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MENNONITE CHURCH CANADA
JOINT COUNCIL MEETING
Jan 28-30, 2022
Via ZOOM
Meeting Minutes

Joint Council Present: Calvin Quan (Moderator), Geraldine Balzer (Assistant Moderator), Allan Hiebert (Secretary/Treasurer), Gerald Gerbrandt (Moderator MCM), Brenda Tiessen-Wiens (Moderator MCA), Gerry Grunau (Moderator MCBC), Arli Klassen (Moderator, MCEC), Terry Stefaniuk (Moderator MCSK), Betty Loewen (MCBC) Margaret Kruger Harder (MCA), Alison Jantz (MCSK), Yoel Trakoon Masyawong (MCEC), Andrea De Avila (MCM)

Staff Present: Doug Klassen (Executive Minister); Susan Reynar (Exec. Assistant), Tim Wiebe Neufeld (EM MCA), Michael Pahl (EM MCM), Leah Reesor-Keller (EM MCEC), Garry Janzen (EM MCBC), Ryan Siemens (EM MCSK), Josh Wallace (Internum EM MCSK)

Regrets: Ly Vang (MCEC), Friday Night - Andrea De Avila (MCM), Saturday and Sunday – Ryan Siemens

Friday, January 28, 2022

1) Welcome: Calvin called the meeting to order at 7:00 pm Central Time.

- a) Farewell to Ryan Siemens who is leaving as EM of MCSK to work with MCC AB as ED. Welcome to Josh who is the interim EM for MC SK.
- b) Farewell to Ly Vang who is stepping down as MCEC Regional rep and welcome to Yoel Trakoon Masyawong who is observing as a potential replacement.
- c) Susan Reynar acting as recording secretary.

2) Opening: Margaret Kruger-Harder opened with Personal reflection/storytelling around the value of senses – smell, sight, hearing in experiencing our beloved-ness. There is a greater power in the world that recognizes us in ways that defy logic and is not bound in the limitations of our minds. Love is deeper than the surface, broader than the present moment, richer than all our senses combined. We are loved!

3) The MC Canada Joint Council Litany was read responsively.

4) Agenda and Minutes (see JC Docket pp 4-20):

- a) The **agenda** was accepted as presented in the docket with minor changes.
- b) Arli identified a conflict of interest on matters related to Mennonite World Conference and the decision related to the MWC Global Mission Fellowship fee.
- c) The minutes of the October 2-3, 2021 meeting were reviewed. A correction was noted.

CONSENSUS: The minutes of the October 2-3, 2021, Joint Council Meeting were approved with corrections as noted.

- d) The minutes of the Oct 18, Nov 1, Dec 13, and Jan 11 Joint Council Executive Committee meetings were included in the docket for information.

5) Finance (see JC Docket pp 21-23)

- a) **The Secretary-Treasurer report** was included in the docket. In addition, Allan forwarded the financials reports to December 31, with Seans comments, to everyone on Jan 27.
- b) MC Canada **Salary Scale** increase. Usually, the MC Canada Salary Scale has been increased at the start of each fiscal year (February 1) by a Cost-of-Living increase (July 2021 over July 2020). FPAC recommends an increase of 3.72%. to reflect the year of year COL increase

52 **CONSENSUS: That the MC Canada Salary Scale be increased by 3.72% on February 1, 2022, to reflect the year over**
53 **year Cost of Living increase.**

- 54
55 c) U.S.\$ to Can.\$ **Conversion Factor** for Budgeting

56
57 **CONSENSUS: That a conversion factor of 0.81 US\$ to CAN\$ be used for FYE 2023 budgeting purposes.**

- 58
59 d) Change in **Financial Year End**. Under the recently adopted Shared Revenue Agreement, Regional Church
60 budget commitments to MC Canada are based primarily on their previous FY undesignated donations from
61 member congregations. For budget planning the RCs can't give us numbers until after their year-end. A
62 March 31 year-end would allow MC Canada to better understand it's revenue for the coming year, and
63 develop a budget, much earlier in its FY. The budget and financial statements should still be ready in time for
64 its AGM or large Assembly, typically held at the end of June or early July. FPAC recommends this change.
65 Discussion followed, with some concerns raised.
- 66 i) There will still be uncertainty in the budgeting process. Regional Churches will commit to first 9-10 months
67 (ie. March-December or January) but not for the remaining 2-3 months of the FY, as their giving is based on
68 a percentage of the previous year's donations. With some Regional Churches having declining church
69 numbers and donations, estimates for future years are difficult.
 - 70 ii) Fiscal year changes have been discussed in the past, but ended up not being implemented. Reasons for this
71 not happening were discussed. Our financial manager has discussed what need to be done with our
72 auditors.
 - 73 iii) Caution to make sure that our auditors will be available, as March 31 is a common FYE.
 - 74 iv) If Auditors request changes it delays the final statements until after the planned AGM.
 - 75 v) What are the implications if regional churches move their fiscal year as well?
 - 76 vi) How will expected revenue be calculated for the regions at year end with a 14 month budget?
- 77

78 **CONSENSUS: That Joint Council recommends to the Delegate Gathering that MC Canada's Fiscal Year End be moved to**
79 **March 31. The 2022-2023 Fiscal Year will be fourteen months *with the understanding that the above concerns will be***
80 ***looked into and brought back to the JC at the next Joint Council meeting.* A motion to change the clause indicating the**
81 **fiscal year end date in MC Canada's bylaws be prepared for the Delegate Gathering planned for July, 2022. The 2022-**
82 **2023 budget will be prepared for a 14-month period, in anticipation of delegates approving the change.**

- 83
84 e) **Company of 1000 Fund Policy update.** In recent years, the requests for pastoral education grants have
85 sometime exceeded the amount available under the current policy. We have a shortage of pastors in the
86 church and we would like to do what we can to help the education of pastors. There is \$287,000 in the Co
87 of 1000 fund right now. Discussion followed:
- 88 i) Is this an externally restricted fund? Yes, the funds must be used for pastoral education. However, it is
89 not an endowment where the capital must be preserved.
 - 90 ii) If we had added 5% of capital this past year, would everyone who asked for it be funded or would it
91 still be short? Yes - it would be enough to cover the shortfall.
 - 92 iii) What active work is done to grow the fund? Yes - a fundraising letter goes out every October to past
93 donors. In addition, the Company of 1000 will be profiled in Communications cycle as a place to
94 donate.

95 **CONSENSUS: that MC Canada's financial policy entitled "Restricted Fund Policies", section 8, be changed to allow a**
96 **capital withdrawal of up to 5% of the Company of 1000 Fund, when required to achieve the funds purposes. The**
97 **"Restricted Fund Policies", section 8 "Company of 1000 Fund", Typical Sources of Revenue be changed to read:**
98 **"Interest earned on principle, loan repayments, designated donations, and capital withdrawal of up to 5% of the fund**
99 **balance at the start of Fiscal Year".**

100

101 f) Mennonite World Conference Global Mission Fellowship fees. After the last JC meeting, Doug investigated
102 the MWC structure and what our responsibilities are within it. He found out that there are fees that we
103 have not paid for the last 4 years – 2019-2022. This is something separate from the Fair Share Agreement.
104 One of MWC’s groups, the Global Mission Fellowship, has an annual “fee” of \$2500 for MC Canada. This is
105 the body that MC Canada Witness works within globally. We have since paid \$10,000 to MWC for the
106 Global Mission Fellowship membership, an amount not included in our budget. Allan suggests that we pay
107 the Global Mission Fellowship membership fee from the Witness Donation and Bequest fund this year, and
108 include the annual fee of \$2500 in future budgets as a normal budget item.

109
110 **CONSENSUS: That we draw \$10,000 from the Witness Donation and Bequest Fund to cover the cost of the MWC**
111 **Global Mission Fellowship.**

112 g) MCM Recording Studio Mold Repair. At the November 1 Joint Council Executive Committee meeting,
113 Doug reported that the MCM recording studio was completed some months back, with the total
114 bill being about \$44,000. This required repair work was reported at the 2020-12-05 and 2021-01-
115 30 Joint Council meetings. The general recollection was that we had agreed to follow the
116 Operating Agreement that prescribes other regions helping out when one region experiences
117 significant unexpected costs, and suggested that some of the cost come out of MC Canada
118 reserves. However, a check in the minutes of both ESG and JC do not record an amount and we
119 aren’t even sure there was a final amount agreed to by Joint Council. Both Doug and
120 Michael remembers \$30,000 being the number talked about as we were testing out scenarios.
121 i) The repair work has already been paid for so this would be a transfer from the Capital Reserve to
122 the General fund.
123 ii) Doug pointed out clause 13.1.5 out of Operating Agreement regarding regions helping each other,
124 This is a grant and not a loan.

125
126 **CONSENSUS: That we draw \$30,000 from the MC Canada Capital Reserve Fund to give a grant to MC Manitoba to**
127 **cover a portion of the cost the repair to the recording studio.**

128
129 **6) Friday Closing – Michael Pahl.**
130 Financial and budget conversations are a necessary foundation in the task of bringing God’s love to the world. This is
131 directly related to our beloved-ness that Margaret reflected on in her opening and bringing good news to the world.

132
133 **Friday Adjournment at 8:00 pm Central.**

134
135
136 **Saturday, January 29, 2022: Start at 10:00 am Central**
137 **Present: Same as noted above and Andrea De Avila (MCM)**
138 **Regrets: Ryan Siemens (MC SK), Ly Vang (MCEC)**

139
140 **10) Welcome by Calvin**
141 **11) Governance Review Session** – – Two, 2-hour sessions, with Joint Council and the Executive Staff Group and
142 facilitated by Betty Pries, Credence and Co, discussing governance and roles based on four years' experience
143 with the MC Canada structure. This is a continuation of the governance and roles discussions started at the
144 October 2 Joint Council meeting, and followed up with small group work done by Joint Council and ESG early in
145 January.

146
147 **Saturday Business Session Start at 3:25 pm CST**

148
149 **12) Saturday Opening – Brenda Thiessen-Wiens**

- 150 a) Brenda led an embodied experience of humour and laughter inspired by family Christmas sharing.

151
152 **13) Executive Minister’s Report (see docket p 24 to 29)** Doug highlighted some areas of his report, and asked for
153 questions. He also noted that the “annual reports” from MC Canada programs had been prepared, were
154 included in the docket and were available from our website.

- 155 a) The Misconduct manual, which was a priority sent by the JEC last May, has made progress through a
156 working group. However, the project manager has resigned so progress has slowed, and Michael
157 Danner’s role in the US has shifted somewhat which has made it more challenging. The hope is to have
158 draft by the end of the summer and reviewed in the Fall by a wider group of people.

159
160 **14) Executive Minister Term Renewal (docket p. 30-34).** Calvin (as Moderator) and the JC Executive Committee
161 undertook the Executive Minister Term review, following the procedure given in our MC Canada Personnel
162 Policy. An internal term review survey was sent to 24 respondents from JC, ESG MC Canada staff and other staff.
163 External survey was sent to 9 respondents from Schools, MC USA, MWC, MCC, MDS, Canadian Mennonite asking
164 them to respond to 1) strengths and 2) areas to attend to. There were 27 pages of feedback then anonymized
165 and collated to 19 pages of summary which were reviewed with Doug for areas of strengths and challenges.

- 166 a) There was 96% affirmation from internal responses that recommended to renew Doug for another 3-
167 year term. This was reviewed by the Exec Committee, presented to Doug and he has a reviewed goals
168 and accepted.
169 b) Joint Council with have an opportunity to give specific comments on the review process during the In
170 Camera session later in this meeting.

171
172 **15) Joint Council Member Terms p. 35**

- 173 a) In keeping with Bylaw 26 regarding the Executive Committee, Joint Council appoints one person from
174 among JC to fulfill the role of the 4th member on the executive committee. This person can serve for 1
175 year up to a total of 6 years. As we reviewed the past minutes, this renewal was not done for 2020 and
176 2021.

177
178 **CONSENSUS: That the 4th person on the executive committee appointed by JC at the first meeting in Spring after all**
179 **the Regional Church AGMs, when all of the persons who are expected to be on JC for the next year are known.**

180 **CONSENSUS: That Joint Council retroactively appoint Betty for the May 2020 to May 2021, and May 2021 to May 2022**
181 **terms.**

- 182 b) **Competency information and Board Composition (docket pp 35-38).** A key part of the healthy
183 functioning of any board, including our JC is that we attend to its make up -- that we understand the
184 gifts and skills needed to function well. The competency information provides background information
185 for our nominating committee. For a representative board (with elected moderators from the regions),
186 looking at competencies is difficult. The draft form was based on Abundance Canada forms and other
187 matrices. Doug/Susan request feedback on the proposed forms, timeline and intent.
188 i) Concern that the competency chart is heavily weighted for highly educated, white middle class
189 person, like a secular NGO. The church needs some different competencies that show that we
190 value diversity of experience beyond the well-educated traditional approach.: Intercultural skill,
191 church planting experience, pastoral skills, ability to explain/teach anabaptist ideas, an
192 immigrant experience. This will require that we understand and value the gifts that go beyond
193 the current understanding of what governance looks like.
194 ii) Concern that a potential nominee could find it intimidating...a lot of information. It may be hard
195 to convince people to be part of the organization.

- 196 iii) Could this be used “after the fact” to have a sense about our composition and see gaps, and not
197 as a screening tool for nominees?
198 iv) Building the diversity that we desire is difficult given that we have moderators and regional reps
199 chosen by the regions.
200 v) One observation about current composition is that it is extremely urban. The divide between
201 urban and rural church is very real and this makes a difference.
202 vi) There is relevance in listing skills related to places where we get “stuck”.
203 vii) Ensuring that our JC is a healthy functioning board is a shared responsibility. The operating
204 agreement states that it is the collective responsibility of the RC to ensure the health and
205 diversity on the Joint Council and how we function together.

206 **ACTION: Doug and Susan will adjust the timeline, rewrite the forms with the suggested additions/modifications, and**
207 **clarify how it can be used with the above suggestion sin mind.**

208 **16) Volunteer Covenant, Declaration of not being an ineligible individual (docket pp 39-40)**

- 209 a) Each person asked to review and submit a signed copy of the signed document to Susan or Doug.
210 b) Susan will send out a copy of these two documents. PDF scan/photo is acceptable.
211

212 **17) Closing – Terry Stefaniuk Voices Together workshop leader edition 332.**
213

214 **Saturday Adjournment at 4:30 pm CST**
215

216
217 **Sunday, January 30, 2022: Start at 11:00 am**

218 **Present: Same as noted for Saturday Late: Terry Stefaniuk (MC Sask), Arli Klassen (MCEC)**

219 **Regrets: Yoel Trakoon Masyawong (MCEC), Ryan Siemens (MC SK), Ly Vang (MCEC)**
220

221 **20) Welcome**

222 **21) Sunday Opening – Geraldine Balzer** read a liturgy from a website called “En fleshed” for Jan 23, where the text
223 is from the passage in Corinthians about the many parts of the body. We see ourselves as many parts of one
224 body as reflected in our discussion yesterday.
225

226 **22) Nationwide Priorities (docket pp 41-43, and pp 55)**

- 227 a. **Overview.** Doug presented a document developed by the Executive Staff Group (ESG) entitled “Guiding
228 Values for Nationwide Decision-Building and Operations” and two recommendations. Recommendation
229 1 and 2 came from a series of conversations among the ESG from October to December.
230 b. **Discussion on *Guiding Values for Nationwide Decision Building*:** This document captures the essence of
231 what informed the collaborative efforts of the ESG. The Language of “building” is important because of
232 the way our work is generated from congregations to regions to nationwide initiatives. The ESG feels
233 that this document reflects the intention of how we work as a church. Discussion followed:
234 i. Consistent affirmation was expressed for this document being well-articulated, comprehensive,
235 thoughtful, “Decision building” language is good.
236 ii. We don’t do this alone. The ecumenical partners are also important (call regarding ecumenical
237 church). “like-minded people” could include people of other faiths, as well.
238 iii. Are the “Mennonite values” in point 1 historical or existing? Care for Creation or Stewardship
239 could be added to this list – although it is difficult to list everything.
240 iv. Mentioning God more prominently would give focus to God’s love (which is an ecumenical link
241 to other faiths), to the concept of God as Trinity which includes the Holy Spirit (feminine) and
242 becomes inclusive in a general way.

- 243 v. using this as a lens to make decisions and evaluate current and new initiatives would be an
244 interesting exercise. (Note that within MCM some of the working groups are using this for their
245 own guiding values and there is some traction and value. It has also come to the MCM board).
- 246 vi. The background for this document is that these are guiding operational values that came out of
247 the question of how we will address climate action – this document is not a comprehensive list
248 of our values of a confession of faith, but rather a culture statement in making unspoken
249 assumptions clear about what is distinctively guiding us as we build decisions and operationalize
250 them in HOW we do our work. How do we as the Mennonite church do what we do —not what
251 are the values that guide us but how do we understand ourselves in relationship to others to
252 make decisions and where do we see our role to work consistently and authentically. What
253 power do church leaders have, where is our space to act.
- 254 vii. The work of the EM's is appreciated as it interprets the challenge of decision making in a way
255 that can be understood and applied to the work of our congregations and the people who are
256 impacted. It needs to be done in the context of relationship as part of the process so that
257 decision can actually happen and become a reality.
- 258 viii. Calvin summarized that there seems to be a lot of affirmation and consensus to move ahead
259 with using this document taking into account the suggestions above.

260
261 c. **Discussion on Recommendation 1:** *That Joint Council formally approves climate Action as a nationwide*
262 *priority.* When the whole series of priorities were put forth in the covenant, Climate Action was not
263 named. Doug read the recommendation as included in the docket and referring to Appendix B: *MC*
264 *Canada Response to Climate Change ESG Report.*

- 265 i. Consistent affirmation/support expressed for this recommendation with the following
266 observations/questions:
- 267 ii. The rationale uses the language of *coordinate, integrate and resource regional churches who, in*
268 *turn, resource congregations.* This is important in defining this as a mandate.
- 269 iii. There was considerable discussion on “What does this mean to be a *nationwide ministry*
270 *priority?*” “What is the difference between a priority and a program?”

271
272 **ACTION:** The ESG should work further to determine if priority is the best word or if there is another more appropriate
273 word.

274
275 **CONSENSUS:** That Joint Council formally approves the inclusion of Climate Action as a nationwide priority.

276
277 d. **Discussion on Recommendation #2:** *that Joint Council affirms the ongoing collaborative work of the EM*
278 *and ESG to develop a criterion for determining how nationwide priorities are determined and*
279 *resourced(funded/staffed/volunteer).*

- 280 i. There is support for this recommendation. What ESG has done so far with the *Guiding Values for*
281 *Decision Building* is more than acceptable and could be a stronger recommendation than
282 “develop a criterion” The base of the criterion is the guiding values but it is important to develop
283 a practical or tactical set of criteria (policy) is still important to develop.
- 284 ii. Desire expressed for more opportunity in the timeline for JC input or awareness into developing
285 the big picture parameters for this criterion--especially if there are budget implications and to
286 give a chance for further discernment.
- 287 1. The ESG will do the ground work because they know the request of the regions and
288 have the responsibility to develop strategy and policy.
- 289 2. ESG could informally have conversations with their moderator and regional rep to as
290 criteria is being formed. This would give interim feedback before it comes to JC.

291 3. A reminder that in the policy governance board model, the JC doesn't need to have their
292 hands on developing policy or criterion. Be as efficient as possible.

- 293 e. **Doug reviewed the timeline (pg. 43).** The criterion will be a guide or template (as we have for
294 International Witness) that will help us determine if initiative requests that come to us is something that
295 we want to do or how we do it. This criterion and strategy will be brought to JC April 9 or 10 for JC
296 approval.

297
298 **CONSENSUS: that Joint Council affirms the ongoing collaborative work of the EM and ESG to develop a criterion for**
299 **determining how nationwide priorities are determined and resourced(funded/staffed/volunteer).**

300
301 **23) Capital Projects (docket p. 44-45)**

302 **a. Mennonite Church Office (600 Shaftesbury) Exterior Repair Project**

- 303 i. Doug presented a summary or the work to date (Architecture drawings done).
304 ii. Rough estimates indicated that steel siding would be considerably more expensive than stucco,
305 but last slightly longer. A reminder that MCM is responsible for 40% of the costs, so MCM is in
306 conversation with MC Canada on this.
307 iii. This is a recommendation to proceed with the next steps to go to tender (get quotes) for stucco
308 siding. Once the estimates are back a capital budget will be put together and brought back to
309 the JC for approval (on zoom if necessary)
310 iv. No other concerns. Approval to proceed with next steps.

- 311 **b. International Witness Capital Project Fundraising for Philippines.** At the October Joint Council meeting,
312 approval was given to proceed with a Capital fundraising effort for PBCI-CFP in the Philippines, subject
313 to two considerations. Doug reported that some concerns were raised while working on these
314 considerations, and that we were not ready to proceed yet.

315
316 **24) Sustainability Leadership Group (docket pp 46-53)** Tim Wiebe-Neufeld, as chair of the Sustainability Leadership
317 Group (SLG) presented a report on the work of the group over the last few months. The report contains a
318 number of recommendations. There is a lot of excitement for Climate Action to be a Nationwide priority. MC
319 Canada has highlighted its commitment to creation care in different ways. One of these is in relation to planning
320 for gatherings. In planning for future gatherings, we want to have someone with an eye for sustainability sitting
321 at the on the planning team from the beginning. Joanne Moyer has been doing some work on this for Gathering
322 2022 and has done an informal audit of past gatherings and realizes that documents need to be updated and will
323 do this work through this summer. We also look at how our own buildings and infrastructure have an impact on
324 sustainability. The SLG will seek to develop a framework for decision making on our infrastructure work. We
325 want to dedicate funds and resources to the support the goals of the "MC Canada's Response to Climate
326 Change" document. Part of this is to measure our current impacts and set goals and commit resources to reduce
327 our impacts. SLG can be part of developing measures. Joint Council to provide feedback/affirmation for the
328 general direction of the recommendations in order to proceed with working out the final details.

- 329
330 **a. Discussion: Recommendation 1A:** We recommend MC Canada institute a carbon offset plan for
331 ministry-related travel. The program would set up a fund, where grants would be given to
332 congregations that implement changes to reduce the impact/emissions of their church buildings. It is
333 hoped that this would get congregations (and members of congregations) thinking about the impacts
334 they are causing. Tim read through the details on p. 46, including a number of questions for discussion.
335 i. Idea of giving grants or is it possible to consider a micro-loan so that it can be replenished
336 and paid forward. Grants simplify bureaucracy more than micro-loans. Encouraging
337 recipients to pay it forward if there is payback from the grant investment, recipients could
338 pay it back to the fund.
339 ii. This idea still feels limited. Many people are coming to the Gathering on the organization's
340 expense account. Do they charge the regional church (money transfer?) Beyond inviting

341 donations, we could invite people to contribute to this fund out of personal responsibility in
342 responding to climate crisis—I.e., contributing carbon offset from personal vacation travel.
343 The Goal needs to be to make responding to climate crisis part of your everyday thinking on
344 your own – not only something that other organizations do.

- 345 iii. Modeling this for your congregations is important. Many congregations are ahead of us.
346 MWC is also modeling what it means to be climate friendly.
- 347 iv. MCEC John Reimer is joining the SLG and due to this engagement is bringing best practices
348 for carbon offsets into the budgeting process for MCEC. A great example of how a nationwide
349 organizing initiative is coming back to strengthen the regional church response and
350 celebrating that we are doing this work together.
- 351 v. Need to ensure that this will be CRA compliant that we can do this in the parameters of our
352 organization. Does it meet our registered purpose statements? We will need to need to put
353 Creation Care into our CRA Charity Tax Return “purpose statements”.
- 354 vi. We will need to ensure that we are communicating if this is a true offset or if it is actually
355 something else. If it is an offset, we need to know how to calculate the carbon we are using.
- 356 vii. Overall affirmation for this recommendation was expressed by everyone.

357
358 **b. Discussion on Recommendation 1b:** SLG recommends a cost/benefit framework be established
359 that assesses impacts for MC Canada meetings

- 360 i. This idea was brought forward by John Reimer as a tool that would help the organization in
361 its decision making and operations. How do we assess where we spend our carbon? For
362 example, there are reasons we meet in person because it is something that we value.
- 363 ii. We emit carbon all the time in our daily lives. When we meet in person what will be the
364 goals and understandings related to the cost associated with the choices made. This could
365 be a guiding document for decision making to help us prioritize our efforts and activities.
- 366 iii. Everything we do (e-mails, printing, meeting on zoom) has an impact. A comprehensive
367 understanding of our impacts is important. Travel and paper print are not the only thing
368 that has a carbon footprint.
- 369 iv. Consistent support was expressed which indicates an approval for this recommendation.

370
371 **Action: SLG and ESG to determine what needs to be done operationally 1) to develop these two recommendations**
372 **and recommend policy outcomes to JC for approval. 2) to continue the work outlined on p. 47 of the SLG report.**

373
374 **25) Delegate Gathering 2022**

- 375 a. Large committee meeting happening a few weeks ago. MCA secured volunteers early on to ensure there
376 were good people that were part of the planning.
- 377 b. Tim and Doug put together the draft schedule highlighting the various speakers and events. (Shared
378 document).
- 379 c. JC will meet 9 am- 5 pm on Thursday before the gathering. Friday will be COSL at first Mennonite. The
380 plenary session Friday night (John Boopalan, CMU is the speaker). 3 workshops: Saturday morning,
381 afternoon and Sunday evening. Saturday Cheryl Bear is the speaker in the morning and proposing a
382 concert by her in evening(?). The Sunday Worship service will involve drama, children, youth and
383 community. Tours in the afternoon.
- 384 d. Delegate Session will involve the business agenda (p. 54 see rationale) - Doug
385 Abbotsford all the delegate sessions were in time slot with everyone attending. There is a question
386 about who should attend the Delegate session: only 81 delegates or everyone? We don't want to lose
387 the diverse voices. Possible solution: Saturday afternoon would be a reporting time. Monday morning
388 would be the motions, passing the financial statements and resolution with just 81 delegates. Or
389 everyone? Feedback:
 - 390 i. In the past everyone attended but only delegates were allowed to speak and there was a
391 very clear seating plan for delegates. Observers could be present but not allowed to speak.

- 392 When people register for the sessions, they will need to indicate if they are delegate or not.
393 It is good to let people in to observe decision-making would remove suspicion.
394 ii. Caution to avoid referring to this as the “business meeting” because delegate sessions are
395 not the only “business” of the church.
396 iii. There should be an orientation time and it would be good to do ahead of time so as not to
397 take up time at the delegates session. Non-delegates also need some orientation to know
398 ahead of time so that they know what to expect. Orientation should be for everyone.
399 iv. In MCA at the delegate sessions there were 3 meetings on zoom for specific agenda items.
400 Zoom may be a way to have this discussion earlier.
401 v. Will this be a hybrid event that is as engaging for those online as in person? Online
402 attendees will be charged for some of the costs. It is expensive to run this well in online.
403 May have a CMU intern to help with the technical work.
404 vi. This is asking for a 6-day commitment from JC and ESG.
405 vii. Thanks, expressed for good work done and feedback given.
406

407 **26) Governance Review – Follow up**

- 408 a. Next steps and Timeline and suggestions were discussed:
409 i. While the development of summary documents (like a revised organizational chart) was
410 good, it was asked that the documents that were consulted should be included in a
411 footnote.
412 ii. It was observed that the ad-hoc Policy Management Group helping Doug with policy
413 development/revision was rather homogeneous. Some additional names were suggested to
414 bring more diversity to the group. Doug to follow-up to see if they were willing to join the
415 group.
416

417 **CONSENSUS: The EM, with the assistance of Margaret K-H and other JC members will draw together the Governance**
418 **Principles and Governance Protocols for MC Canada vis a vis Executive Functions and other existing documents and**
419 **re-draft the Operating Agreement and/or Covenant in light of the small groups' summary document, the key points in**
420 **yesterday's notes and the pending Credence summary of our discussion. This re-draft will be presented to JC/ESG for**
421 **JC consideration by Feb 28, synthesizing by March 28, and approval at our April 8-9 JC meeting. Pending approval,**
422 **this document will then be used with the (ad hoc) Policy Management Group to adapt remaining policy for JC**
423 **approval.**
424

425 **27) Regional Church Moderator Reports** (written notes submitted to Susan)

426 a. **Gerry (MCBC)**

- 427 i. Significant flooding happened in BC. Several constituents from churches were affected and
428 many MC congregations provided assistance. MCBC provided communications assistance and
429 MDS provided services.
430 ii. Garry Janzen will be retiring in summer of 2022. Search process continues w/ ad in CM. Thanks
431 to MCEC and MCM for providing hiring documents.
432 iii. 2021 ended with financial surplus.
433 iv. With Omicron most maintaining online service. 5) AGM on Feb 26 is on zoom because “Oma
434 Krahn” has decided to participate!
435 v. Gerry Grunau let his name stand for another term as moderator.

436 b. **Brenda (MCA):**

- 437 i. Congregations – in a variety of places re: gathering in person in light of Covid (Chin – having a
438 crusade this weekend)
439 ii. Pastors had an in-person retreat in November; significant opportunity to share experiences &
440 support one another

- 441 iii. Werner & Joanne (IW Worker in Ethiopia) finally received visas for Ethiopia which allow them to
442 be there for a short time; working on longer-term visas.
- 443 iv. Prayers are invited for people in Ethiopia; our Bethel Oromo and South Sudanese congregations
444 both have family and loved ones in conflict regions
- 445 v. Annual Delegate Session is online. Workshop sign up in advance: new this year are PIN and
446 climate workshops. Nominating Committee; like in many other places, it is becoming more
447 difficult to find people. Super Sunday worship; last year over 400 people, hope to build on that
448 energy.
- 449 vi. There is an interim coordinator for North Edmonton Ministry who is identifying an emerging
450 direction to focus more on resourcing congregations to enable them to reach out and engage in
451 ministry with people of other faiths, rather than seeing the coordinator as doing this on behalf
452 of our congregations
- 453 vii. 2021 is ending with a surplus largely due to gov't funding, but also because of a fundraising drive
454 from camp, some good year-end individual donations, as well as a year of expenses that were
455 lower than budgeted. Draft #1 for 2022 looks a bit onerous, will need to have some good
456 engagement with our committees around that before taking to delegates.
- 457 viii. Gathering 2022 planning is happening, excitement is building, and a video is forthcoming
- 458 c. **Terry (MCSK):**
- 459 i. We are all over the map with the way congregations are worshipping in light of Covid.
- 460 ii. 5 churches have closed in 2 years and MC Sk is re-thinking budget dollars. Budget was balanced
461 by dipping into reserves. Grace Mennonite in Prince Albert closed today. There is sadness for
462 Ryan as this was his first church to pastor and it is also his last day with MCSK.
- 463 iii. Josh Wallace is filling in as interim EM. Search is underway for EM. Kirsten Hamm Epp is going on
464 maternity leave and there is need to discern youth.
- 465 iv. RJC has an increase in students including international students.
- 466 v. Mixed feelings about closures but also wondering where these scattered seeds will end up.
- 467 d. **Gerald (MCM):**
- 468 i. **Melanie Neufeld** appointed Director of Mission Engagement (church engagement and fund
469 raising -- connecting congregations with IW, and assisting congregations in discerning their own
470 mission potential). Completed a joint AMBS MDiv degree with an Andrews University MSW,
471 spent 14 years as copastors of Seattle Mennonite Church. Prior to AMBS they lived in Winnipeg
472 where she taught social work at booth and husband was Pastor at Bethel Mennonite.
- 473 ii. **Rick Neufeld** is finishing as Director of Ministerial Leadership, so we are in the process of
474 searching for a replacement
- 475 iii. Board launched a two-year initiative on congregational health (committee appointed), with the
476 focus during first year to be on congregational & pastoral care, and local witness. This will
477 receive some time at our March 5 AGM.
- 478 iv. **Kathy Giesbrecht** is shifting into the role of Director of Congregational Ministries.
- 479 v. MCM finances have turned out much better - projected a deficit of anywhere between \$100,000
480 and more for Camps with Meaning on top of a \$165,000 grant to the program – we received
481 good grants from government and the Winnipeg Foundation, and with higher rentals resulted in
482 CwM ending up in the black. We will increase our contribution to the 30% to MC Canada that
483 was considered our fair portion rather than the 25% we were planning on, a difference of
484 something like \$33,000.
- 485 e. **Arlie (MCEC):**
- 486 i. Next weekend MCEC Executive Council has a retreat to reach a final draft of our
487 Courageous Imagination pieces from the past year: identity, purpose, values, and
488 priorities, which we will present to Annual Church Gathering in April for their approval.

- ii. we will be asked to approve 5 provisional congregations to join MCEC at the next Annual Church Gathering, which will push our congregational membership numbers to 104. (Others in the works but not confirmed in time).
- iii. MCEC recently welcomed 2 new part-time staff to MCEC, Wendy Janzen as Eco-Minister, and Steven Reist as Regional Ministry Associate.
- iv. Our year-end is tomorrow. Each monthly financial report all year has shown that our revenue is above budget, so we'll see if we end the year that way too.

28) Upcoming Agenda

a. New items to consider for future meetings:

- i. A concern was raised that we haven't spoken of how to help congregations flourish and be "outposts of the kingdom of God". MC SK has closed 5 congregations since our FDTF. MCM has lost 8 congregations. (7 because they left MCM and 1 because they merged). Can Joint Council put a priority on how we work together with congregations to face the challenges they are facing to renew them in their excitement about being the "outposts of the kingdom of God"?
 - 1. ESG and CLM have talked about it a lot but there is no proposal to bring to Council.
 - 2. Sometimes JC can do brainstorming without needing a recommendation on the table.
 - ii. A question posed by a young adult: "what does the conference do and what does the National church do? Why can't the national church give direction to the regions/congregations?" (I.e., Immediate response to Climate Emergency call). There is a lack of education with younger generations about how our structure works. We need to communicate how the church functions with the young people. We have things to offer and we need to put energy and effort into it in ways that invite the youth who want to be involved. How can we equip to address this question?
 - iii. The MC Canada executive office is reviewing our processes for ensuring MC Canada representation on our partner organizations and boards. Systems have not been revised since the restructuring in 2017. We are asking the organizations for their Terms of Reference and the current reps to confirm their terms and how they were appointed. This will be coming forward to the ESG and JC for input and approval.
 - iv. Where is the place for the church to respond to the plight to seniors in our midst? It is an issue of an aging population, and where is their involvement. This is a seed in the discussion of our inclusion of various groups in the life of the church.
- b. Action items for regional church boards to process for next JC Meetings:
- i. Watch for revised board composition materials to assist nominating committee work.

29) Next Meetings:

- a. Winnipeg April 9 and 10. Please hold off in booking flights. We will be taking a poll to advise if this is in person or over zoom.
- b. Audited financial statements will not be available in time for the April JC meeting. We will need to schedule a short zoom meeting (likely early June) to review the statements and bring a recommendation to the Delegate Gathering.
- c. Meetings in July around the Gathering. Thursday July 28, 9 am to 5 pm. and Monday, Aug 1, 1-3 pm
- d. October 1-2, 2022

30) Closing – Betty Loewen closed with a prayer from Voices Together #1058 (adapted).

31) In Camera with Executive Minister

32) In Camera without Executive Minister

33) After moving out of "In Camera", Joint Council passed the following motion:

538 **CONSENSUS: That Joint Council affirms the work of the Joint Council Executive Committee in conducting the Executive**
539 **Minister Term Review and affirms the renewal of Doug Klassen for a three-year term as Executive Minister.**

540
541 34) Adjournment: **3:40** pm Central.