSENSUS: The Regional Church Moderators agreed to sign the reviewed/amended Covenant document with Joint Council's approval.

Morning Break 10:30

7) Finance Update:

- a) The sale and transfer of the last remaining land owned by MC Canada, at Loon Strait, Manitoba, was completed in July.
- b) Allan went over the new format for Operating statements (financial reports) that were sent out to Joint Council members.

ACTION: The Operating Statements should give the full name of partner projects and related organizations rather than using acronyms.

- c) Willard and MC Canada staff have gone through our accounting system and marked as "inactive" the account codes relating to old projects and programs that we no longer have. We have also been working to reduce the number of bank accounts that we have.
 - i) Encouragement to utilize banking services that reflect ethical practices
- d) MC Canada is in the process of hiring/contracting for a new accountant, as Allan Wainwright has asked to withdraw from this role. This will likely be a contract position. FPAC recommends at least 2 days per month, with more likely required during the year end and audit period.
- e) A Financial Principles and Reports Group has been formed, consisting of one volunteer and one staff member from each Regional Church and MC Canada. This group is developing ways for the RC and MC Canada to communicate donation information between each other. It is also developing principles for how to attend to the financial health of each other.
- f) The Financial Policies and Audit Committee (FPAC) met on Wednesday, October 17, 2018. This committee is responsible for meeting with our auditors regarding the annual financial statement audit, as well as reviewing the benefits plan offered by MC Canada. In addition, the Pension Advisory Committee also met on October 17. FPAC recommends that the Cost of Living Adjustment for the MC Canada Salary Scale for FYE2020 (starting February 1, 2019) be 3%. This is based on the July-July CPI numbers.

CONSENSUS: That the MC Canada Salary Scale be increased by 3% on February 1, 2019, to reflect the July/July CPI increase in the past year.

- g) Signing Authorities Change

CONSENSUS: That the signing authorities of Mennonite Church Canada be any two of Henry Paetkau, Laura Zacharias, Calvin Quan, and Allan Hiebert.

- h) Change to financial administration of Mennonite Voluntary Service Association. Maureen Wilson has requested that the remaining balance (\$30,800.90) of the internally restricted MVSA shared fund be transferred to Bethal Mennonite Church of Winnipeg. This request was supported with e-mails from the three MVS sites.

CONSENSUS: That the remaining balance of the MVSA internally restricted fund be transferred to Bethal Mennonite Church of Winnipeg, who will be taking over administration of the fund.

i) Regional Church Finance Update – RC Moderators

i) MCBC – it is not yet clear what their long-term financial stability might be

ii) MC Sask – donations have been slow which resulted in withholding some funds that they would normally release in a timelier manner. They feel hopeful about the future

iii) MCA – donations seem to be on par with historic giving patterns

iv) MCM – three significant changes, new structure of MC Canada, loss of 20% of members, changes to camping program. This complicates our revenue projections, but we seem to be close to expected congregational revenue

v) MCEC – budget seems to be on track and staff has done some work on what the potential loss of up to five congregations and declining revenue from some congregations might look like for budgeting

j) A discussion about how RC are appealing for support in areas which were previously managed by MC Canada was held.

k) Target FYE2020 budget from 2017 Special Assembly

i) At the 2017 Special Assembly we anticipated a budget of approximately \$1,922,000 for FYE202. A discussion was held on how “hard” that number was, whether we should lower the budget if we have difficulty meeting this year’s budget, and how much we should continue to draw on reserves.

Break for Lunch

8) Protocols for Receipt of Communication

a) Willard presented an ESG proposal on how correspondence and communication flow will be handled for MC Canada (Communication Protocols for Receipt of Communication). The document was reviewed, and several changes were suggested.

b) ESG is to revise the document and circulated to Joint Council for final review prior to the end of this Joint Council Meeting.

9) Communications strategy

a) Willard provided an update on the development of a communications strategy with Barefoot Creative that is still in process. Currently, a constituent survey is in process and will conclude shortly.

b) ESG is also working with the communicators on an identity statement which describes the fundamental understandings re: MC Canada identity and purposes.

c) ESG has prepared a document of identity but has not yet had a chance to go over this for presentation to the JC. It was agreed that ESG will look at this tonight and we will come back to this on Sunday’s agenda.

10) 2019 Inspirational Delegate Gathering – planning

- a) The Theme Committee (with representation from each RC) has met. The theme will be “Igniting the Imagination of the Church”. The keynote speaker is Elaine Heath from Duke University. Some topics: What in the world is happening to the church? What systems change do leaders need to attend to? Short “TedTalk” style talks are planned; presenters will include people from each RC.
- b) Other plans for the gathering were discussed. Joint council members asked some questions and provided feedback.

11) Recommendations for Initial Terms for Joint Council Representatives

- a) ESG prepared a document suggesting how to stagger the Joint Council RC representative terms so that there would be as little simultaneous turn-over of JC members as possible.
- b) The document was reviewed, and some corrections made.
- c) The MC Canada Operating Agreement tasks ESG with coordinating the consideration of diversity on the Joint Council, but the appointment of representatives is a Regional Church responsibility.

12) Volunteer Covenant

- a) A volunteer covenant was presented, which highlights policies that pertain to volunteers that MC Canada would expect any volunteers or staff to abide by.
- b) Some edits were suggested.
- c) This covenant should be included in any welcome package or nomination
- d) This may also apply to MC Canada staff if it is not already covered in the Personnel Policy

CONSENSUS: The proposed Covenant seems good.

ACTION: Determine plan/procedure for getting existing and new volunteers to sign the volunteer covenant.

13) Declaration of Not Being an Ineligible Individual

- a) CRA has strict expectations of directors of not for profit organizations. This document spells out who is ineligible to sit on the MC Canada board, based on CRA expectation.
- b) The document was discussed and some limitations on its usefulness noted.

ACTION: Determine plan/procedure for getting new and existing Joint Council members to sign the declaration.

ACTION: ESG to look into the usefulness and expense of getting criminal record/police checks.

Afternoon Break

14) Terms of Reference for 2nd Joint Council Representatives

- a) A revised version (from the docket) of “Terms of Reference for 2nd Joint Council Rep” was circulated.
- b) The main purpose of this document is to clarify the accountability of the 2nd rep
- c) Discussion followed and some suggestions were made for changes.

194 **ACTION: Document referred to the ESG for further work**

195 **15) Nationwide Mission Consultation 2019**

- 196 a) Plans for this conference were discussed, and a schedule was circulated. The conference is
197 planned for March 29-31, 2019 in Calgary.
- 198 b) Joint Council members were invited to participate in this conference. A straw poll indicated that
199 8-10 members may be able to attend.
- 200 c) It was hoped that the outcomes from the conference could be discussed at the Joint Council
201 meeting that is scheduled for the following weekend. This should fit well into the agenda, as the
202 MC USA executive committee members will be joining us for these meetings.
- 203 d) Deadline for participation of JC members is yet to be determined (at least by year end)

204 **ACTION: Deadline for JC members to register needs to be determined and reminder sent.**

205 **16) MennoMedia – board representation**

- 206 a) MC Canada has been represented on the MennoMedia board by staff people in the past. Since
207 the restructuring, Arlyn (the Manager of CommonWord) has been our representative.
208 MennoMedia considers Arlyn to be a book vendor - therefore not appropriate to be on the
209 MennoMedia board.
- 210 b) MC USA will be represented by the Executive Minister therefore the ESG is recommending that
211 the Executive Minister of MC Canada should serve as the staff rep on the MennoMedia board –
212 approved by the JC
- 213 c) Concerns were raised about the financial viability of MennoMedia, and whether we have any
214 legal or moral obligation for their debt.

215 **ACTION: Consult with a lawyer to understand our obligations and liabilities to both MennoMedia and**
216 **AMBS. Who will follow up with this?**

217 **17) Search Committee update**

- 218 i) Geraldine reported that Search committee began with a search for an interim EM. Henry
219 Paetkau was approached and hired.
- 220 ii) David Marten joined the search committee on behalf of ESG
- 221 iii) In Camera
- 222

223 **18) Closing: Terry Stefaniuk**

224 **Break for Night**

225 **Sunday, October 21, 8:30 am**

226 **19) Agenda Review:** Calvin reviewed the day's agenda

227

228 **20) Sunday Opening and Worship – lead by Andrea De Avila**

- 229 a) Andrea reflected on Psalm 62

- 230 b) After a time of silence, Joint Council shared expressions of gratitude.
231 c) Andrea concluded with Psalm 118
232
- 233 21) **Minutes:** August 15 teleconference
234 a) It was noted that a minute had not been written or included in the meeting docket on the
235 August 15-16 e-mail vote that was held to confirm the hiring of Henry Paetkau as Interim
236 Executive Minister. A minute has now been written and circulated.
- 237 **CONSENSUS: The minute of the August 15-16 Joint Council e-mail vote was approved as circulated and**
238 **corrected.**
- 239 22) **Revised “Recommendations for Initial Terms for Joint Council Representatives”**
240 a) Tim Wiebe-Neufeld reviewed the revisions to the document as circulated.
241 b) ESG will assist Joint Council in monitoring the staggering of terms and the gift and diversity sets
242 required for JC members.
- 243 **CONSENSUS: The revised “Recommendations for Initial Terms for Joint Council Representatives”**
244 **document will be a guide for renewal of terms**
- 245 **ACTION: Each Regional Church should consider these proposed terms when developing their rules for**
246 **appointing their Joint Council members.**
- 247 23) **Revised “Terms of Reference for 2nd Joint Council Rep”**
248 a) Tim Wiebe-Neufeld reviewed changes to the document
- 249 **CONSENSUS: The revised “Terms of Reference for 2nd Joint Council Rep” document was approved.**
- 250 24) **Review of agenda for public accessibility**
251 a) A teleconference with Regional Church communicators and the Canadian Mennonite is planned
252 this week. Calvin asked if the agenda as given in the docket could be shared at this
253 teleconference. A minor change to better describe one item was made.
254
- 255 25) **Review of Logistics for the day**
256 a) Calvin reviewed logistics for the days meeting and activities
257
- 258 26) **Review of MC Canada Identity Statements**
259 a) Garry Janzen presented work that ESG and the Regional Church communicators had prepared
260 that reflects understandings related to our identity as a newly configured MC Canada.
261 b) Discussion followed, and some changes were recommended.
- 262 **ACTION: ESG to revise the identity statement and circulate it again to JC for feedback.**
- 263 27) **Guidelines for Responding to Sexual Misconduct**
264 a) Intent of this document found on page 36 of the docket is to give the Joint Council a sense of
265 what is currently happening in the RC’s and an idea of what is envisioned for future preparation.

- 266 b) Discussion and questions followed.
- 267 c) A document outlining a constituent concerns about a specific case of abuse was circulated. We
- 268 are already attending to these concerns. Discussion followed, and some suggestions were made.

269 **CONSENSUS: The noted concerns may be used as a guideline for developing/revising regional and**

270 **nationwide policy and development of new initiatives.**

271 **28) Follow up on staff actions**

- 272 a) Letters from Steve Heinrichs and Gerald Gerbrandt were discussed.
- 273 b) **Summary Question:** of how we make public statements, clarify principles around civil
- 274 disobedience, clarify principles around personal action and social media presence by staff and
- 275 volunteer leaders.
- 276 c) **Encouragement:** for Steve to continue to build relationships with all parts of the constituency.

277 **ACTION: Arli and Gerald will draft guidelines re: the summary question above.**

278

279 **29) Revised “Protocols for Receipt of Communication” document.**

- 280 a) The revised document was circulated and discussed.

281 **CONSENSUS: The revised “Protocols for Receipt of Communication” was approved.**

282 **30) Regional Church Reporting**

- 283 a) **MCBC** – Lee Dyck
- 284 i) No additions to the report
- 285 ii) Encouraged by the additional resources provided by the new communications and church
- 286 engagement staff person.
- 287 iii) New energy emerging for forming an Anabaptist network in BC
- 288 b) **MCA** – Brenda Tiessen-Wiens
- 289 i) Animated by how people are engaged and responding
- 290 ii) Seeing a passion for new Canadian churches wanting to relate their faith back to their home
- 291 countries. Encouraging to see that they are becoming more confident in finding their voice.
- 292 iii) Phase 2 of our 2020 is beginning
- 293 c) **MCSK** – Terry Stefaniuk
- 294 i) Experiencing the challenges that come with the moderator role
- 295 ii) Camp governance is an area that work in which work is being done
- 296 iii) Budget is a challenge as three other church entities are all fundraising
- 297 iv) Working on MC Sask bylaws and camp governance protocols
- 298 d) **MCM** – Gerald Gerbrandt
- 299 i) Fall Infuse is a congregational equipping event that replaces a fall delegate conference
- 300 ii) Communications is trying to frame “What we are doing together” as per the accompanying
- 301 document
- 302 e) **MCEC** – Arli Klassen

- 303 i) Expressed excitement about the new first generation, congregations who are being engaged
304 and excited about our Mennonite identity.
305 ii) Hope to see that if congregations leave MCEC that they might connect with another MWC
306 connected denomination.
307 iii) Sexual misconduct concerns continue to take time and energy. Concern for how we address
308 this issue holistically and go beyond just concerns related to credentialed persons.
309

310 **31) Next Meeting Dates**

- 311 a) January 26-27 in Saskatoon
312 b) Mission Consultation in Calgary March 29-31
313 c) April 6-7 in Calgary
314 d) June 28 – July 1 – Delegate gathering and inspirational event
315 i) Reserve Thursday, June 27 for a possible JC meeting
316 ii) Closing JC meeting on July 1 after the close of the inspirational event
317

318 **32) Closing – Arli Klassen**

- 319 a) Arli led the JC and ESG in a litany based on the MC Canada covenant.

320 **Lunch with Canadian Mennonite Publishing board members joining**

321 **33) In Camera**

322 **Meeting adjourned at 1:55 pm.**

323 **Recording Secretary:** Ken Warkentin & David Martin