



REPORT BOOK

ASSEMBLY 2008

WINNIPEG, MANITOBA JULY 7-8

You must observe them diligently, for this will show your wisdom and discernment to the peoples, who, when they hear all these statutes, will say, "Surely this great nation is a wise and discerning people!" Deuteronomy 4:6

Our Priorities

To engage the world with the reconciling Gospel of Jesus Christ, with God's help we will:

- ***Form a people of God***
- ***Become a global church***
- ***Grow leaders for the church***



The logo for "At the Crossroads" represents the choices we have as individuals and as a church to live as the contrast community God calls us to be. The symbol is reminiscent of a road sign, indicating this choice of directions. Its immediate, bold feel invites us to radical discipleship; it communicates a sense of urgency and counter-cultural revolution.

**Mennonite Church Canada
REPORT 2008**

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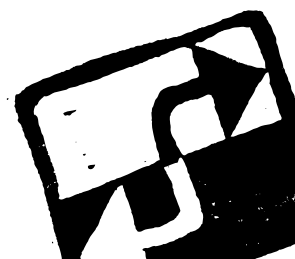
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HOW TO USE THIS REPORT BOOK

This book contains the reporting materials reflecting our work of the past year. In the margins, you will find an “at-a-glance” roadmap. The roadmap attempts to mirror the way Mennonite Church Canada is organized. Highlighted areas indicate where you are on the roadmap.

Please read through these discernment topics carefully and come prepared to participate.

A basic schedule for the proceedings and an agenda can be found on the last several pages.

The reports and stories in this report book represent the people and ministries in the Mennonite Church Canada family. Together, they tell the larger story of God at work in the world as we align ourselves with God’s purpose.

We hope that you find this report book to be a helpful way of visualizing relationships and getting informed.

ABBREVIATIONS

ACOM.....Area Church Only Membership
AMBS Associated Mennonite Biblical Seminary
AMIGOSMennonite World Conference Youth Committee
CCC..... Canadian Council of Churches
CFCChristian Formation Council
CMU Canadian Mennonite University
COF Confession of Faith
CPT Christian Peacemaker Teams
CWC Christian Witness Council
CWM..... Canadian Women in Mission
EFC Evangelical Fellowship of Canada
FLC Faith and Life Committee
FPACFinancial Policy and Audit Committee
FYE..... Fiscal Year End
GBGeneral Board
GMF..... Global Mennonite Fellowship
IMPACT International Mennonite Pastors Coming Together

JEC.....Joint Executive Council
KPMG Auditors for Mennonite Church Canada
M/S/C/..... Moved/Seconded/Carried
MCMennonite Church
MC SASK Mennonite Church Saskatchewan
MCA..... Mennonite Church Alberta
MCA..... Mennonite Camping Association
MCBC..... Mennonite Church British Columbia
MCC Mennonite Central Committee
MCCC.....Mennonite Central Committee Canada
MCEC.....Mennonite Church Eastern Canada
MCM Mennonite Church Manitoba
MDS..... Mennonite Disaster Service
MFC..... Mennonite Foundation of Canada
MFCN Moderators, Secretaries & Conference Ministers
MPN..... Mennonite Publishing Network
MWC.....Mennonite World Conference
SSC Support Services Council



WORDS FROM THE MODERATOR

Welcome to the 9th annual delegate assembly of Mennonite Church Canada, which I trust will be an inspiration and a challenge for you. “At the Crossroads: Promise and Peril” is a theme that calls us to take stock of where we have come from and anticipate where we are going. It has the potential to enliven our church as we see this time as a ‘kairos’ moment, a unique time in our history which can shape our vision and work for the next chapter in our journey as a church.

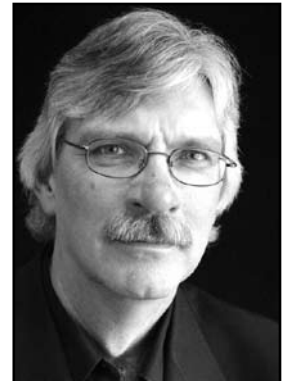
This year’s assembly has a different format than we are used to. We have intentionally compressed the time we are spending together as Mennonite Church Canada delegates in order to provide time for a unique experience as we meet together as members of MC Canada and MC USA in a ‘people’s summit’. This will be a time to think and pray together about what it means to be a faithful North American church. Although our discernment time together as delegates will all take place in just two days we will still have the same amount of time to hear what has been happening in our church over the past year and discern together future direction and financial implications.

This is my last delegate assembly as moderator and as I look back on my six years in this position, I feel privileged and honoured to have been part of Mennonite Church Canada in its varied ministries. I have seen the Spirit of God at work in our discernment times in the General Board and also in our delegate assemblies. I have been blessed by the many members of our church who continue to faithfully follow Jesus in their congregations, giving witness to the life giving reconciling love of God. It has been a joy to chair the General Board and Executive committee and to work with the gifted and faithful members of the board who have given of their time and talents to the work of the church.

We have gone through significant challenges and growing pains over the past number of years as we have worked through financial difficulties, dealt with theological and polity questions and journeyed together into being Mennonite Church Canada. This has sometimes been a painful journey. There has however also been much joy in our work as a denomination. We continue to hear about how many of our congregations are faithfully being missional in their contexts, envisioning new ways of being the church together, partnering in new ways to proclaim the good news of Jesus. We see how our work in various ministries around the globe is bringing healing and hope through God’s reconciling power.

It has been exciting and encouraging to see how we are finding ways to be more intentional in our relations as area churches, discerning together how we can be in partnership as local congregations, area churches, and a national church. There is a spirit of cooperation and vision for how our congregations across the country can more fully engage in God’s mission in the world. There is a new understanding and commitment to being more intentional in our relationships as area churches and a national church finding ways to clarify our various roles and relationships.

I have also been encouraged with how our church has discerned and actively engaged in taking seriously our three priorities: forming a people of God, becoming a global church, and growing leaders for the church. These priorities have guided the General Board as we have worked with our schools and area churches in order to discern the best way to use our resources in forming a people of God and growing leaders for the church. They have been central to our thinking as we have encouraged more active engagement with Mennonite World Conference, financially giving our ‘fair share’ as well as in ‘sharing our gifts’ with the global church. The priorities have seen expression as we have engaged with the Evangelical Fellowship of Canada and the Canadian Council of Churches,



Henry Krause, Moderator

general 

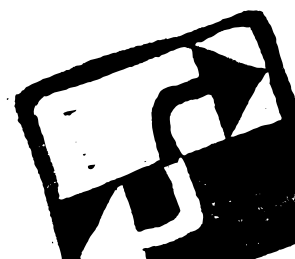
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offering our Anabaptist understandings of peace in the conversations that are happening nationally. And they have been evident in the countless ways in which staff and councils have gone about their work.

I am also very encouraged that we are doing well financially and want to acknowledge the generosity of individuals and congregations who support the ministries of Mennonite Church Canada and the good work that has been done in managing our finances. The finance department has done an exceptional job in providing accurate and timely information on our financial status. Executive staff and the rest of our staff have been diligent in drafting good budgets and working within them. Our Financial Planning and Audit Committee has given sound counsel and direction to ensure good financial management. This is no small thing and I want to recognize the quality of work and care that has gone into this.

The General Board has met four times during the last year and the report on “General Board actions” (pages 18-19) gives you an overview of the decisions which have been made on your behalf as we have taken seriously the direction given at the last delegate session and the priorities that we have agreed to together. I have appreciated the hard work and dedication with which members of the General Board take on the work assigned to them. I have learned much from working with these sisters and brothers.

The Executive Committee of the General Board usually meets before the General Board meetings in order to give thought to how best to work through the agenda the Board will be working on. It is also tasked with working closely with the General Secretary in the agenda that he carries.

The Executive Committee is also responsible for the ongoing relationship with MC USA through meeting with their Executive Committee. This year marks the culmination of a vision that began to take shape after the joint delegate assembly with MC USA in 2003. In our Joint Executive Committee (JEC) meetings we are given the mandate to continue to work at our relationship as two national churches. We have spent time thinking and working through what it means to hold two ministries in common – Mennonite Publishing Network (MPN) and Associated Mennonite Biblical Seminary (AMBS). We have different structures and governance patterns and we have been discerning together what it means when we relate to these two parts of the church in significantly different ways.

We have also spent significant time at our meetings in conversation about the People’s Summit which is now coming to fruition. It is an important part of our work to continue to nurture our relationship with MC USA.

I want to also mention the work of the Moderators, Secretaries and Conference Ministers (MSCN) which meets annually and is increasingly becoming a forum for significant dialogue as it brings together leadership from the area churches and the national church. It is an important part of building relationships between various parts of our church and allowing opportunity to meet face to face. During our time together, we hear from each other about the joys and struggles of the area churches and also spend time in discernment of shared agenda items. Although this group is not a decision making body of MC Canada, its counsel is very important to the work of the General Board.

The agenda this year included conversation about how we will continue to work together with our schools in leadership development; discernment about how to work through the questions that are raised regarding sexuality and same-sex relations; working on finalizing a ‘Partnership Covenant’ and ‘Operating agreements’ which clarify the relationships between area churches and the national church; and fulfilling the role of being part of the reference council for the Faith and Life Committee.

In conclusion, I want to thank you again for allowing me and those on the General Board to serve you. I trust that as we meet together in Winnipeg we will be encouraged, challenged, convicted, and moved to celebrate as a result of meeting each other and Christ, whose people we are.

–Henry Krause, Moderator

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WORDS FROM THE GENERAL SECRETARY

At the Crossroads: Promise and Peril:

Surely this great nation is a wise and discerning people (Deut.4:6).

This theme verse from Deuteronomy forcefully reminds us that a big part of our witness to the world is made up of what others see when they watch us. The assumptions are clear: God's people will live in the land and, by watching them, others will be able to recognize God's wisdom and preferences.

This surely is a holy vocation. It is also an enormous responsibility. It is sometimes said that a little baby first learns about God by observing the mother. This is also God's strategic plan: to shape a people who will reflect the wisdom of the God that is nurturing them.

There is *promise* in this strategy. Imagine how real God can become to others when a community lives its life like this. There is also significant *peril*. What if the people reflect the wisdom of other gods? What if the discernment of God's people becomes clouded by the perks of the land they inhabit?

We are privileged that this year we will be joined by MC USA for the Peoples' Summit for Faithful Living, following on the heels of our delegate assembly. In both the Assembly and the Summit we will explore together the *crossroads* we face: the *promise* of faithfulness and the *peril* of unfaithfulness.

Thank You

We have had a very good year. We owe a big thank-you to staff, mission workers, board and council members, volunteers, Area Churches, congregations, pastors, and related organizations. A special thanks to Henry Krause, our moderator, who has helped to guide our church in the first years of its life as MC Canada. He has dedicated many hours to providing critical leadership for the denomination.

Our church is vitally present in the lives of many thousands of people at home and around the world. More importantly, through our church, many have responded to God's invitation to commit to Jesus as Lord of their lives and to become part of the church, this great movement of God.

I invite you to peruse carefully the information in this workbook, and celebrate what is happening.

Finances

Some folks claim to be bored with budgets and numbers. At Mennonite Church Canada we are not. We know that every penny is prayerfully given, gratefully received, effectively planned for, and resourcefully invested for the nurture of God's reign in the lives of people. And we are joyfully and transparently accountable for each penny. Here there are no black holes, no bureaucratic extravagances, no corporate corruption, and no slush funds. Here the dollars are invested strategically to multiply impact. The results often surprise us. When we look at budgets through a grid of faith and faithfulness, then money tells life-giving stories.

We want to thank each person, each corporation, and each congregation for making the Fiscal Year Ending (FYE) 2008 a good financial year. Both congregational and individual



Robert J. Suderman,
General Secretary

Staff:

Robert J. Suderman,
General Secretary;
Karen Peters, Executive
Assistant

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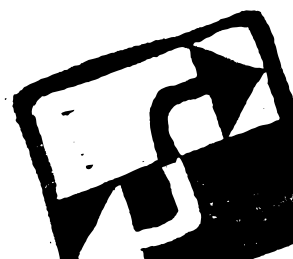
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donations exceeded our projections. Our expenditures were well within (and a bit under) our projections. And for the first time since I don't know when, we are able to project a slight increase in overall expenditures for the following fiscal year. In a world open for opportunity and crying for justice, I am grateful for what we can do together as God's people. And I am grateful that we can do more. Please communicate the gratitude of so many back to your congregations.



Daniel Pantoja, Witness Worker in the Philippines, spoke at Abbotsford 2007.

Discernment agenda

This year our delegate discernment sessions will again focus on the life of our church as it engages our context with the gospel of Jesus Christ. Four critical themes will be processed.

1. We will focus on the task of the church as a witness for peace in our world. How do we understand ourselves as a “peace church” and what implications does that identity carry for us?
2. We will review the results of the Pastoral Trends survey that was carried out during the last year. This has been a major initiative and will be useful as we continue our desire to strengthen leadership for the vocation of the church in the 21st century.
3. We will continue the discussions begun last year about the intersection of our faith with ecological/environmental concerns. Last year the Faith and Life Committee left us all with an assignment to “green” our operations. This will be an opportunity to listen to our experiences and to further learn from them.
4. We will begin a focus on how to relate better in the inter-faith environment that is ours. The Faith and Life Committee will be leading this discernment and helping us to focus our response.

Area Church/National Church Partnership Covenant:

This year the five Area Churches and Mennonite Church Canada have formally agreed to a Partnership Covenant that will guide how we relate to each other. This has been a very significant and historic process and helpfully identifies how we understand our partnership within the church. Based on this Covenant, we are defining customized Operating Agreements with each Area Church that will further clarify the nitty-gritty of how we work together. I am thankful for this progress in understanding our respective roles in Canada as Mennonite Church Canada.

Staff and Program:

More information about programming is available throughout this booklet. I wish to highlight only a very few items:

1. **Der Bote:** After 84 years, the continuous ministry of *Der Bote* came to an end this year (March/08). It is impossible to measure the impact that this ministry has had over these decades. Its primary foci have shifted throughout its history, but it has been a close companion on the journey of faithfulness for many people in Canada, the USA, Mexico, South America, Russia, Ukraine, and Germany. It has been a source of: re-connecting families separated by war; providing spiritual nourishment and insight; promoting *Gemeinschaft* (community) among our people; providing a final eulogy and good-bye for dearly departed ones; being a channel of news, information, and interpretation; supporting worthwhile initiatives; keeping the ‘heart-language’ alive in the midst of transition; and telling and re-telling identity-shaping stories of a segment of our history and our people. It has been difficult to lay this dear friend to rest. We

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trust in God that the blessings and contributions of *Der Bote* will continue in the lives of many people. And we thank the last Editorial Committee for leading the paper through its final transition process. We also thank the staff: Ingrid Janzen Lamp (editor), Andrea Dick (layout and design), Lois Bergen (Administrative Assistant), and Dave Bergen (Executive Secretary of Formation) for their fine work.



Kathy Koop, at the Pastoral Trends Survey Colloquium.

2. Denominational Minister/Executive Leadership Development:

We want to express our thanks to Sven Eriksson for his five years of service to our church as Denominational Minister. Sven retired in early April/08. He has served the church with gentle wisdom, patient presence, and wise counsel. We are grateful for his contribution and wish him well in his next stage of life.

At the same time, we are excited to welcome Karen Martens Zimmerly as our new Denominational Minister and the Director of Leadership Development. Karen has a lengthy history of pastoral work in Abbotsford and Regina. She is closely connected in many ways to our leadership training efforts in our schools. We look forward to her contribution in this demanding but rewarding area of ministry.

3. Pastoral Trends Survey:

I also wish to mention the important study that we have completed in terms of the encouragement for healthy pastoral leadership experiences in our church. We are grateful to Dieter Schönwetter for contributing his skills to this research. Details of the data will be available in various workshops during the Assembly and Summit.

Broader Relationships:

We continue to participate in and contribute to the unity of the wider church via our connections with other church communions.

Canadian Council of Churches (CCC) and Evangelical Fellowship of Canada (EFC)

1. We were requested by the CCC to help engage the agenda of the “Church’s Witness to Peace in the Public Square.” This invitation came as a result of conversations with those denominations that are part of both the CCC and the EFC. Our presentation is available for you on request. This has been a significant opportunity to engage the ecumenical community with our understanding of the gospel of peace. We are pleased to feature the CCC in one of our reporting times at our Assembly.
2. We have strengthened our presence in the CCC by appointing Arnold Neufeldt-Fast as our representative on its Faith and Witness Commission. Arnold is from the Community Mennonite Church in Stouffville, Ontario, and comes highly qualified as our representative in this body. We appreciate this willingness to dedicate his energy to this important task.
3. Mennonite Disaster Service continues to formally represent us in pandemic and emergency planning within the CCC. MC Canada Witness has called together a Task Force to facilitate congregational preparedness for a pandemic or other major emergency. A web site of materials is being prepared, and the People’s Summit will facilitate a session on this topic. MPN is planning to publish study guides and other emergency preparedness materials for congregational use.
4. The CCC is helping its member denominations to be present as an alternative voice at the G8 table (G8 is the annual meeting of the heads of state of 8 powerful nations

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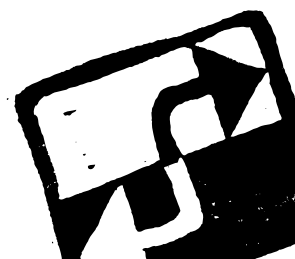
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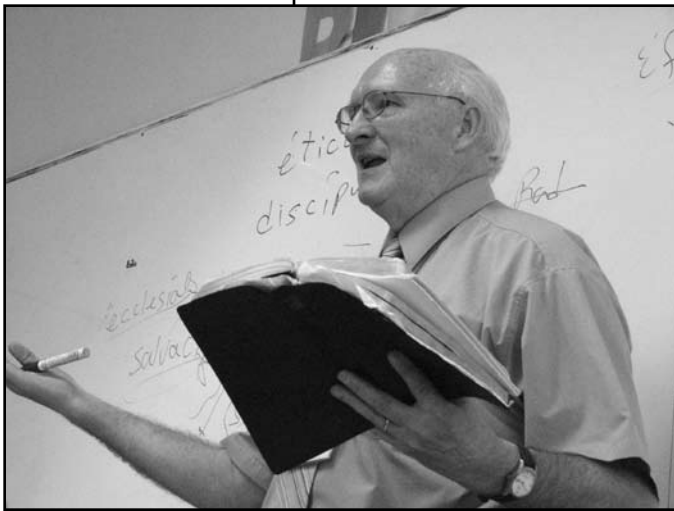
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of the world). This voice is facilitated by a parallel meeting of religious leaders who monitor the progress of the G8 in the 328 commitments they have made toward making the world a more just place.



Jack Suderman speaks on Anabaptism in Chile.

Mennonite World Conference (MWC)

5. We continue our commitment to be good members of MWC. In dialogue with MWC we are trying to increase our support to meet our “fair share” for its ongoing ministry. We are pleased to report that the first two years of our 4-year commitment of \$360,000 is going very well. We are grateful to the support for this important ministry. We will be featuring an MWC report during our Assembly time.
6. A decision made a few years ago to offer some of my teaching time to MWC is continuing. In August/07 I spent two weeks with the Amor Viviente church in Honduras, teaching in 5 different leadership circles. This year we have accepted the invitation from the Integrated Mennonite Church in the Philippines, and I will be working with its leadership in July/08.

Other

7. This year we hosted the annual World Day of Prayer in our Winnipeg offices. The word from the ecumenical liaison person charged with these events was that we had “raised the bar” significantly. It was good to receive our brothers and sisters in our facilities in this way.
8. We were invited to attend the 100th Anniversary celebrations of the Chilean Baptist Union. This historic denomination, larger than MC Canada, has decided that its second century will move toward a recovery of its Anabaptist roots and vision. It was inspiring to engage leaders and pastors of that denomination and to walk with them in this process. We are very pleased to have Raquel Contreras, the President of the Baptist Union of Chile, with us here at this Assembly. She will be presenting greetings to the delegates, as well as meeting with our General Board and other circles.
9. We are pleased with our ongoing partnership with the Conference of Mennonites in Mexico. This Conference supports our international ministry to a significant degree. We are also pleased to have representatives of this Conference with us for the Assembly. They, too, will be interacting in various circles during this time together.
10. Our relationship with MC USA continues to be very positive. We are looking forward to jointly hosting the “Peoples’ Summit” (July 8-10) right after the close of our delegate Assembly. MC USA is initiating an ambitious re-structuring discussion and we pray for them and wish them well.
11. I have been invited by MCC to participate as a member of its Inquiry Task Force in the re-visioning process that they are initiating. This task will take up a significant amount of time and energy, but our General Board has indicated that our close partnership with MCC deserves to be nurtured in such intentional ways during this important time of transition. I am pleased to contribute what I can to the process.

At the Crossroads: Promise and Peril

I believe that one of the greatest perils faced by the Christian church (Mennonites not excluded) is our refusal to be the church in its intended fullness. One example will suffice.

In a recent publication, Zbigniew Brzezinski, former United States National Security Advisor

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to President Jimmy Carter, estimates that in the 20th century 167-175 million human beings were killed due to politically motivated carnage. These numbers do not include the millions of citizens murdered via crime and other related causes. While statistics are not available, we know that a very high percentage of this carnage was committed by 'Christian' nations, using 'Christian' soldiers, blessed by the 'Christian' church, and justified by 'Christian' biblical interpretation. It is not simply unfortunate when the church forgets its primary identity, it is lethal.

I also believe that one of the greatest promises available to the Christian church (Mennonites not excluded) is to embrace our God-invited-and-empowered vocation to be the church. If the church could again learn to embrace suffering-love as the strategic component to people-hood, the potential is enormous. A tiny glimpse of such potential was seen in the attention paid to the Amish response of forgiveness to the school shootings in Nickel Mines, PA. It is estimated that 2,400 articles and stories were published in the secular press all around the world about the meaning of love and forgiveness in the weeks following the shooting. This was, in a sense, unsolicited exposure to the Christian message of forgiveness and love.

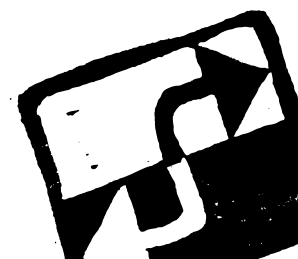
In so very many ways, we are indeed at a Crossroads. May God help us to say with Joshua that "as for me and my house, we will *serve the Lord*" (Joshua 24:15). And may God help us to understand with Paul, that *servicing the Lord Jesus Christ* means to become humble even to the point of death on the cross, and trusting in the life-giving resurrection that God alone can generate out of such obedience (Philippians 2:5-11). And may it be that in so being, the nations may watch and see the wisdom of God and the discernment of God's people as a viable and good alternative to the assumed ways of our world.

—Robert J. Suderman, General Secretary, Mennonite Church Canada



The planning team for the People's Summit (l-r): Pam Peters-Pries (Chair – Mennonite Church Canada); Jorge Vallejos and Iris De Leon Hartshorn (Mennonite Church USA); MC Canada – Mildred Roth, Marlies Schaan (Kids Program Coordinator), Karen Peters, Marlies Klassen (Kids Program Coordinator), Karen Schellenberg, Dan Dyck (not pictured).

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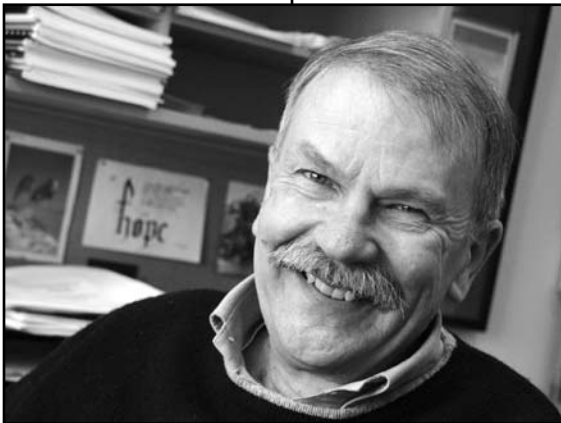


Message from the Denominational Minister

The 2007 Denominational Minister's report reflects the transitional state of this office going into the 2008 calendar year. Sven Eriksson retired from this role on April 4, 2008 after five years of leadership in this position. He served through a very significant period of growth and change in the national church. We are grateful for Sven's leadership and the blessing God has worked in the church through his ministry.

We welcome incoming staff, Karen Martens Zimmerly, currently co-pastor of Grace Mennonite Church in Regina, SK. She will assume the role of Denominational Minister and Director of Leadership Development for Mennonite Church Canada beginning September 15, 2008.

—Dave Bergen, Executive Secretary, Christian Formation



Sven Eriksson

Reflections on the State of the Church

1. The Development of Leadership and a Culture of Call

There has been a very encouraging bringing together of vision, collaborative spirit, and optimism among our school leaders about working together in Christian and ministry formation as a church through our schools. This new outlook has been due to the renewed attention given in the last few years to convening our educational leaders and in providing an ecclesial vision for education. It suggests new promise in the development of a greater synergy and creativity in the cultivation of pastors and pastoral leaders for the church. There is a need to increase the level of synergy between the resources of our schools and congregations in developing both lay leadership and pastoral

leaders for congregational life. We need to give the congregation greater significance as the originating and potentially on-going matrix of pastoral formation.

Implications:

- a. It is in “the congregation of origins” that the call to ministry is first awakened and where early shaping of leaders and pastors takes place. This is the natural environment for rudimentary identity formation, equipping for leadership developing pastoral skills.
- b. Pastors and church leaders need to make mentoring leaders and coaching potential pastors a stronger priority. In addition, the cultivation of the congregation as good soil for pastoral formation needs to be a high priority. This is in our historical Mennonite DNA. However, it is easily neglected and lost, and in many congregations is in need of resurrection.
- c. The development of at least one teaching center in each region where students can come for course offerings from local pastors, AMBS faculty, and faculty from our colleges. Courses could be offered over weekends, as night courses, or online with folks from a region, gathering for discussion groups and seminars. There is an increasing need for local access to courses and training programs especially by the minority multi-cultural churches. Our seminary, colleges and university will need to collaborate closely to set up study/formation delivery systems at local centers.
- d. If congregations are to rise to the challenge of becoming centres for the formation/training of pastors, our seminary, in collaboration with Denominational and Area Church Leaders, will need to make “training congregations” (not only the training of

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individuals) their vision. For the local congregation to become a dynamic matrix of leadership formation, its health and “resourcing” will need to become a priority.

2. Serving in the Denominational Minister’s office

“Studies have shown that congregations tend to look to the region for particular services but tend to look to the denomination for identity and purpose.” (R.J. Suderman, *God’s People Now*). The Denominational Minister serves in the zone in between and connects the national identity and the services and program of the area churches. This national-to-area agenda includes:

- a. The calling system: where the national office is the clearing house as well as serving to maintain standards and practices from area church to area church.
- b. Developing and maintaining consistency and high standards in credentialing practices, hence empowering area church function and building the integrity of the denomination.
- c. Providing resources for congregations around pastoral leadership, e.g. the “Pastor and Congregation Evaluation packet.”
- d. Convening Area Church Ministers and forging them into a mutually supportive team has been a critical area of development.

There is an on-going need to “raise the bar” on our standards for credentialing (specific training and experiences that prepare people for ministering in the Mennonite Church.) This agenda will need to continue to be on the table for the Area Church Ministers as they meet together, and with the Denominational Minister.

As I reflect on the pastoral health in MC Canada, I am concerned that the strengthening of the executive capacities of area church leadership staff roles detracts from the direct supporting/mentoring/coaching role of the Area Church Minister. Under this newly emerging leadership model, will our pastors have adequately immediate access to help when they face overwhelming challenges?

Authority, leadership and the office of Denominational Minister

In our way of being the church, the church begins with the congregation, not with the denomination. Both the area church and the national church derive from the local church. Authority “flows upward.” Even so, there is an instinct to look for leadership and authority in the area church and denomination. Quite often this instinct is expressed as “looking to the conference for ...” This often seems to mean “those people up there who are in charge.”

In surfing the waves and undercurrents of this tradition of authority, I have observed and experienced:

- a. The most effective leadership mode is a convening mode which invites and facilitates the partners around a table to address our future together in light of the prevailing Authority of Scripture, our Confession of Faith and our common history and tradition.
- b. Making authoritative statements or pronouncements is rarely productive.
- c. Leadership pronouncements will only be as effective as the level of trust in relationship, and the depth of convening that has prevailed.

This “flat polity” with its dynamic instinct toward locally oriented authority and autonomy captures both the genius and a salient weakness of our practiced polity. It demands from the office of Denominational Minister a working leadership hermeneutic that accurately interprets the sometimes ambivalent or discordant voices. It also calls for patient perseverance and a degree of comfort with ambiguity.



Dieter Schönwetter, project director of the Pastoral Trends Survey, gives a report at the Colloquium that was held at CMU in April.

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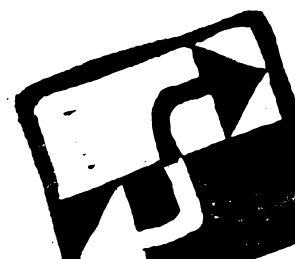
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3. Spiritual and Theological Wellness in a Church of significant diversity

How do we convene a church to worship with integrity and to serve in harmony when the traditions of theological exploration and discourse come from opposing ends of the theological spectrum with differing theological languages?

There has been growth and development in MC Canada over the last five years in our capacities to hold difficult theological conversations. Our conversations about homosexuality have forced our engagements beyond our settled comfort zones. This growth has been an unexpected blessing. Further, the Faith and Life Committee has contributed significantly over the last three years in some vital areas, including our understandings of creation care and the nature of church membership.

As Mennonite Church Canada looks into the future, other theological conversations await us that could divide us or bind us together. For example, we are anticipating an important conversation about Christology. How we confess Christ is surfacing as the core issue beneath our inter-faith discussions and experiences. In this and other conversations:

- a. We need to cultivate a prevailing attitude which recognizes that all of us work from an incomplete template of theological inquiry. We will need to find it easier to admit that none of us have all the theological marbles in our bag.
- b. We will need to pursue our theological conversations in light of the authority of Scripture, our Confession of Faith, and our common story of faith and discipleship with a serious commitment to stay at the table.
- c. The prevailing mode of interaction will need to be listening: Listening to one another with a determination to hear and understand the other is the first task, all the while listening to the Word and the Spirit. And our listening will need to be combined with an openness to be transformed by the listening that we do.
- d. We will need to interact peaceably, on the basis of an implicit promise that we will not coerce or disqualify one another. But we will stay at the table even when the conversation does not yield the results that we would like, or move as quickly as we would desire.
- e. Questions and challenges will need to be offered with gentleness and respect.
- f. As base one, we will need to recognize that our unity in Christ is a gift from God. Our conversation begins on the basis of this unity rather than a quality of uniformity in thought or approach or thought for which we strive.

4. Some Priorities for the Future

- a. The cultivation of the congregation as the most significant matrix for the development of pastors and leaders for the church. Such a vision would call for a serious re-alignment of the priorities of pastors and educators.
- b. Mentoring new pastors and providing support and resources for pastors at each stage of pastoral life is critical to the health of our church. This is a critical priority that will call for a realignment of financial resources.
- c. The increased cultivation of spiritual practices such as prayer, Bible study, and other spiritual disciplines in our congregations is necessary for the health and growth of our church.
- d. If our church is to faithfully minister to our ever-changing contexts, every congregation needs to take serious steps to become a multi-culturally friendly community.
- e. There is a need to continue to work at a sound biblical Anabaptist understanding of authority and power and how they inform the pastoral office.

—Sven Eriksson, Denominational Minister

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Faith and Life Committee (FLC)

The Faith and Life Committee has been in existence since the fall of 2005. Its mandate is to give leadership to Mennonite Church Canada in discerning God's will on issues of theology, ethics, polity and practice. Back in 2005 the FLC prepared the following question to give a foundation from which to work:

*As a people called into being by God
who confess Jesus as Lord and Saviour
and seek to be guided by the Holy Spirit
who desire under the guidance of the Holy Spirit
to be rooted in Scripture
shaped by the life of the church
informed by its confessions and denominational statements
who are part of the church worldwide
located in the Canadian society in the twenty-first century*

What does it mean to be a faithful Mennonite Church?

There are always many more issues and questions facing the FLC than we can deal with, given our time and energy constraints. Each year the priorities for consideration are tested with a Reference Council made up of representatives of the Mennonite academic institutions, the Moderators, Secretaries, and Area Church Ministers, and then approved by the General Board.

At the 2006 Assembly, the FLC presented several documents to lead the Biblical and theological reflection around the request for Area Church Only Membership. In the 2007 Assembly in Edmonton, the FLC gave special attention to the Biblical and theological perspectives behind the concern of global warming. We spoke to the issue of creation care under three titles: Creation belongs to God, Creation care is part of the good news of God's plan of reconciliation and redemption, and God will care for creation and us within it. FLC also partnered with Mennonite Creation Care Network (MCCN) in presenting several practical workshops on the topic at the Assembly. Mennonite Church Canada's concern for creation care is being carried on primarily through the MCCN. All prepared statements of the FLC are available on the Mennonite Church Canada website.

The question that is receiving primary attention this year has to do with confessing Jesus Christ in a religiously pluralistic society. This is undoubtedly one of the most important challenges that we face as Mennonite Christians in our increasingly pluralistic, multi-faith, post-modern society. As we have begun to work with it we are aware that it touches many dimensions of our faith and church life. The Faith and Life Committee will begin to offer some guidance through a plenary session at the 2008 Assembly and the Peoples Summit for Faithful Living that follows. A discernment document is included in this Report Book.

Now that we have several years of work experience behind us, the FLC, together with the General Board, is in the process of evaluating how the FLC is functioning within our Mennonite Church Canada structures. We want to pay attention to matters of follow-up, to the different venues available for us to speak through, as well as to exploring how our agenda overlaps with that of the Mennonite Church Canada Councils. We feel positive about the work that has been done and pray that God will continue to use our efforts.

—submitted by Rudy Baergen



Doreen Neufeld, member of the Faith and Life Committee at the 2007 Leadership Assembly.

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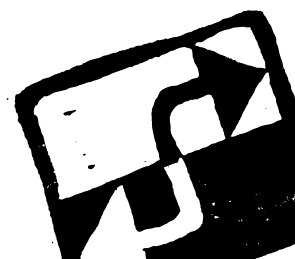
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Assembly 2007 Actions and Follow-up

MOTION 1: The delegate assembly adopts the minutes of the 7th Annual Session of Mennonite Church Canada as recorded and published in *Minute Book 2006* issued by Mennonite Church Canada. *Motion carried.* (No follow-up needed).

MOTION 2: The delegate assembly approves the actions taken by the General Board of Mennonite Church Canada in the past year. *Motion carried.* (No follow-up needed).

MOTION 3: The delegate assembly approves the audited financial statements for Mennonite Church Canada for the fiscal year ended January 31, 2007. *Motion carried.* (No follow-up needed.)

MOTION 4: The delegate assembly moves that nominations cease and the slate of nominees be approved as presented. *Motion carried.* (No follow-up needed.)

MC CANADA BYLAWS – UPDATES

Pam Peters-Pries, referring to the preamble in the Report Book, noted the bylaw updates fall within four categories: to align with the decision made at assembly last year allowing Area Church Only Membership, to update language to reflect current usage, to clarify responsibility for relating to several institutions (AMBS, CMU, MPN), and to allow flexibility for appointments to Mennonite World Conference.

MOTION 5: The delegate assembly approves the changes to the bylaws for Mennonite Church Canada as presented in the Report Book. *Motion carried.*

ACTION FOLLOW UP: The MC Canada by-laws have been updated as approved. This is available on our website, in the report book, and available in print copy.

MOTION 6: The delegate assembly approves the budget as presented for the fiscal year ending January 31, 2009. *Motion Carried.* (No follow-up needed.)

MOTION 7: The delegate assembly appoints KPMG as the auditor for Mennonite Church Canada for the fiscal year ending January 31, 2009. – Motion Carried

ACTION FOLLOW UP: MC Canada has been in contact with KPMG to re-appoint them as our auditors for the fiscal year ending January 31, 2009.

OTHER CONCERNS

Resolution regarding Creation Care:

Whereas the earth is an expression of God's love and Christ calls us to be stewards of God's precious handiwork, Be it resolved that Mennonite Church Canada develop guidelines to reduce the consumption of energy and other resources when planning future assemblies. Moved by Dave Neufeld; seconded by Stan Olsen, carried by show of hands. *Resolution Approved.*

ACTION FOLLOW-UP: We have worked hard at the implementation of this resolution. More information and fuller reports have been given and processed by the Support Services Council and the General Board. These are available upon request.

Resolution of Gratitude

Ed Janzen presented a resolution expressing gratitude to the staff of Mennonite Church Canada; the staff of Mennonite Educational Institute, the staff at Trinity Western University, and all the churches and volunteers. It was affirmed by a round of applause. (No follow-up needed).

Invitation to congregations – Faith and Life Committee

Let the church together proclaim that “the earth is the Lord’s” and affirm our Christian responsibility to care for our environment and all of life.

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Accordingly, each congregation is encouraged to take the following actions:

- develop and practice liturgy and celebrations honouring God and God's creation;
- develop and use curriculum which encourages careful use and sharing of the earth's limited resources;
- develop and practice good stewardship of church property including energy-saving practices, low impact, low maintenance landscaping styles, and limiting the amount of pavement;
- foster a sense of connection to the soil and food production as well as to local fields, woods and water courses, through tree planting celebrations, community gardening, and by spending time learning about and enjoying nature in our local communities.

Individual congregations are invited to report on their stewardship activities to the larger church-wide body at future Assemblies and gatherings.

ACTION FOLLOW-UP: A scheduled session at the 2008 Assembly for delegate feedback and further process.

Assembly 2007 - Affirmation Statements

Three affirmation statements were presented to the Assembly delegates for discussion. All three were affirmed with small changes to strengthen the statements.

Following are the three statements noted with the improvements:

1) CREATION CARE

Mennonite Church Canada believes that God longs for the well-being and health of the whole world, for all of creation is bound together and belongs to God, who has created and who preserves all things. Our concern for faithfulness and discipleship should also lead us to care for creation. Mennonite Church Canada believes that God is calling us to commit ourselves to discern the paths of faithfulness to be good stewards of the earth.

2) YOUNG ADULTS

Revised Affirmation Statement, incorporating responses from 2007 Assembly

Mennonite Church Canada commits itself to young adults as an affirming home for their growth and faith commitment. The church needs the creativity and spiritual gifts young adults bring to the church's corporate life and public witness.

Because God invites us to partner in calling, equipping and sending the church, we seek to be proactive in creating space for young adults to discover, nurture and exercise their God-given gifts in leadership and service, in the life and ministries of the church. We pray for the grace to be flexible and to act boldly to make this possible, even when this creates a sense of holy restlessness in the institutions and practices of our present and past.

We proclaim this with the commitment to see the whole body of Christ strengthened, edified and empowered by the Holy Spirit toward the fulfillment of God's dream.

—submitted by Dave Bergen, Executive Secretary, Formation

3) MILITARIZATION

Mennonite Church Canada believes that "peace is the will of God" and that we need to "witness to all people that violence is not the will of God" (COF, p 81-82). Given this gospel understanding, we lament and oppose that the imaginations of our church and society are increasingly captivated by confidence in military solutions to human problems. May God grant us wisdom to discern and grace to act in ways that promote God's will for peace on earth.

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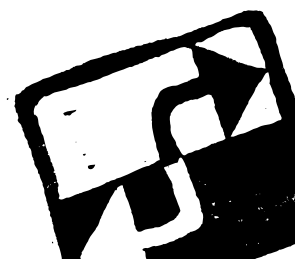
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General Board Actions

GENERAL BOARD MEETING - MARCH 2007

CONSENSUS: The General Board agrees that it would be good to have a mechanism that allows delegates to respond to the assembly discernment sessions and asks the bodies assigned to shaping these sessions to also generate statements that affirm our common ground in these areas.

CONSENSUS: The General Board agrees that MC Canada should pursue and engage in a process of exploring ongoing dialogue with the Christian Reformed Church of Canada.

CONSENSUS: The General Board approves the use of New Program Funds for three new initiatives:

1. \$4,600 for “Church Matters” radio program,
2. \$800 for “God’s People Now” book, and
3. \$10,000 over two years for locating a Mennonite Central Committee International Volunteer Exchange Program volunteer at MC Canada.

CONSENSUS: The General Board recommends to the delegate body that MC Canada approve the bylaw revisions as presented.

CONSENSUS: If she is available, the General Board agrees to appoint Ingrid Peters-Fransen to serve another 3-year term on the Financial Policy and Audit Committee, noting this would be her last term.

CONSENSUS: The General Board agrees to transfer from the General Treasury to Internally Restricted Funds the following:

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1. Christian Witness Council

- a. \$5,000 to Witness future projects (Communications)
- b. \$7,500 to Witness future projects (Staff training)
- c. \$18,000 to International Ministries (Education)
- d. \$8,000 to International Ministries (Cuba)

2. Christian Formation Council

- a. \$6,055 to Resource Creation Reserve (Translation)
- b. \$1,500 to a Resource Creation Reserve (Canadian Women in Mission)
- c. \$4,498 to an Archives Reserve (Archives Grant)

CONSENSUS: The General Board agrees to transfer from the General Board’s Internally Restricted General fund \$69,341 to the General Treasury to offset an operating statement budget deficit.

CONSENSUS: The General Board approves a \$15,000 transfer from the General Capital fund to offset the purchase of the Heritage Centre fire alarm system that was already approved in FYE’07 but not completed until FYE’08.

CONSENSUS: The General Board recommends to the delegate body that MC Canada approve the FYE’08 budget as presented, based on a 1.18 US\$ exchange rate and a 2.0% CPI Salary adjustment.

CONSENSUS: The General Board approves the revisions to the “Revolving Bequest and Time Designated Fund Policy” as presented.

CONSENSUS: The General Board approves the revisions to the “Partner Program Policy” as presented.

MOTION: Move to take Motion 5 from the November 17-18, 2006 meeting from table.

m/s/c Leroy Shantz / Henry Block

AMENDMENT 1: Move to amend Motion 5 to include area church delegates to the annual assembly.

m/s/c Leroy Shantz / Henry Block

MOTION 5: The General Board agrees that if a person is a member of an area church member congregation [whether or not that congregation is ACOM] and is chosen by an area church to be its representative to the MC Canada General Board, committees, other boards or as area church delegates to the



annual assembly, then MC Canada shall accept the appointment, as the person represents the area church and not his or her congregation. However, the MC Canada Nominations Committee shall not solicit nominations from ACOM congregations for the positions that it fills as these are not positions that represent the area churches.

CONSENSUS: The General Board affirms the recommendation from Christian Witness Council for appointing an MC Canada Task Group for Pandemic Response Planning and asks executive staff to bring further details for our review.

CONSENSUS: The General Board of MC Canada invites MC USA to join us for a joint gathering for study and worship in July 2008 in Winnipeg, MB. The MC Canada delegate assembly would take place July 7-8, with the joint event to follow on July 8-10, 2008.

CONSENSUS: The General Board wishes to acknowledge receipt of the letter from Colombia and asks staff to send a response that communicates our commitment to praying for them and following through on the recommendations they have made.

GENERAL BOARD MEETING - APRIL 2007

CONSENSUS: The General Board approves the minutes of the meeting held in Winnipeg on March 1-3, 2007 with a revision to correct the CPI index from 2.0 to 2.4%.

CONSENSUS: The General Board affirms the draft letter to government about militarization and the conscientious objector tax bill, and agrees that with minor editing as discussed this letter should be sent to the Prime Minister.

CONSENSUS: The General Board approves the Joint Executive Committee recommendation to appoint Phil Bontrager as Chair and Laverne Brubaker as Vice-Chair of the board of Mennonite Publishing Network.

CONSENSUS: The General Board approves the updates to the Group Insurance Benefits Policy and the new Group Registered Retirement Savings Plan as presented.

CONSENSUS: The General Board approves the revisions to the Hiring and Supervision Policy as presented.

CONSENSUS: The General Board approves the revisions to the Hours of Work Policy as presented.

CONSENSUS: The General Board approves the revised meeting schedule as proposed.

CONSENSUS: The General Board approves the revisions to the Investment Policy with the understanding that we are using the best research

screens available within the investment community at this time to align these investments with our faith convictions

CONSENSUS: The General Board agrees to move toward consolidating the church to church relationship with Chile as a pilot project to learn what this means for us and study the implications in how we relate to other churches.

MOTION 1: The General Board recommends to the delegate body that MC Canada approve the audited statements for the fiscal year ended January 31, 2007.

m/s/c Clare Schlegel/Hilda Hildebrand

MOTION 2: The General Board recommends to the delegate body that MC Canada appoint KPMG as auditors for the fiscal year ended January 31, 2009.

m/s/c Clare Schlegel/Hilda Hildebrand

CONSENSUS: The General Board appoints Andrew Reesor-McDowell, Sue Steiner and Karen Heidebrecht Thiessen as the Reference Group for Assembly 2007

GENERAL BOARD MEETING - NOVEMBER 2007

CONSENSUS: The General Board accepts the Personnel Policy changes regarding Statutory and Declared Holidays, Bereavement and Compassionate Leave, Flexible work Schedules and Overtime, and Retirement.

CONSENSUS: The General Board accepts the Privacy Audit Report.

CONSENSUS: The General Board encourages area churches to look at "Road Markers on a Journey" draft document, implications included, to be sent out with a cover letter.

CONSENSUS: The General Board accepts pages 96 and 97 of the Conflict Zone Assignment Policies as part of the worker manual.

CONSENSUS: The General Board accepts the changes to the Finance Policy Manual, as laid out in pages 93-94 of the November, 2007 GB docket.

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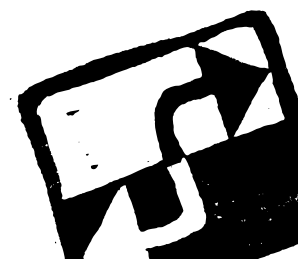
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Mennonite World Conference (MWC)

At a Glance...



MWC exists to:

- be a global community of faith in the Anabaptist tradition
- facilitate community among Anabaptist related churches worldwide
- relate to other Christian world communities and organizations.

Officers:

President: Nancy Heisey, USA

Vice President: Danisa Ndlovu, ZIMBABWE

General Secretary: Larry Miller, FRANCE

Treasurer: Paul Quiring, USA

MWC Canadian Office:

50 Kent Avenue
Kitchener, ON N2G 3R1
CANADA
Tel: (1) 519-571-0060
Fax: (1) 519-571-1980
Kitchener@mw-cmm.org
www.mw-cmm.org



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Mennonite World Conference is a communion (*Koinonia*) of Anabaptist-related churches linked to one another in a worldwide community of faith for fellowship, worship, service, and witness.

MWC represents 97 Mennonite and Brethren in Christ national churches on six continents. These churches are increasingly having more fellowship with each other, offering more solidarity and support to each other, and seeking more counsel and accountability from each other. MWC helps to facilitate and coordinate these connections.

Linking to one another includes keeping connected through Courier magazine, News Service articles, the web site (www.mw-cmm.org) and the Anabaptist Shelf of Literature. *What We Believe Together* by Alfred Neufeld is the 2007 Shelf selection. Neufeld, a teacher and theologian from Paraguay, explores the Statement of Shared Convictions that was approved by the General Council in 2006.

Facilitating community also happens when we celebrate World Fellowship Sunday together every January and when we meet face-to-face at global assemblies.

Assembly 15 will be held in Asuncion, Paraguay, July 14 -19, 2009. Hispanic, Germanic and indigenous Mennonite churches in Paraguay are working together in new ways to host the worldwide Anabaptist family. They invite us to attend. AMIGOS is excited about organizing the Global Youth Summit for young adults.

Actions to support churches in situations of suffering, conflict or crisis include Koinonia visits, the establishment of Global Deacons who will suggest appropriate responses to pressing concerns, and managing the Global Church Sharing Fund.

A Koinonia delegation visited Zimbabwe in August, 2007. They listened, led workshops, brought a gift of money and most importantly, let the Zimbabwean Brethren in Christ church know that they are not alone. Please pray for peace and justice in that country.

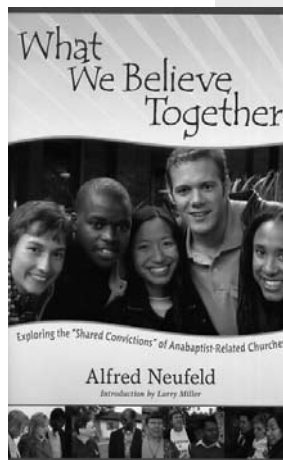
How have we related to other Christian world communities this past year?

- The Catholic-MWC International Dialogue (1998 -2003) resulted in an MWC visit to the Vatican in October, 2007, invited by the Pontifical Council for Promoting Christian Unity. Learning to know each other better and sharing peacemaking goals resulted.
- The Lutheran and Mennonite International Study Commission, which has dealt with the implications of Lutheran condemnations of Anabaptists during the Reformation, met in June and will give their final report later in 2008.
- MWC delegates attended the Global Christian Forum in November. This was the most complete gathering of Christians since the first century.

Some final items of interest: MWC is participating in MCC's re-visioning process. And, MWC is in the process of reorganizing into commissions in such areas as missions (with Global Mission Fellowship), peace, faith and life, and service. These areas represent tasks and issues with which MWC is deeply engaged.

I encourage every congregation to become informed and involved by being a MWC "connector" and to support MWC with your dollars and your prayers. As Alfred Neufeld suggests, being "part of a global community of faith will enrich our worship, our life together and our faithfulness to our Lord Jesus Christ."

—Naomi Unger, MC Canada
representative to MWC



Alfred Neufeld listens to a discussion during last August's meeting of the MWC Executive Committee in Asunción, Paraguay. Alfred, who serves as the chair of the National Coordinating Council for Paraguay 2009, also recently wrote "What We Believe Together," a discussion guide to MWC "Shared Convictions" statement. The guide is the 2007 Global Shelf of Anabaptist Literature selection.

Mennonite Church USA (MC USA)

Dear Brothers and Sisters in Canada,

We extend greetings to you from Mennonite Church USA and its 100,000-plus members represented across a nation and geography that is similar in its expanse to yours.

We give thanks for the special ministries in which we collaborate in publishing, theological education and in sending workers around the world.

In the larger church of Jesus Christ, but particularly in the Anabaptist/Mennonite understanding of scripture and how God has worked in history, our two churches share much in common.

It is a privilege and pleasure to share a special time together this summer under the theme of *At the Crossroads, Promise and Peril*. This People's Summit for Faithful Living, will be a time of shared listening and speaking, of mutual discernment in prayer, worship and study, and a time for renewing old relationships and forming new ones.

We find ourselves in a common search with you to understand in new ways the meaning of the people hood of God in Jesus Christ. Why has God chosen this form, which we call the church, to demonstrate God's plan for the salvation of creation with us at the center of that creation?

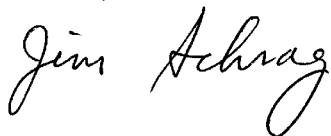
Recently the Mennonite Church USA Executive Board candidly shared with the rest of the church its belief that such a vision for the church is not sufficiently supported by the ways in which we presently "do church" in Mennonite Church USA. Such a confession by the church's leadership board has started a new round of examination of how we communicate our identity, how we share our resources for the variety of callings present in the church, and how the church is governed. The impetus for such an examination lay in the call from the merger process of 2000, which called on a review of the church six years after its inception. That time is now upon us.

We seek your kinship and support in prayer as we attempt to find out more of what God is doing in the world around us and to align ourselves with God's ever-fresh and vibrant activity of redeeming us with all of creation.

It is a pleasure for some of us to accept your hospitality in a special way this summer – hospitality that reminds us of the special love of God we know in the church in our relationships of common purpose and calling.

May God bless all of you richly.

In Christ,



–Jim Schrag, Executive Director, Mennonite Church USA



Jim Schrag

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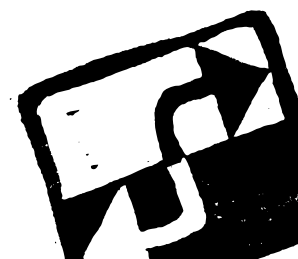
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Mennonite Church Alberta (MCA)

Fifty years ago, the welfare of those making up what is now Mennonite Church Alberta rose and fell with the status of the agriculture sector. Today many more would be dependant on the oil industry than on agriculture.

This change and its related influences on our people has left many of us scratching our heads at times when we try to be a Church together. However, in spite of our busy schedules, distances that divide us, gas prices that make travel more difficult and language and cultural differences, we still find ways of functioning as a Conference of churches with common goals.

We lament the lack of youth and young adults, yet we acknowledge those that are active and demonstrating strong leadership in our churches. We regret the loss of traditional programming such as our long-standing Songfest, yet look forward with some excitement to what, as yet unknown, program is about to take its place. We accept that shrinking budgets may be a reality into the future, yet we also have a tradition that already has been influenced by a 'More with Less' theology. We accept the fact that some of our churches will grow in membership in the coming years, and others will decline. In both cases, adaptations of leadership and ministry structure will need to be made.

I probably haven't made any points that are unique to MCA. We all have similar experiences in our own context. Let us all, as Area and National Churches continue to work together in supporting each other in prayer as we minister to our membership and beyond.

—Linden Willms, *Outgoing Moderator, Mennonite Church Alberta*

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**CHURCH
matters**

A radio program
that explores the **life of the church,**
at home, across the street, and around the world.

On the web at www.mennonitechurch.ca/tiny/158



www.youtube.com/mennonitechurchca



Mennonite Church British Columbia (MCBC)

During 2007/2008 Mennonite Church British Columbia (MCBC) has been growing in commitment. On May 27, 2007, 30 of 34 congregations covenanted with each other and MCBC to remain member congregations in MCBC and entered into 6 Common Commitments as follows: Essential Doctrine & Practice; Meaningful Worship and Fellowship; Shared Ministries; Discernment; Mutual Accountability; Service.

Here is a testimonial on what God is doing in one of these committed congregations:

God Opening Doors Of Ministry

I am often amazed at how our God works in lives and churches and stand in awe of His power, grace and wisdom at what he's doing at Living Hope Christian Fellowship (LHCF). Ten years ago Yarrow United Mennonite Church sponsored the Thein family from Burma to come to Canada. They later moved to Surrey and made Cedar Hills Mennonite Church their home. When Cedar Hills merged with LHCF the Thein family became an active part of this new congregation. Three months ago Mr. Thein approached Pastor Lorin asking if he could bring to church a few Karen friends – a people group from Burma – whom he was meeting with for Bible study. The following Sunday over 30 Karen people walked into our 11 am celebration and our life as a church has not been the same since.

Canada has accepted a sizable number of Karen people into Canada in this last year, with many hundreds more coming in the next two years. Many are finding homes in Surrey close to LHCF's facility. God is opening our hearts to reach out in ministry to these people who have suffered such hardship in their homelands. Presently 60-70 Karen people are in some way connected to our church family. Our 11 am celebration offers simultaneous translation into both Mandarin and Karen. Our children's ministry is flooded with ESL students full of life and eager to learn yet hindered by language limitations. Karen children joined in the Christmas musical, while our youth group has become home to Karen teenagers struggling to find a new identity and place to belong. We provide transportation service for 50+ people weekly, are facilitating an adoption program where each Karen family will be 'adopted' by a church cell group. Our youth cells made 'Christmas shoeboxes' for Karen kids. Our church's Christmas hampers were made 'Karen friendly,' and we've begun monthly evening worship celebrations in the Karen language. Even the Canadian government has called and asked if we can partner with them to provide care for these new refugees. Now if that is not a miracle I do not know what is! It is overwhelming, more than a bit scary but tremendously exciting to be partnering with God in this ministry.

What does the future look like? We do not have a clue. We are so thankful to MCBC for providing us with some funds to purchase Karen Bibles, translation headsets and honorarium monies for some specific hands on people ministry. We covet your prayers as we are in so far over our heads on this one that we cannot even see the surface. Our goal is not only to meet the needs of the Karen people who have started attending LHCF but prepare for the future and what we believe will be an even more significant opportunity to share God's love in Jesus Christ.

I see this whole ministry starting a decade ago when people from MCBC reached out to a family from Burma. Now things have come full circle where that very family is partnering with us in helping many others. None of this would be possible if not for the love and support shown by the MCBC family both 10 years ago and today. I am glad to be part of such a family.

–Lorin Bergen, Living Hope Christian Fellowship

At a Glance...

Activity/Program: An Area Conference desiring to work together to achieve those things which we cannot do easily as separate churches.

Ministry goals and objectives: Mennonite Church British Columbia is a faith community of Christian churches with a passionate allegiance to Jesus Christ, our Saviour and Lord. Our purpose is to enable congregations to individually and collectively engage most fully in the mission of Christ.

Average Annual Budget: 426,700 (not including Camp Squeah)

Staff: Garry Janzen, Executive Minister; Janette Thiessen, Office Administrator; Rob Tiessen, Camp Squeah Executive Director

Leadership Board Executive Officers: Gerd Bartel, Moderator; Dan Rempel, Vice-Moderator; Linda Matties, Secretary; John Redekop, Finance Chair

MC Canada Representatives:

Gerd Bartel, Western Director of Resource Development; Veronica Dyck, Christian Formation Council (2008); Jorge Hoajaca, General Board Member-at-large (2008); Ed Janzen, Support Services Council (2008); Henry Krause, General Board Moderator (2008); Laura Loewen, Christian Witness Council (2009); Clare Neufeld, Nominations Committee (2010); Dan Rempel, General Board Representative



Living Hope Christian Fellowship

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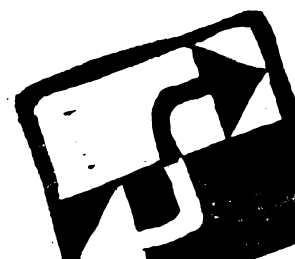
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Mennonite Church Eastern Canada (MCEC)

At a Glance...

Executive: Leroy Shantz (Chair), Myrna Miller Dyck, Helen Eby, Fred Kinsie, Robert Konrad, Larry Martin, Carol Penner, Jana Schmidt, Russ Snyder-Penner

MCEC Staff: David Martin (Executive Minister), Muriel Bechtel (Conference Minister), Jeff Steckley (Congregational Ministries Minister), Brian Bauman (Mission Minister), Ester Neufeldt (Operations Minister), Gord Alton (Regional Minister), Maurice Martin (Regional Minister), Marvin Friesen (Regional Minister), Marianne Mellinger (Coordinator of Leadership Formation), Lisa Williams (Director of Communication), Joan Schooley (Administrative Assistant), Bev Raimbault (Administrative Assistant), Margaret Oakey (Bookkeeper/Administrative Assistant)

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Extending the Peace of Jesus Christ: making disciples, growing congregations, forming leaders is MCEC's vision and identity statement. It informs and directs the ministry of the MCEC community of congregations, which is comprised of over 90 congregations in Eastern Canada.

• **Extending the Peace of Jesus Christ: Making Disciples**

Joanne Sou from Lao Canadian Evangelical Mennonite Church is a teenager living in Toronto. This past year she visited Laos with her family where they were able to reach out to many children who forage daily in the local dumps for life giving sustenance and hope. Because of Joanne's vision and the generosity of her congregation, hope was offered to a community in Laos through used clothing, new buildings and a much needed roof over a school. Through the nudging of God's Spirit, the relationship continues to grow between the communities and dreams are emerging for a Mennonite church plant and a Mennonite technical school. Pray for Joanne and the many disciples that are being nurtured in both Toronto and Laos.

• **Extending the Peace of Jesus Christ: Growing Congregations**

What happens when congregational leaders from area congregations come together for intentional conversation about generosity? The MCEC community of congregations met over the past year for this very purpose. The information gathered from those meetings and from an on-line survey culminated in a Fall Church Gathering focused on generosity. Through Bible study and reflection, we were challenged to be hilarious givers as we take part in God's economy and culture of generosity. We were urged to rediscover the gospel and the grace of God, which is at the very heart of our relationship **to** God.

• **Extending the Peace of Jesus Christ: Forming Leaders**

Leadership and leadership development is vital to the health of the MCEC community of congregations. Transitioning into Ministry (TiM) is a new venture designed to provide support and resources for pastors who are beginning congregational ministry, as well as for the congregations walking alongside them. The spiritual practices and personal habits enhanced and developed through TiM will serve the pastors and their congregations in their future ministry together. Pray that the gifts in our pastoral leaders will continue to be released for leadership and ministry within God's people.

In April 2007, Vision Mennonite Church was welcomed into the MCEC community during our Annual Church Gathering. Vision Mennonite Church is a Korean faith community which has existed in London, ON since 2000. As a gathered Area Church, it was refreshing to worship through a simple song, *Jesus Loves Me* – sung in Korean and in English, as we were reminded of the love of God.

We look forward to a year of extending the peace of Jesus Christ to those in our congregations and in our communities. May God be honoured.

–Lisa Williams,
Director of Communications



Joanne (right), and her younger sister, extending the peace of Jesus Christ in Laos.

Mennonite Church Manitoba (MCM)

The theme for Mennonite Church Manitoba in 2007 was "Living on the Edge" and is reflected in Luke 4: 18 & 19 "*The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favour.*"

This year's theme is the conclusion of the three year theme "Rooted in the Centre – Living on the Edge". The development of the "Living on the Edge" theme has called us to reflect on four important issues: the various stages of faith development, being the Church in our cultural context, dealing with conflict and change, and the development of leadership in the Church. These four issues will be the focus of our reflection and discernment for the next four years.

Camping Ministry Highlights experienced in "Camps with Meaning" in 2007 included:

- a revamped **Servant in Leadership Training Program** replaced the Counselor in Training Program.
- A **Youth Camp** was added to the Camp Assiniboia schedule.
- a CD of homegrown songs entitled "**Circle of God's People**" was released.
- a **Homesteading Retreat** was held, where skills such as sausage making and building wicker furniture were taught and an outdoor oven was constructed.
- Camp Koinonia held its first **Winter Retreat for Adults with Disabilities**
- **Camp Moose Lake** celebrated its 50th anniversary.
- **Restructuring** of support committees took place, resulting in the creation of Camp Planning Committee (CPC) which will work together with the Director of Camping Ministry to set direction and assist with major decisions.
- The CPC held a **strategic planning retreat** in February. An action plan will be implemented during the next months and years.
- **Family Camp** is a new addition to the summer program lineup.
- **David (Manager) and Katherine (Guest Group Coordinator) Hogue** will start employment at Camp Assiniboia in June.

Evangelism and Service Ministries works with congregations in three different areas of ministry. One is to offer resources in missional formation tailored to each congregation's need for reflection and discerning their faithful response to God's work among them. A second area of work is encouraging and resourcing congregations for church planting. Congregations work through a process of discernment and receive training and coaching for church planting leaders. A third focus is to promote service and provide opportunities for participation.

—cont'd on page 24

At a Glance...

Activity: A community of 50 congregations, together presenting Jesus Christ to the world.

Our Vision: To be a community of congregations unified in Jesus Christ, living a biblical Anabaptist faith, together presenting Jesus Christ to the world.

Annual Budget: \$1,770,800

Board of Directors: Hans Werner, Moderator; Directors: Don Bergen, Julie Derksen, Gordon Driedger, Tym Elias, Erin Morash, Dan Horne, Kathryn Reimer.

Staff: Edgar Rempel, Executive Director; Tom Seals, Treasurer; Beverley Sawatzky and Eva Loewen, Administrative Assistants; Harold Peters-Fransen, Interim Director of Leadership Ministries; Peter Zacharias, Interim Director Pastor Care; Henry Kliever Director of Leadership Ministries (May '08); Norm Voth, Director of Evangelism and Service Ministries; Bob Wiebe, Director of Camping Ministries; Darryl Neustaedter Barg, Associate Director Media Ministries; Dorothea Rempel Kampen, Frohe Botschaft Producer; Camp Managers and Staff.



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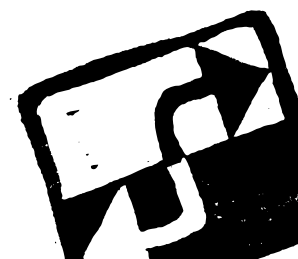
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In 2008 there are two primary initiatives for Evangelism and Service Ministries. One is an exploration of church planting for young adults called Refinery. Participants will live, work and study with church planters in Los Angeles, CA from September 9 till December 2. The experience will expose them to creative and innovative models for church planting and congregational development. When participants return they will be available to Manitoba congregations to share their experience and/or participate as leaders in new church plants.

A second initiative is a focus on building bridges with Aboriginal neighbours in urban settings. Manitoba has a growing Aboriginal population and there is opportunity to develop partnerships for learning and service. Congregational partnerships with Aboriginal congregations continue to offer opportunities for service and learning. Service opportunities include summer VBS programs, gardening projects and camp. Every spring an Aboriginal theologian or church leader is invited to teach and engage in dialogue about issues at the intersection of faith and culture.

Leadership Ministries The work of walking with our congregational leadership is a blessing. Several congregations welcomed new pastors and associate pastors, and a number, together with Mennonite Church Manitoba, ordained their pastors. Education opportunities included a day with Harry Huebner on the role and practise surrounding communion, and a ½ day with our Annual Delegate Session speaker, Ken Hawkey, interacting about how we recognize our own faith development, while walking with others at different stages in theirs.

We welcome Henry Kliever on May 4, as the new Director of Leadership Ministries, with a primary call in the area of pastoral care for our pastors. In order to free up more time for this task, a number of people have agreed to walk with congregations through searches and through pastor job reviews. Calling persons to consider pastoral ministry is also a major thrust which must be on the front burner.

—Edgar Rempel, Executive Director

Mennonite Church Saskatchewan (MC Sask)

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MC Sask is excited about easing into a **new structure** that is designed to enhance our vision of being “Christ Centred and Sent.” A key feature is the Vision and Wholeness group which is intended to give theological shape to our journey together, to have an advisory function, and to observe and bring together the past, present and future.

In March, 2007 the MC Sask office was moved out of the Mennonite Trust offices to a new location; 10A-301 Pakwa Place in Saskatoon. **Charlotte Bueckert** is the office administrator, offering a competent and consistent presence in the office.

A **VBS Troupe** was again offered to congregations last summer. The troupe was given very capable leadership by Heather Ens. Her experience in elementary education was helpful as she was able to share her learnings with the others. The rest of the troupe was Laura Epp (Zoar-Langham), Craig Friesen (Osler) and Stephanie Siemens (Warman). This group connected well with each other and the children and adults in the churches they attended. The theme for the week was “Be Bold! God is with You!” They brought the VBS program to 7 congregations.

GreenTrek is an attempt to not only interest the younger folks, but also anyone who is interested in the care of the earth. GreenTrek is being planned and supported by



people from various sectors of Mennonite Church Saskatchewan. The Trek will be a pilgrimage with visits to various alternative operations and sacred sites where people who want to make a difference in how they interact with the earth will share their insights and offer challenges for how to move forward. Participants will walk, ride bike, ride horse or ride in some alternately fueled vehicle to make this pilgrimage.

Touring Mission Fest is the bus tour that takes mission seekers to various communities to experience first hand how God is active in those communities. Two tours will happen in 2008. One will visit MC Sask congregations at Horse Lake, Prince Albert, and Carrot River. The other will visit congregations at Hanley, Clavet, and Drake.

A phenomenon that has been quietly building over the past five years is a growing connection between Mennonite Church Saskatchewan congregations and **Colombia**. A large part of this has been welcoming and embracing Colombians who are fleeing the violence in their homeland as refugees. A half-dozen MC Sask congregations around the province have been part of sponsoring Colombian families as refugees. Mount Royal MC in Saskatoon has welcomed large numbers of government sponsored Colombian refugees and is developing a 'nested' Hispanic congregation. Its Colombian pastor has spoken in about a dozen MC Sask congregations and financial support for his ministry has come from MC Sask broadly, including Ministries Commission budget and direct contributions from 9 MC Sask congregations. And finally, Eigenheim MC has developed a congregation to congregation partnership with Colombia including reciprocal visits, and at least one other MC Sask congregation is exploring the possibility of following suit. Well over half of MC Sask's 33 congregations have already been involved in at least one of the activities mentioned above.

Throughout 2007 Pastoral Leadership Commission has continued to focus on the three areas of calling, equipping and growing leaders for the church within Saskatchewan. Our prayer and desire is that the leaders of our congregations will engender places of worship where all are invited to experience the love and grace of God.

We are excited about the influx of **new leaders** we have received in the past year or two. Men and women, newly educated and experienced pastors are adding energy and enthusiasm to leadership within the province.

A seminar entitled "New Vision for the Longer Term Pastorate" will be held in June 2008 at Shekinah Retreat Centre, and taught by Ed White of the Alban Institute. We continue to work with the MC Sask Executive to ensure that this kind of resourcing and growing of our leaders can continue to happen.

MC Sask has a Congregational Life Resource Team consisting of volunteers with a helpful range of skills and experience. Members respond to requests from congregations looking for assistance on a variety of issues: evaluations, conflicts, renewing a pastor's call, etc.

—submitted by Jerry Buhler, MC Saskatchewan Area Church Minister

At a Glance...

Moderator: Renata Klassen

Deputy Moderator: Henry Funk

Secretary: Grace Funk

Chair of Finance: Armin Krahn

Staff:

Anna Rehan, Area Church Youth Minister

Jerry Buhler, Area Church Minister

Charlotte Buekert, Office Administrator

MC Canada staff in Saskatchewan

Eric Olfert, Missional formation and partnership facilitator for Saskatchewan

Anna Rehan, Youth Ministries facilitator



Charlotte Buekert

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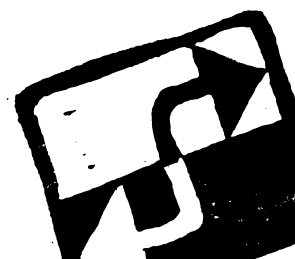
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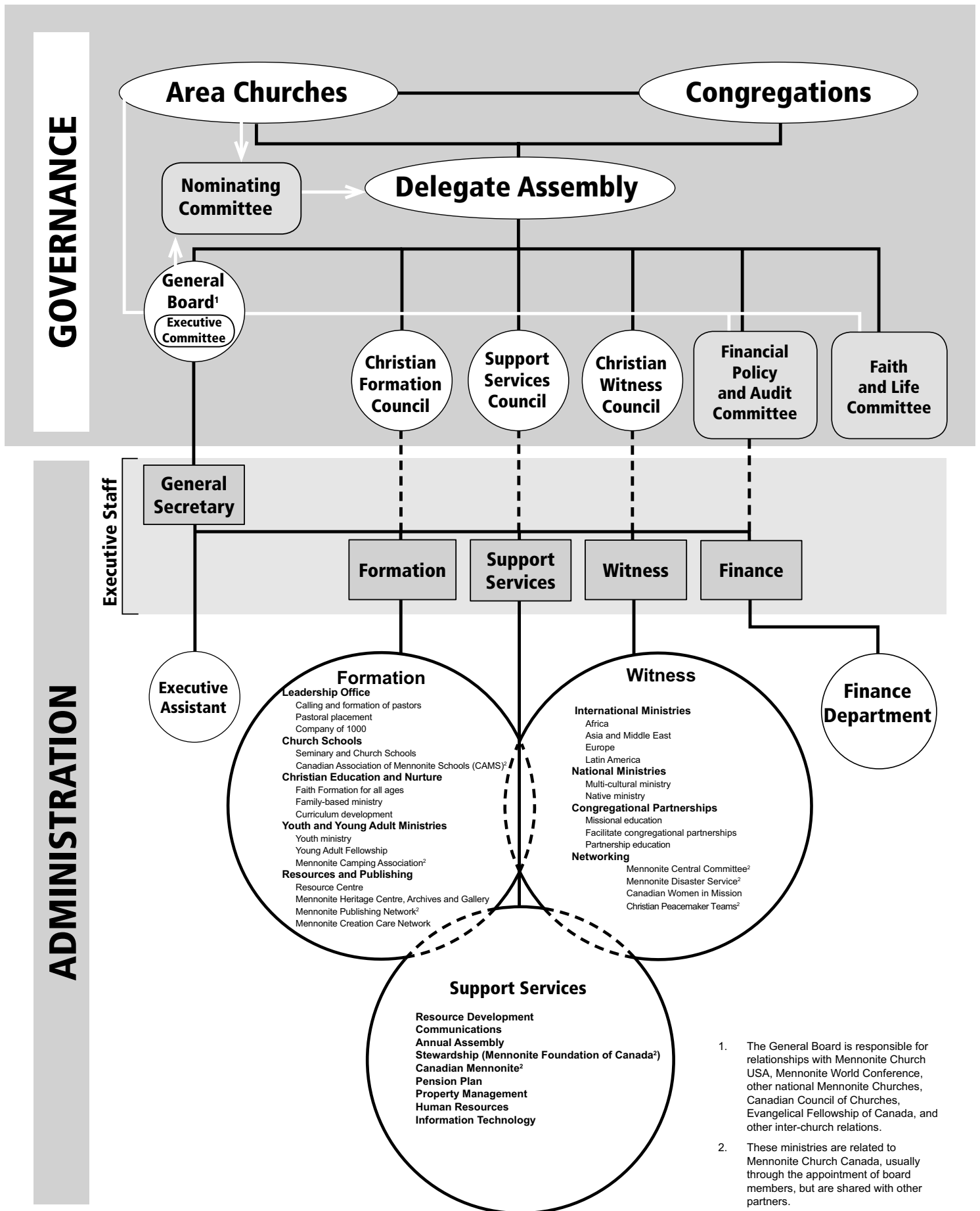
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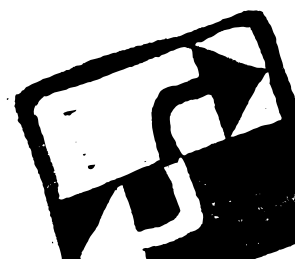


Mennonite Church Canada Organizational Chart



Notes...

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Christian Formation Council

At a Glance...

Christian Formation Council (2007-2008):

Sue Steiner, Ontario (Chair); Erwin Tiessen, Saskatchewan; Tom Yoder Neufeld, Ontario; Naomi Unger, Saskatchewan; Lisa Carr-Pries, Ontario; Pauline Steinmann, Saskatchewan; Earl Reimer, Manitoba; Coreen Froese, Alberta; Van Hoa Chau, Manitoba; Veronica Dyck, B.C.

Introduction

The theme text for Assembly 2008 – Deut. 4:1-9 – focuses on our identity as a faithful people. Our character is formed by diligent attention to the “statutes and ordinances” given by a gracious God to guide those who choose to live God’s way. The traits of our faithfulness are “wisdom and discernment (understanding).” The writer of Job states that wisdom is found in “fear of the Lord,” and discernment (understanding) in “shun[ning]” evil (Job 28.28). Simply put, God’s people are called to be good, do good and stay away from evil. These marks of character in the community of faith are a reflection of the character of God. Thus we become a powerful living testimony to which others pay attention and by which they are drawn toward God.

The ministry of Christian Formation in Mennonite Church Canada focuses on leading, motivating and offering resources that support God’s work of forming people into God’s character, in the context of our congregations and homes. As partners in this ministry with area churches and congregations, we share in the simple yet profound work of forming a people who are on a lifelong journey of becoming “wise and discerning.”



Sven Eriksson and Erwin Tiessen at a Formation Council Meeting.

Ministerial Leadership

Pastoral Trends Survey: During 2007 we conducted an exciting research project with the goal of increasing our understanding of the dynamics affecting pastoral wellness and retention. This initiative, which surveyed MC Canada pastors from 1975 to the present, is throwing important light on the factors that help pastors thrive. Thus it is providing valuable information to our schools as they recruit students seeking pastoral training, and as they refine and develop pastoral formation programs and courses.

A project Colloquium was held on the Canadian Mennonite University campus April 3-4, 2008, bringing together leaders of our denomination and area churches, presidents and deans of our schools, and representative MC Canada pastors. Dieter Schönwetter, the project director, presented an Executive Report on the findings, and several leaders from the denomination and our schools led in discussion of the implications of the survey findings. The survey results are being used to shape discussions around leadership at the July 2008 People’s Summit in Winnipeg. We anticipate some great synergies between these project results, and a number of conversations already taking place among our schools and in neighbouring Mennonite denominations.

Pastoral placement & support

In calendar year 2007, 63 pastoral placements were facilitated, with an additional 22 between January 1 and March 31, 2008. At time of writing, there were 36 known pastoral openings, with 14 available pastoral candidates listed in the MC Canada pastoral database.

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Financial assistance to 'pastoral leaders in formation' is available through the "Company of 1000." In 2007, \$46,000 was distributed to assist 27 individuals. Support is also provided to leaders and congregations going through a review process (Pastoral Review Resource Packet), guidelines for sabbaticals and times for renewal, and a "Counseling Fund," providing financial support for pastors' wellness needs.

Denominational Minister

With the retirement of Sven Eriksson on April 4, 2008, the office of Denominational Minister is in transition. We are deeply grateful for the wise and steady leadership offered by Sven in the five years he has held this position. His deep wisdom and profound love for the church have been a rich gift to MC Canada in the sometimes challenging years of its infancy and adolescence. We express our appreciation and love to Sven as he and his wife Laura now transition into a retirement/sabbatical time in their lives.

Beginning in fall, 2008, Karen Martens Zimmerly, co-pastor of Grace Mennonite Church in Regina, SK will assume the role of Denominational Minister/Director of Leadership Development. We are thankful for the careful discernment that has led to this decision, and look forward to the gifts, vision and energy Karen will bring to this work.



Karen Martens Zimmerly

Church-School relationship

Productive conversation continues between MC Canada and its schools, building on the positive momentum of the last few years. A document developed in 2007, entitled "Road Markers on a Journey," sets out some of the understandings which have grown in the dialogue between Mennonite post-secondary schools and the national church. Area churches and post-secondary school leaders are continuing to engage the agenda generated by this paper. This document also outlines a number of potential implications which will be tested and refined as we move forward together in the educational vision of the church. We are especially interested in the creative shaping of new opportunities for the church to participate in visible support for the leadership and disciple-forming ministries of our church schools. We are pleased by the high level of energy as we explore how our schools, area churches and national church might collaborate most effectively in responding to the church's training and pastoral leadership needs.

Resources

Resource Centre

For many constituents of MC Canada, the Resource Centre is the most visible piece of Formation Ministry. Our motto is: *borrow, purchase, download, link – a unique combination*. The initiative to consolidate all our denominational resources, creating a physical and virtual one-stop centre for resourcing the life of the church, continues to grow and bear fruit. Total loan circulation of materials grew by 5% country-wide. The total number of congregations using the Centre has grown correspondingly. Electronic orders grew by a whopping 53% during 2007 over the previous year, suggesting that the shift to online accessing of church resources still has significant potential. Although the bulk of our holdings are in English, we do make some materials available in a number of languages other than English. This is an area of growth for the future, and a response to the changing face of Mennonite Church Canada.

At a Glance...

Staff:

The Christian Formation staff team brings many gifts and much dedication to their work. In 2007 the team included: **Dave Bergen**, Executive Secretary; **Lois Bergen**, Administrative Assistant; **Sven Eriksson**, Denominational Minister (retiring); **Elsie Rempel**, Christian Education & Nurture; **Arlyn Friesen-Epp**, Resource Centre Manager; **Anita Neufeld**, Administrative Assistant, Resource Centre; **Alf Redekopp**, Mennonite Heritage Centre Director; **Conrad Stoesz**, Mennonite Heritage Centre Archivist; **Ray Dirks**, Mennonite Heritage Center Gallery Curator; **Connie Wiebe**, Administrative Assistant, Mennonite Heritage Centre; **Ingrid Janzen Lamp**, Editor, *Der Bote* (ending); **Andrea Dick**, Layout, *Der Bote* (ending); **Anna Rehan**, Youth Ministry Facilitator.

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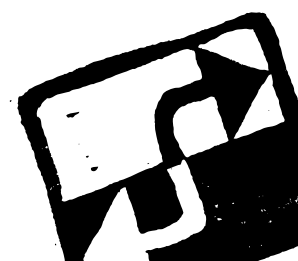
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Partners in Christian Formation

Christian Formation is linked to a variety of partners who bring unique gifts and skills to the formational ministry of the church. These include: Mennonite Publishing Network; Mennonite Camping Association; Mennonite Creation Care Network; Mennonite Post-secondary schools: Canadian Mennonite University, Columbia Bible College, Conrad Grebel University College, Associated Mennonite Biblical Seminary; Mennonite Elementary & Secondary schools: United Mennonite Educational Institute, Rockway Mennonite Collegiate, Westgate Mennonite Collegiate, Mennonite Collegiate Institute, Winnipeg Mennonite Elementary Schools, Rosthern Junior College, Menno Simons Christian School, Mennonite Educational Institute; North American Young Adult Fellowship

In 2007, we began tracking our statistics for downloadable resources. Total connections for download numbered 27,431 (about 75/day). We celebrated this milestone by hosting our first annual “Downie Awards” ceremony in January which featured the Downies (award certificates) for the most frequently downloaded files in various categories. The increase in web traffic corresponds to our efforts to centralize MC Canada resources in a searchable catalogue, free service, and a growing variety of materials (e.g. audio and video files). This dovetails with loan and purchase increases as well.

The Resource Centre partners closely with our denominational publisher, Mennonite Publishing Network. We are pleased to be able to list all MPN products for loan or purchase. Electronic sales of MPN products through our site have experienced a significant jump. We also partner with MPN through the Area Church Resource Advocates, who, because of their regional presence, are able to help each area church become better aware of the many wonderful resources available to congregations and individuals.

We added three new partners to our catalogue of Anabaptist resources in 2007: Pandora Press, Mennonite Foundation of Canada, and SmallTall Music. Each of these organizations has supplied us with a complete inventory of their resources which we actively promote in displays, our catalogue and the 10 times per year *Resource Updates*. We hope in the future to add other partners in the Mennonite church family to the list of resource providers for the enrichment and growth of the church.

Despite significant growth in circulation the potential of the Resource Centre is much greater. We are aware that 66 (29%) of our congregations have not used the Centre in the last three years, and another 75 (33%) only rarely (less than 15 items). Together with our partners, we are the Resource Centre for all of Mennonite Church Canada, and we wish to serve the whole church and continue to work toward making this a reality.

Resource Creation

Annually the Formation department generates a number of resource pieces. These include Seasonal At-Home resources, children’s stories for Sunday worship, Special Sunday worship resources and Season of Prayer materials which are offered to the church for study and spiritual enrichment. In addition to these regular pieces, we are able to produce a limited array of other resource materials, e.g. last year’s Stewardship study materials, produced in partnership with Mennonite Foundation of Canada.

We are also committed to serving the resource needs of our multi-cultural churches. Current initiatives involving other than English materials include the publication of a Vietnamese version of *From Anabaptist Seed*, an updated Confession of Faith in Laotian, and a Chinese version of the *What makes a Mennonite* brochure. With the Multi-Cultural Ministries Intercouncil, we continue to discern a list of core materials to support Christian faith and Anabaptist identity for the various language groups of Mennonite Church Canada. This involves close networking with Samson Lo, Director of Multi-cultural Ministries, and the International Ministries department. These translation projects rely heavily on volunteer time and often have an indefinite completion schedule. We depend on the missional passion and generosity of our congregations to help support the translation of core faith materials into other-than-English languages.

Der Bote

This German language paper has formed the people of God through spiritual nurture and a sense of connection to many people since its inception in Rosthern, Saskatchewan in 1924 as *Der Mennonitische Immigrantenbote*. In 2006, due to declining subscribership and shrinking funds, a decision was made to cease publication of *Der Bote*. In keeping

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Dave Bergen thanks Ingrid Janzen Lamp for her work as editor of *Der Bote*.

with this decision, *Der Bote* published its closing issue in March 2008, thus bringing to an end 84+ years of ministry in the Mennonite church.

The long-standing ministry of the paper was celebrated in a variety of ways in the months leading up to its closure. A number of regional Celebration Teas were held, a closing series of special articles was published, and there will be a special *Bote* recognition at Assembly 2008. We acknowledge the sadness and disappointment felt by the faithful readers of *Der Bote* and encourage the congregations of MC Canada to continue in their faithful support and nurture of these sisters and brothers in this transition and into the future. Much gratitude is due *Der Bote* staff (Ingrid Janzen Lamp, Editor; Lois Bergen, Administrative Assistant; Andrea Dick, Layout & Design) for their continuing leadership and to all who have contributed to the strong legacy of *Der Bote*. Their hard work, gifts and dedicated prayers have brought blessing to many.

Youth Ministry

Youth Ministry in Mennonite Church Canada supports the growth and nurture of young women and men in our churches and invites them to choose the way of Jesus. This ministry is expressed primarily through the planning of a biennial Canadian Youth Assembly, but also through networking with and supporting Area Church youth ministry leaders and events.

The Abbotsford Youth Assembly 2007 was strong and successful with 430 youth and sponsor participants from across Canada. Evaluations were positive with participants noting particular appreciation for the range and quality of seminars, the worship experiences, and the many new friendships that were made.

Plans are already underway for Youth Assembly July 6-10, 2009 in Caronport, Saskatchewan. The assembly theme will be "Living inside out," based on Colossians 3:12-17. Unlike other years, this youth gathering will be held separately from the adult delegate assembly. Due to scheduling conflicts with the Mennonite World Conference gathering, the MC Canada delegate assembly will take place in June, 2009.

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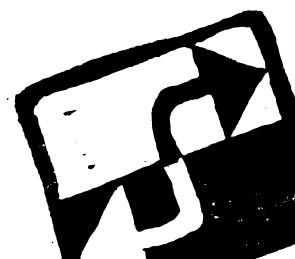
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Books from the Reaching up to God our Creator curriculum

Christian Education and Nurture

An area of particular focus in 2007 has come from Elsie Rempel's Master's thesis work on "Mennonites, Children and Communion." Elsie has been invited to give numerous presentations and workshops on this topic at area church gatherings and in congregational settings, as the church discerns theology and practice in relation to children in congregational life and in worship around the Communion table. Given the groundswell of congregational interest in this matter, it is clear this is a timely discussion which bears further serious exploration and discussion by the theological and spiritual leaders of our church.

Ongoing work includes the editing and oversight of the weekly children's time on the lectionary gospel text. As of August 2007, we have a full three year cycle of stories available through the Resource Centre online. Annual KidsPak materials available in Equipping engage children in the work of the church around the world. In addition, the oversight and editing of worship resources for Special Sundays in the church calendar has been both challenging and rewarding.

A unique and rewarding challenge this year has been partnering with Native Ministries in the editing and production of "Reaching Up to God Our Creator," a resource bridging the teachings of Christianity with aboriginal sacred teachings.

Mennonite Heritage Centre

Archives

The Archives hosts a variety of visitors, including Canadian Mennonite University students engaged in completing a practicum or others getting work experience, to volunteers from the broader constituency who are able to assist with processing of materials, translation, special projects and so on. We are thankful that individuals and congregations continue to forward archival materials which enrich awareness of our story and make access to these records possible for many people.

The past year was noteworthy for the unusual amount of new acquisitions. Receipts include: a large and well managed family-based collection of materials (A.A. Vogt) from Mennonite Genealogy Inc. in Winnipeg; the Jake Peters research files on the Sommerfeld Mennonite Church; Alexander Rempel papers on the Russian Mennonite experience; congregational records from Canadian Mennonite congregations de-accessioned by Mennonite Church USA archives, Bethel College; Conference of Mennonites in Canada records de-accessioned by the Mennonite Historical Society of British Columbia; Molotschna Fire Insurance Records (Kleinegemeinde) – 1875-193?; Native Ministries Administrative files – 1980-2005; Helen Martens collection of Felix Mendelssohn correspondence.

The 2nd level storage area of the archives' building was renovated into two secure storage spaces and one large multi-purpose studio/presentation room with funding from The Winnipeg Foundation. The project included new tables and chairs as well as multi-media equipment. This space is being used extensively by the MHC Gallery for presentations, meetings and as an artist's studio.

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The Archives hosts a variety of students from Canadian Mennonite University engaged in completing a practicum, as well as volunteers from the broader constituency who are able to assist with processing of materials, translation and special projects.

Gallery

Gallery Curator Ray Dirks has become a recognized global ambassador to students in Winnipeg schools. By building relationships with students and teachers in English as an Additional Language (EAL) programs, Ray works through art and personal experience to bring global perspectives to local people and instills confidence and pride in the gifts represented by the gifts and experience of diverse cultures. In February 2008 Dirks was awarded the 2008 TEAL (Teachers of English as an Additional Language) award for his work in teaching students the importance of caring for people, respecting cultures, and learning from different countries.



Ray Dirks received the 2008 TEAL (Teachers of English as an Additional Language) award.

In addition to his work with schools, Ray prepared a number of exciting and engaging art exhibits in 2007. These included:

- Playgrounds by Rhian Brynjolson & children from Wellington Elementary School
- Ken Loewen/James Patterson
- Side by Side: spiritual & cultural coexistence by Manju Lodha
- Carol Mills – Ancestral Search: Places, Spaces and Faces, and Jean Wiens: Circus – Plus.
- Unveiling Mystery: the invisible dignity exhibition
- Invisible Dignity Project juried group exhibition

The MHC Gallery held its second annual fundraiser October 4, 2007, marking the 10th anniversary of the MHC Gallery.

Looking ahead...

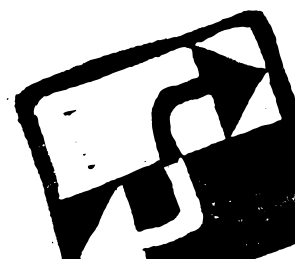
In 2007 the Christian Formation Council identified a number of issues which it believes are calling for attention in the church. Three areas in particular rose to the top:

- A continued focus on effective pastoral leadership training and support. The results of the Pastoral Trends Survey promise to be a rich resource in this respect.
- A growing need to address ministry with the existing and increasingly expanding population of seniors in the church, given that Baby Boomers are now entering this demographic. We want to draw on the resources and gifts of seniors for the church, as well as offering resources to seniors.
- Honouring young adults by inviting their real participation in the shaping and implementation of the church’s ministries.

We invite the prayers, support and counsel of the church as we engage these important matters in the time to come.

–Sue Steiner, Christian Formation Council Chair, and Dave Bergen, Executive Secretary, Christian Formation

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Christian Witness Council

At a Glance...

Mennonite Church Canada Witness is accountable to the Christian Witness Council. Members of this Council until July 2008 are:

Willard Metzger (chair)
* Andy Ahn
Lynell Bergen
Irene Crosland
Rudy Dirks
* Ernest Epp
Noe Gonzalia
Laura Loewen (Mennonite World Conference representative)
John David (JD) Penner
* Dori Zerbe Cornelsen

* The terms of these three CWC members are complete and delegates are being asked to elect 3 new members.

Introduction

It has been said that unity can only be understood in the presence of diversity. Otherwise, what is there to unify? As the people of God, called to participate with God in the healing and restoration of this world, we are constantly challenged to comprehend how best to understand and use our unique gifts for the building up of the body. And we are called into the tension of being humbly proud in the use of our unique gifts, and respecting the unique gifts of others, different though they may be from ours. For it is in this diversity of gifts all pointed in the same direction and working together for the sake of the body that we have hope of unity. In Mennonite Church Canada Witness we are very grateful, and often very humbled by the unity we experience through the diversity of the gifts of our workers, our staff, our partners, and especially our congregations and members as we work together in the multiplicity of ways, and in the plethora of activities for the unity of the body of Christ and to that which we are together called.

“Don’t bring Christianity as a potted plant and put it in our soil. Bring it as a seed and plant it in our soil, so it will grow up within us.” –Richard Twiss, Lakota elder



Witness Highlights for your Congregation to know!

- We are the first national church in Canada to work at pandemic preparedness for congregations.
- MC Canada is a member of the Global Mission Fellowship, together with 67 other Anabaptist churches and mission groups from around the world.
- The Christian Witness Council continues to meet with Mennonite Mission Network, the mission agency of Mennonite Church USA. This is an exciting time and we are continually open to new service opportunities, new partnership opportunities. Let us know of potential mission workers!
- We have been invited by a 100 year old Baptist denomination in Chile to walk with them as they reclaim their Anabaptist heritage and overtly become a peace church.
- MC Canada Witness Learning Tours to Cuba and South Korea have been inspiring and growing experiences for the participants. Plans for 2009 include a Philippines and South America tour.
- “Reaching up to God our Creator,” is a new six-session curriculum for older children and adults. The sessions were developed by Mennonite leaders with Cree, European, Métis and Ojibway roots, in cooperation with MC Canada Formation. The curriculum strives to highlight the common ground between the faith expression of Aboriginal peoples and Mennonites.

general

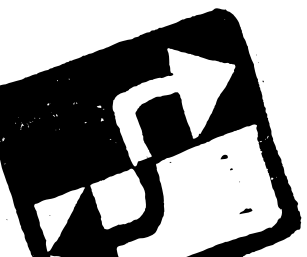
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PROGRAM REPORTING

International Ministries Highlights

- Our first long term workers to Ethiopia, Dianne and Fanosie Legesse and their two small children, are teaching and providing other services at Meserete Kristos College.
- Jeff and Tany Warkentin in Ouagadougou, Burkina Faso celebrated the church's first baptism of four members and the ordination of a church leader.
- Our first interns to Philippines, Christina and Darnell Barkman, began a ten month internship.
- Our first intern to Thailand, Leah Buermeyer, started a five month internship.
- Living Waters Church, Borabu, Thailand dedicated its new church building.
- The first peace and reconciliation team organizer completed training at Peacebuilders Community in Mindanao, Philippines.
- A delegation from Zaporozhzhye Mennonite Church spent several days at the MC Canada offices for reflection and work together.
- The Brazilian International Mennonite Mission Board celebrated 10 years of ministry.
- A 15 country gathering took place in Guatemala for the inaugural "Gathering of Latin American Anabaptist Theological Educators."
- The Colombian Mennonite Biblical seminary has developed an extension program to resource the group of emerging churches and leaders on the Caribbean coast.
- We formalized a relationship with the Union of Evangelical Baptist Churches of Chile, following their invitation to MC Canada to help them become a peace church. The 35,000 member denomination (with a wider family of 100,000) just celebrated its 100th anniversary. The church president, Raquel Contreras, will be attending Assembly and Summit as a part of this relationship.
- We are able to have intimate, honest conversations with international church partners in which not only joys and plans are shared, but fears and doubts as well.



Anna Alipova and Ala Syniakova from Zaporozhzhye, Ukraine, spent several days at the MC Canada offices for reflection and work together. Ala is Church Council Chair at the Zaporozhzhye Mennonite Church and a medical doctor. Anna is a Church Council member and Sunday School Director, and a professional interpreter.

"For a church as small as ours, I believe we exercise a disproportionate influence around us. For a church as big as ours, I believe we still manage to live and act knowing that each person is important and uniquely gifted and needed as a part of the body, for the sake of the kingdom. To God be the glory." –Janet Plenert, to the Christian Witness Council in March, 2008

At a Glance...

Staffing: Some of the faces changed in the Witness offices this year, including several temporary changes. Staff is highly motivated and energetic, and I am grateful for their teamwork and dedication.

- Jennifer Rempel (Executive Assistant) has been on a 1 year Maternity leave and Val Pankratz has been filling in.
- Rebecca Yoder-Neufeld (Missional Formation & Partnership Facilitator - MCEC) took 5 months leave and James Watson filled in.
- Marvin Baergen (Missional Formation & Partnership Facilitator – MCA) has retired and Jim Shantz has taken on a part-time interim role in MCA.
- Hinke Loewen-Rudgers will be moving from her role as Congregational Partnerships Facilitator to a Witness International Volunteer position in Israel/Palestine as of August 1, 2008.
- Al Rempel has concluded his role as Director of Congregational Partnerships, and a new person has not yet been named (at time of printing).

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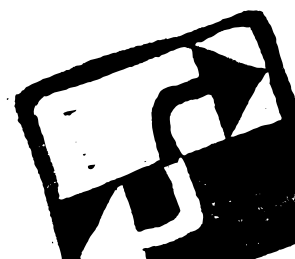
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Church Matters!

Whether you tune in by podcast (via a front page link on the web site), or on the radio (the third Sunday of the month on Golden West radio stations in Manitoba), you will find us talking about how the Church Matters! This 15 minute radio slot is co-hosted by Dan Dyck and Janet Plener and explores many ways that the church matters today. In our first year of broadcast we covered topics such as ethical investing, peace building in Philippines, creation care, unity of the church, militarization in Canada, kids and communion and others. Check it out!
www.mennonitechurch.ca

In Memoriam

This year we mourned the passing of Walter Franz. Walter served in many capacities in the church – as pastor, moderator, and director of Native Ministry, among other things. He is most remembered not for his titles, but for his great and gentle way, his positive outlook, his quiet wisdom and faithful dedication to the church. He was a great man, and he is greatly missed.

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Congregational Partnership Highlights

- The Vietnamese Mennonite Church in Calgary is connecting with Jeff and Tany Warkentin's ministry in Burkina Faso.
- Learning Tours: 2007 – Colombia and South Africa. 2008 – Cuba and South Korea. Plans for 2009 include a Philippines tour and a tour partnered with TourMagination to Chile, Uruguay and Paraguay prior to the Mennonite World Conference Assembly.
- Ten Witness worker families will be itinerating in North America in 2008.
- Following the retirement of Marv Baergen in Alberta, Jim Shantz has taken up a part-time Congregational Partnerships role in Alberta for this year.

Native Ministry Highlights

- Visits have been made to encourage and resource First Nations communities, including to a Cree pastor in Saskatchewan, a Blackfoot pastor in Alberta, and a mixed congregation of European and Carrier people in British Columbia. We are relating across Canada in a variety of circumstances and situations.
- We partner with MCBC to assist the Church of the Way in Granisle prepare an outreach ministry into their neighbouring First Nations communities.
- Four Ministry Circles are active within the Manitoba Partnership Circle. MC Canada Native Ministry and MCM help facilitate two meetings per year of the Partnership Circle. This year Richard Twiss, a Lakota church leader, was the special guest at this event. (Visit www.mennonitechurch.ca/tiny/598 to hear an interview with Richard Twiss.)
- We work closely with a variety of partners, such as MCM, MCC Manitoba's Aboriginal Neighbours, and MCC Canada's Aboriginal Neighbours.
- We partner with MCC Alberta in their desire to raise awareness of Aboriginal issues within their province and Canada. We co-sponsored an event that brought entertainer Tom Jackson and former Grand Chief of Canada, Ovide Mercredi, to Calgary.
- We partner with the North American Institute of Indigenous Theological Studies (NAIITS) in their efforts to provide symposiums on various topics of theological significance to Aboriginal and non-Aboriginal Christians alike.
- We encourage and send Native people to attend theological symposiums and other gatherings where they will grow in their own personal faith and strengthen their leadership skills.
- Publishing INTOTEMAK magazine continues to be an important part of building bridges and community among cultures and informing people of the exciting things that are happening within our constituency and beyond.
- We facilitated the translation of the official statements of Mennonite Church Canada, including the Confession of Faith, into the Ojibway language (the Cree version is in process).
- We have worked with the MC Canada Resource Centre to increase the types of Aboriginal-related materials for loan across Canada (for free – check it out at www.mennonitechurch.ca/resourcecentre).
- MC Canada turned over the ownership of three properties to the local communities. In each case an event of blessing was held to recognize the transition.



Multi-Cultural Ministries Highlights

- The Confession of Faith translation into Laotian by Chinda Kommala is nearly complete, Winfred Soong's translation of "What makes a Mennonite?" brochure will soon be published.
- We are increasing networking and collaboration with area churches.
- A departmental review was conducted, and resulted in affirmation of the work of the department and more focused priority statements.
- Calgary Vietnamese Mennonite Church sent a group to visit the Vietnamese Mennonite communities in Vietnam, Malaysia and Cambodia. Toronto Chinese Mennonite Church includes the work of Witness in Thailand in their mission budget.
- Luc Tran, the pastor of Vietnamese Mennonite Church in Winnipeg visited B.C. and shared organizing tips for planning activities such as multi-cultural worship, game times and picnics. Fifteen leaders from different ethnic groups came for this gathering at Sherbrooke Mennonite Church in Vancouver.

Being a Faithful Witness beyond ourselves

Global Mission Fellowship (GMF) – Mennonite Church Canada is helpfully positioned to work together with Anabaptist churches and mission agencies around the world to think about a collaborative future of faithful witness. The next GMF Gathering will happen just prior to the Mennonite World Conference Assembly in July 2009. At that time a decision will be made about reshaping the structure of the GMF to make it a part of the new Mission Commission of MWC. Bringing the GMF into the structure of MWC ensures that global Anabaptist mission will be integral to, rather than parallel to, the global church. Given how critically important this has been for MC Canada to structure our international mission as part of the denominational structure, we consider it a significant stride forward for the global church as well. Janet Plenert is both the North American representative and the chair of this global body.

IMPACT – (International Mennonite Pastors Coming Together) Bring together 12-16 Anabaptist pastors from 4-6 different countries, who speak several different languages and ask them to live together and talk about the life and challenges of the church for 2 weeks. What do you get? Chaos to be sure! Visa headaches guaranteed. And brilliant insights into the kingdom of God, lasting bridges of understanding, reshaped perceptions, dismantled stereotypes, a keen sense of being part of one church bound together by the power of the Spirit – IMPACT. Witness staff together with the denominational minister and the co-hosting area church designates work together with volunteers to make this kind of IMPACT a possibility each year. IMPACT 2008 was in MCEC and was a bilingual French English program, drawing guest pastors from England, Ukraine, Burkina Faso, Congo and South Africa. The Canadian government denied visas to 3 Congolese church leaders. IMPACT 2008 was the third year of this program. The 2009 program will be co-hosted by MC Saskatchewan.

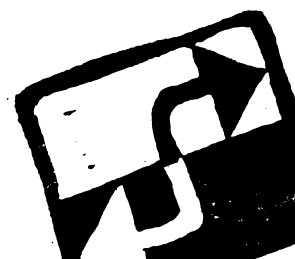
“Our future, if we are to have one together, will be found in personal relationships. We need to quit talking and meeting among ourselves and get out there and invite Native People into our friendship circles. Then we will develop respect, understanding and appreciation for each other.” –Walter Franz

Did you know?

- There are 48 Multi-Cultural congregations associated with Mennonite Church Canada, worshipping in 9 different languages.
- In Calgary it is possible to worship in Vietnamese, Chinese, Lao and Spanish churches all on the same Sunday, since these churches worship at different times.

Overheard: A candidate for an international placement with Witness exclaimed that the position being considered is “something I have been waiting for all my life!”

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Dori Zerbe Cornelsen at the 2008 Spring Leadership Assembly.

Partners in Christian Witness:

- Canadian Women in Mission
- Mennonite Central Committee (MCC)
- Christian Peacemaker Teams (CPT)
- Mennonite Disaster Service (MDS)
- Mennonite Men

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Pandemic Planning – How will the church respond when a pandemic (or other major community emergency) happens? We believe the people of God – the church – is to be the presence of God here on earth in every context and time. For the early church, a pandemic proved to be a defining factor in its growth and credibility in society.

Witness has called together a Task Force to address this topic and help congregations be prepared. A web site with basic information will be up by July, as well as a YouTube video for congregational use, and a Learning Track session in the MC Canada/MC USA Summit will also address this topic.

Challenges we Face

As we have been growing into our identity as a church that is both Anabaptist and Canadian, we find ourselves constantly asking what it is that we are not called to do, and what it is that we must do. Questions of church planting, peace related issues, and short term service ministries seem frequently to capture our attention, and demand more resources and energy. Each of these areas is a part of the Witness mandate as outlined in our MC Canada bylaws. None of them have dedicated staff time.

- 1) Peace issues – Recently, questions directed to Witness connected to peace issues have included questions of militarization and fiscal Conscientious Objector status, response to the Canadian government’s position on Afghanistan, invitation to join the movement advocating for a national Department of Peace, seeking a response to the Muslim scholars calling for common ground with Christians, questions from the Historic Peace Church Committee about the direction for their future, questions about collaboration with MCC on peacemaking and constituency advocacy regarding militarism, a question from a CBC reporter on the follow-up from our Assembly sessions on militarism, ongoing connections to Conscience Canada, how we are following up from 2006 and 2007 Assembly discernment times on increasing militarism, and a hugely significant invitation from the Canadian Council of Churches to give a presentation at their May 2008 gathering to help their denominational members think about being a peace church. This is in addition to all the peace related activities in which Witness departments routinely engage.
- 2) Short term service opportunities – The only formal shorter term service opportunities we have are Special Assignments and Internships, both led via the International Ministries department. There is significant staff interest in being more proactive in shaping and offering shorter term ministry opportunities for our constituency.
- 3) Church Planting – while we understand church planting to be primarily the responsibility of the area church, we continue to be asked how we can network, or resource, or facilitate or encourage efforts in the area churches.

In response...

We are able to respond at some level to all of these key areas. This year we will engage in another 90 minute discernment time on being a peace church. There will be a Summit Learning Track slot on related issues. We have blessed our General Secretary in preparing and presenting a paper to the Canadian Council of Churches. We have had a significant time of exploration and negotiating with Mennonite Mission Network about potential short term program collaboration, the first of which is a partnership in a program called Radical Journey. We have followed, encouraged, and networked our area churches at specific times and in unique ways in their church planting initiatives. Even so, each of these areas remains a challenge to adequately respond to in healthy and appropriate ways.

It is at the same time gratifying, rewarding, and frightening to feel the energy in our constituency imploring us to consider more actively these three areas of ministry opportunity. They are all part of being a faithful church and relevant and transformative for those in, and beyond, the church. Those of you who have been around for a while will be hearing an echo bouncing back to you from 6 years ago. At that time we had an Outreach and Church Planting department, a Peace desk, and a Christian Service Ministry department with 5 staff people. These are not new or novel ideas. They are echoes of the vision we had when we dreamed MC Canada Witness into being. Will our future include such program ministries again? Or can we actively embrace such activities within current program? Is this best accomplished now via partnership relationships with area churches and other agencies within the church system?

We invite your conversation and counsel.

–Willard Metzger, Christian Witness Council chair and Janet Plenert, Executive Secretary, Mennonite Church Canada Witness

Christian Witness Staff:

In 2007 the Christian Witness team included: **Janet Plenert**, Executive Secretary; **Val Pankratz**, Executive Assistant; **Jennifer Rempel**, Executive Assistant (currently on maternity leave); **Ingrid Miller**, Administrative Assistant; **Tim Froese**, Executive Director for International Ministries and Mission Facilitator for Latin America; **Hippolyto Tshimanga**, Mission Partnership Facilitator for Africa & Europe; **Gordon Janzen**, Mission Partnership Facilitator for Asia; **Edith and Neill Von Gunten**, Co-Directors of Native Ministry; **Rebecca Yoder Neufeld**, Missional Formation & Partnerships Facilitator for Mennonite Church Eastern Canada; **James Watson**, Interim Missional Formation & Partnerships Facilitator for Mennonite Church Eastern Canada); **Eric Olfert**, Missional Formation & Partnerships Facilitator for Mennonite Church Saskatchewan; **Marvin Baergen**, Missional Formation & Partnerships Facilitator for Mennonite Church Alberta; **Jim Shantz**, Interim Missional Formation & Partnerships Facilitator for Mennonite Church Alberta; **Hinke Loewen-Rudgers**, Congregational Partnership Facilitator; **Al Rempel**, Director of Congregational Partnerships; **Samson Lo**, Director of Multi-Cultural Ministry.

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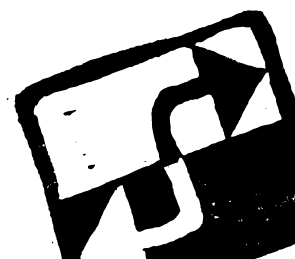
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Support Services Council

Support Services Council Members 2007-08:

Dianne Hildebrand Schlegel, Morden MB; Ed Janzen (Chair), Abbotsford BC; Bill Janzen, Calgary AB; Rita Strickland, St. Catharines ON; Harry Wiens, Altona MB; Mark Wurtz, Rosthern SK

Support Services' mandate is to support Formation and Witness with administrative services to enable these programs of the church to do their work efficiently and effectively. We also provide services such as pension plan administration and assembly planning directly to our member congregations and area churches. We are pleased to share with you highlights of the past year in Support Services' seven primary areas of ministry.

Communications

Communications oversees most communication pieces that leave MC Canada, helping to bring consistent messaging to the work and ministries of Formation and Witness.

In addition, we have been working to reach out to a younger, media-savvy segment of our members by launching a YouTube channel in late 2007. More than twenty videos, including an annual report, an invitation to this year's Assembly and Summit, and profiles of many Witness international ministry sites, can be viewed and downloaded for projection in your congregation at www.youtube.com/mennonitechurchca. We are very grateful to Hyo Sook Yun, a South Korean volunteer via MCC's International Visitor Exchange Program. Hyo Sook has given a year of her time to MC Canada to produce many of these videos for us.

The Communications department also leads the production of Church Matters, our monthly radio program focused on the life and significance of the church. It is now in its second year of production. Themes in the past year have included global gift sharing, kids and communion, and aboriginal Christianity. You can listen to any episode in podcast format at www.mennonitechurch.ca/tiny/158 or on iTunes (search for "Mennonite Church Canada"). The program can also be heard on the third Sunday of each month on CFAM 950 (Altona), AM 1250 (Steinbach) and CJRB 1220 (Boissevain).

Our communications staff team recently enjoyed a slight increase.

Deborah Froese, who had been working as our news writer on a contract basis, was hired to the new half-time position of Director of News Services in early 2008. Dan Dyck, Director of Communications, was managing our news service. He has now been able to shift more of his focus to communications planning and strategy as we continually strive to connect meaningfully with all members of our diverse constituency.

Resource Development

Resource Development coordinates and leads activities that inspire the generosity of so many of you. Thank you for your support! We are so grateful to report that total individual, corporate, and congregational donations for the 2007-08 fiscal year exceeded our budget by more than \$100,000! Your generosity allowed us to meet all of our commitments for 2007-08 and even to project small increases in ministry expenditures for 2008-09.

So many of you are willing to share your many gifts and are eager to hear stories about how those gifts are making a difference. The Christmas and Spring Gift Samplers you have become accustomed to seeing in the *Canadian Mennonite* are an important tool for us to share with you the impact of the gifts that you give, as are the "Celebration Stories" included in each issue of Equipping (sent 10 times per year to your church) and the many giving opportunities highlighted at www.healingandhope.ca. We joyfully offer these



Tim Miller Dyck (Editor/Publisher, *Canadian Mennonite*) at the 2008 Spring Leadership Assembly.

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stories and invitations back to you with our gratitude and with the gratitude of so many in whose lives your generosity makes a difference. If you would like to know more about any ministry that you have supported or would like to support, please contact our office at 1-866-888-6785 or office@mennonitechurch.ca and we will do our best to get you the information you need.

Assembly planning

At Abbotsford 2007, delegates passed a resolution asking MC Canada to develop guidelines to reduce the consumption of energy and other resources when planning future assemblies. We are very thankful for the leadership of Mennonite Creation Care Network (MCCN) who responded to this resolution by developing "Guidelines for Greening Church-Wide Assemblies and Regional Conferences". A copy of these guidelines is included in the discernment section of this report book. We have used these guidelines to plan this year's assembly, and we will provide a full report on what we have been able to achieve at the delegate assembly itself.

We are also aware that much assembly "greening" depends on the choices of assembly delegates. Car pooling, choosing bus or train travel, and remembering to bring a reusable mug and the report book that was sent to your congregation or area church are all things that delegates can do to reduce the environmental impact of our gathering. We look forward to hearing from you as well about the choices you have made in support of last year's resolution.

Plans are already underway for the 2009 MC Canada annual delegate assembly. We will meet in beautiful Saskatoon, SK. under the theme "Living Inside Out" based on Colossians 3:12-17. As we anticipate a high degree of participation from MC Canada constituents at Mennonite World Conference's global assembly in Asuncion, Paraguay (July 14-19, 2009), we have decided to reduce the competition between the two events by moving our assembly to a weekend in late May or early June. The final date will be announced at the delegate assembly in Winnipeg.

Please note that for 2009 only this will mean that the delegate assembly and the youth assembly will meet at different times and places. The 2009 youth assembly will take place July 6-10 at Briercreech Bible College in Caronport, SK. We are planning for the youth and delegate assemblies to again take place jointly in 2011, the next year in which a youth assembly is scheduled.

Information technology

Since MC Canada's official inception on February 1, 2002 we have increasingly used the internet to deliver news and information about MC Canada. With virtually everything we produce being posted to our web site, traffic to our web site continues to grow dramatically each year. PrayerNet, the prayer newsletter created by Witness' Congregational Partnerships department, has wide email circulation allowing subscribers to receive immediate notice of urgent prayer requests. Equipping, our congregational resource package, is delivered electronically 6 out of 10 times annually, making it easy for church administrators to forward information to the right person in each congregation.

Although distributing material electronically does not reduce the staff time required for preparation, design, and editing, it does save paper and money spent on postage. It is also convenient for constituents who can access the resources they need when they need them from the comfort of their homes or offices, and who can easily forward items to interested colleagues or church members.

Rest assured that we have not forgotten about those who do not have internet access! Everything we mass distribute electronically is also distributed in hard copy to those congregations who do not have internet access at their church offices. This is currently about 10% of our member congregations.

Pension Advisory Committee Members 2007-08

Includes all Support Services Council members listed above, plus:
Glen Siemens, Plum Coulee MB; Loren Brown, Winnipeg MB; Pam Peters-Pries, Executive Secretary, Support Services (Chair); Kirsten Schroeder, Director of Human Resources

Support Services Council also appoints representatives to Mennonite Foundation of Canada and Canadian Mennonite Publishing Service, which publishes Canadian Mennonite.

MC Canada members of Canadian Mennonite Publishing Service 2007-08

Aiden Enns, Winnipeg MB; John Goossen, Vancouver BC; Ed Janzen, Abbotsford BC; Paul Krahn, Altona MB

MC Canada members of Mennonite Foundation of Canada 2007-08

Rudy Friesen, Winnipeg MB; Nick Heide, Winkler MB; Tony Huynh, Winnipeg MB; Clayton Loewen, Fort Langley BC; Karen Martens Zimmerly, Regina SK; Anita Tiessen, Mississauga ON

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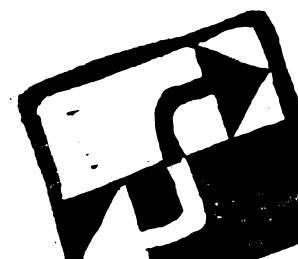
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The following staff contributed significantly to our work in 2007:

Gerd Bartel, Western Director of Resource Development; **Lois Bergen**, Receptionist/Administrative Assistant; **Dan Dyck**, Director of Communications; **Deborah Froese**, Director of News Services; **Grant Klassen**, Web Servant; **Karen Peters**, Executive Assistant; **Katharina Nuss**, Communications Coordinator/Graphic Designer; **Lynette Wiebe**, Communications Coordinator (away on leave); **Pam Peters-Pries**, Executive Secretary; **Alice Pound**, Receptionist/Administrative Assistant; **Al Rempel**, Director of Resource Development; **Kirsten Schroeder**, Director of Human Resources; **Miriam Tshimanga**, Receptionist/Administrative Assistant (away on leave)

Volunteers:

Irmgard Reimer (Reception); **Hyo Sook Yun** (Media Producer)

Pension Plan

Since our re-vamped pension plan launched in May 2003, plan members have slowly but steadily taken advantage of the plan's 28 different investment options and enhanced retirement and financial planning services. As of December 31, 2007, 670 of the plan's 743 active members were invested in the Socially Responsible Asset Allocation Fund (SRAAF). This is the "core option" fund in which members' contributions are invested if they do not select one of the 27 other options. The SRAAF holds 78% of the assets in the plan and generated a net return of 2.83% in 2007 compared to a return of 1.5% for Canadian pension plans on average.

While a high level of participation in the pension plan's core option symbolizes a high degree of trust in the Pension Advisory Committee (PAC) which is responsible for the plan, the PAC is always encouraging greater ownership and engagement in retirement planning by plan members themselves. Thus, the PAC was very pleased when Great West Life, our pension plan administrator, introduced an "engaged member" feature on their statements and web site in early 2008. This feature allows plan members to enter information such as their desired retirement income and projections about investment performance and inflation. Using this customized information, members' semi-annual statements and the Great West Life web site will provide feedback about whether current contribution levels and investment choices will allow members to achieve their goals. To become engaged members, plan members may log on to www.grsaccess.com, choose "Plan Your Retirement", and follow the instructions that pop up.

The PAC continues to promote the Group RRSP option in the MC Canada Pension Plan, which was launched in September 2006. The Group RRSP offers flexibility, low management fees, and spousal accounts. It is open to all employees of MC Canada congregations and their spouses. To learn more, call Kirsten Schroeder at 1-866-888-6785, ext. 110.

Human Resources

After several months of discussion and planning, administration of the MC Canada pension plan and group life/Accident, Death & Dismemberment (AD&D) insurance plans for participating MCEC congregations moved from the MCEC office to the MC Canada office on February 1, 2008. This shift has left a more manageable workload for MCEC staff and allowed for some streamlining of administrative procedures for MC Canada staff, who also administer these benefit programs for participating congregations in our four other area churches. Congregational treasurers and plan members in MCEC are getting used to directing their premium payments and questions to MC Canada's Winnipeg office rather than the MCEC office.

Revisions to Manitoba employment standards legislation in April 2007 triggered a review of many of MC Canada's personnel policies to ensure that they were in keeping with the new standards. We are pleased to report that in almost all cases our existing policies already met or exceeded the new standards, and revisions to ensure compliance were made where needed. Changes to overtime work and compensation legislation initiated healthy discussions among staff, board and council members regarding appropriate work hours and work-life balance, and resulted in a new overtime and flex-time policy that carefully balances the needs of both employer and employee.



Dianne Hildebrand Schlegel

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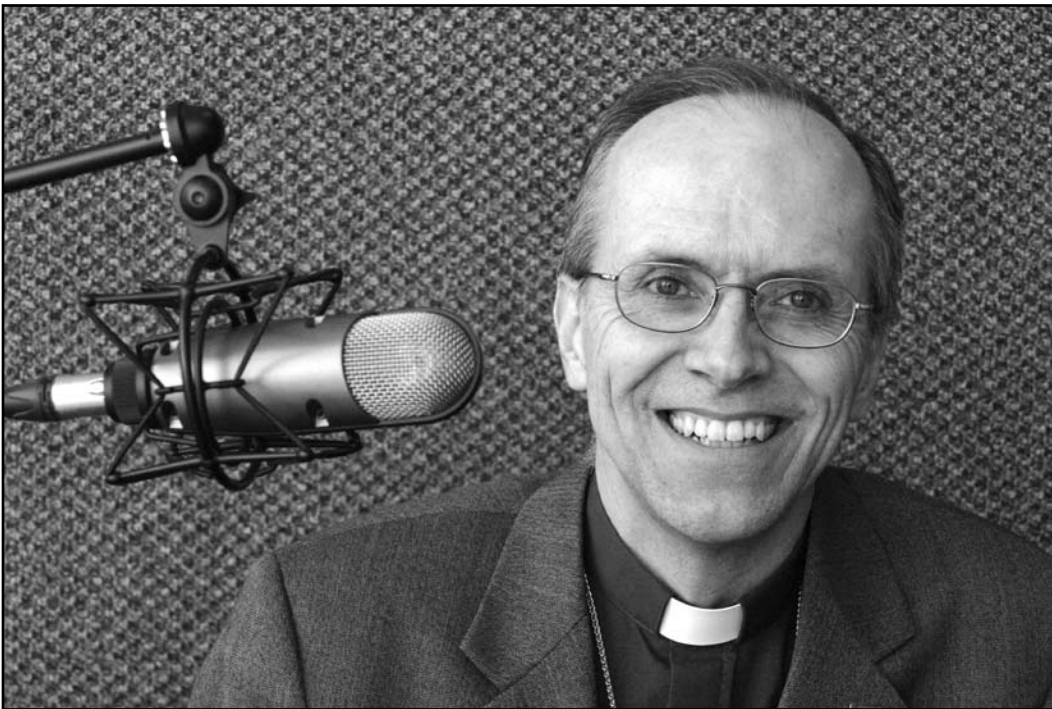


Property Management

In response to the statement on creation care affirmed by our delegates at Abbotsford 2007, MC Canada is working on a process to “green” our main office at 600 Shaftesbury Boulevard. Using material provided by Greening Sacred Spaces (www.faith-commongood.net/gss), staff is working on an audit of the energy and resource consumption of our offices. This audit will help us plan to reduce our environmental impact through changes in work patterns and possible building and equipment upgrades.

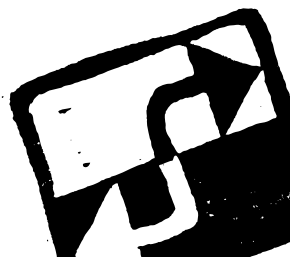
Funding for equipment or fixture replacements and building improvements in our annual budget is very limited. Major improvements or retrofits to reduce our environmental impact will require above-budget funding. As with greening our assembly, our efforts to green our office space will depend not only on the commitment and creativity of MC Canada staff to make appropriate choices, but also on the commitment of our Canada-wide church family to support those choices with donations to make them possible.

*–Submitted by Pam Peters-Pries, Executive Secretary, Support Services;
Ed Janzen, Chair, Support Services Council*



Donald Phillips, Diocesan Bishop for the Anglican Diocese of Rupertsland, was interviewed for Church Matters, MC Canada's radio program, at the Week of Prayer for Christian Unity. Mennonite Church Canada hosted that event this Spring.

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Discernment Guide

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

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

About Motions

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

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

- In order to facilitate a good process, amendments to resolutions that appear on the agenda should be presented in advance in writing to the Resolutions Committee before they can be offered to delegates.
- Any delegate may speak to points of order and other motions of parliamentary procedure, such as a motion on the table.
- Only registered delegates can make or move motions as well as vote.
- Most motions require a second — that someone else also indicates a desire to consider the motion. When the moderator asks for a second to a motion, please raise your hand and seek acknowledgement.
- The MC Canada General Board Executive Committee may offer an amendment or a new resolution without processing it through the Resolutions Committee (for the purpose of efficient process).
- If you think that it is time to end discussion you can “call for the question.” However, if there is any objection to ending discussion, then the delegate body will need to take a vote on your proposal to end discussion.

Basic Guidelines

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

Additional Items

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

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

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2008 Assembly Discernment

1 **Christian Formation Council**

2 **Thriving pastors—Healthy churches**

3 **Introduction**

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

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

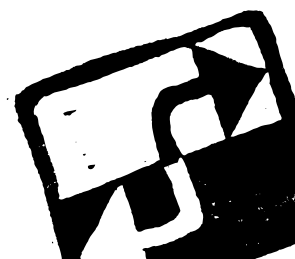
15 As I write this, the Ministerial Leadership office is in transition. Sven Eriksson, Denominational Minister for the
16 past five years, has retired. Beginning in the fall of this year, Karen Martens Zimmerly will assume the
17 responsibilities of this office. The annual Assembly falls neatly between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

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

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

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

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



1 **Executive Summary of Findings**

2 **Preamble**

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

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

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

21 **Key Findings**

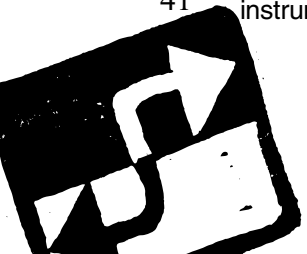
22 The findings can be best delineated into implications for pastors, congregations, Mennonite Church Canada,
23 and training institutions.

24 **Implications for the Pastor**

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

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

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



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

3 ***Implications for the Congregation***

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

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

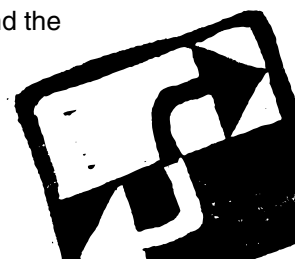
14 The complexities of pastors working for congregations are challenging at best, given that each member can
15 be potentially viewed as one of the employers. Although many pastors felt strong support from their
16 congregations, working for many people can encourage expectations that are demanding,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

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

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

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

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



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

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

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

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

33 ***Implications for Training Institutions***

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



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

6 **Conclusion**

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

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

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

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

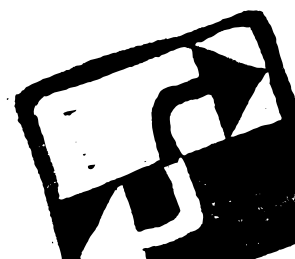
20 Mennonite Church Canada was asked by the Canadian Council of Churches to help them think about what it
21 is to be a peace church. This remarkable opportunity has placed squarely on the table of our country’s
22 mainline denominational leaders a question that for 500 years has been dear to our Anabaptist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

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

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

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

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



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

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

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

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

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

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

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

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

15 In what particular ways do you engage this question?

16 How does this issue impact you?

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

18 What further questions does this issue raise for you?

19 *—prepared by the Faith and Life Committee*

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

21 ***Guidelines for Greening***

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

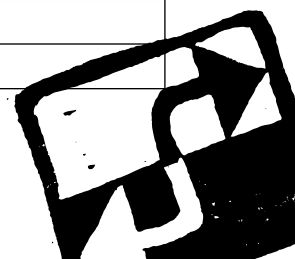
23 ***(Version 1.0)***

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

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



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



Councils and Committees

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

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

Nominees

GENERAL BOARD

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

Occupation: Director of a children's mental health centre

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

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

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

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

WITNESS

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

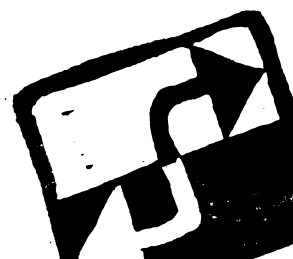
Occupation: AMBS Student, MA Peace Studies

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

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

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

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





Hun Lee, London, Ontario (Charleswood Mennonite Church)

Occupation: Minister/Pastor

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

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

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



Waldimar J Neufeld, Abbotsford British Columbia

Occupation: Retired church agency administration

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

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

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

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

FORMATION



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

Occupation: Senior Customer Service Agent

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

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

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

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



SUPPORT SERVICES

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

Occupation: Retired.

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

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

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

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

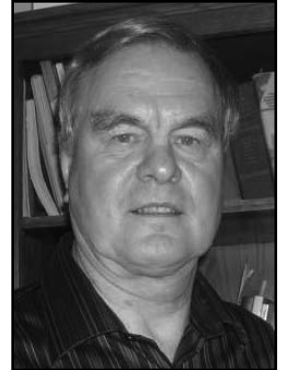
Kaye Rempel, Waterloo, Ontario (Stirling Avenue Mennonite Church)

Occupation: Social Work/Social Services Administration (retired)

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

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

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



general

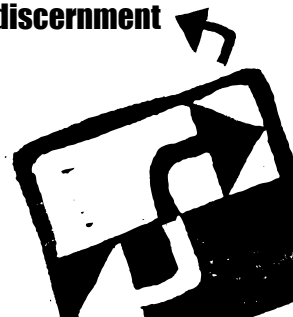
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Mark Wurtz, Rosthern, Saskatchewan (Hague Mennonite Church)

Occupation: Executive Director of Youth Farm Bible Camp

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

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

Special interests: Financial planning, computers & technology

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

FAITH AND LIFE COMMITTEE

Rudy Baergen, Winnipeg, Manitoba (Bethel Mennonite Church)

Occupation: Pastor

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

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

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

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

- general
- formation
- witness
- support services
- finance

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Addendum to Mennonite Church Canada Report Book 2008

Nominees, pages 55-58

May 29, 2008

FORMATION



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

Occupation: Powder coating set-up-man

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

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



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

Occupation: Works in sales with Lode-King Industries

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

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



Financial Policy & Audit Committee (FPAC)

Financial Matters—Report on the fiscal year ending 2008

In this report book you will find the audited financial statements for the period dated February 1, 2007 to January 31, 2008. We are again fortunate to report that Mennonite Church Canada has completed another good year. Financially, it was a strong year which allowed management to work with the budget approved at Abbotsford 2007 to carry out the proposed projects with the money entrusted to us. Donation income was stronger than budgeted, which meant that MC Canada could avoid having to cover the anticipated operating deficit of \$69,000 with funds from the General Fund's internally restricted funds. Thanks to your generous support, a transfer of funds from General Fund's internally restricted funds was not necessary.

The Statement of Operations reflects the following three categories of the General Fund:

1. Core MC Canada program including Witness, Formation, Support Services Council and General Board.
2. Partner Programs
3. Contributions to Related Organizations

An analysis of each of these components allows me to underline a few of the highlights of the year.

First of all, we see that donations and bequests revenue of \$3,731,738 for core MC Canada programs increased by \$52,015 over last year. The donation component actually increased \$82,976 compared to last year and \$106,899 compared to budget. On a different note, the other budgeted income was negatively affected by our current economic situation. Namely, due to the volatility of the financial markets, our investments held at Mennonite Foundation of Canada generated a return much lower than last year and lower than budgeted. This partially explains the decrease in investment income. The other explanation for the reduced investment income is that in 2007 the Mennonite Publishing Network and Canadian Mennonite University loans were paid off, resulting in a decrease in interest or investment income for 2008 and also a decrease in finance departments' interest expenses.

Secondly, our partner programs are worth highlighting. This area of the Statement of Operations with total revenue of \$940,276 compared to \$770,365 in 2007 reflects the fact that more and more projects are being partnered by MC Canada resulting in more ministries.

Finally, our revenues directed to related organizations decreased slightly to \$367,681 compared to \$414,458 in 2007.

The fluctuations in partner programs and related organizations are not considered significant since projects are often short-term, starting and ending during the year without much notice.

As I had mentioned earlier, the strong support from our donors allowed us to avoid the expected shortfall. Instead, we were able to post a \$170,454 General Fund operating surplus that was allocated to the different internally restricted funds within the General Fund.



Randy Wiebe

FPAC members:

Gordon Peters, Ingrid Peters-Fransen, Helen Kasdorf.

Staff:

Randy Wiebe, Director of Finance; **Lorna Friesen**, Assistant Director of Finance; **Nyomen Klassen**, Accounts Payable Clerk; **Laura Zacharias**, Coordinator—Payroll and Benefits Accounting; **Dianne Schmidt**, Accounting Administrative Assistant.

general

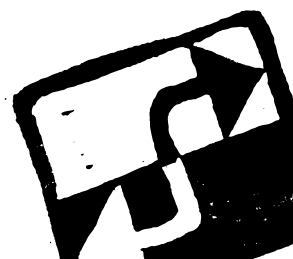
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A review of our Statement of Financial Position allows me to underline the following:

- As a result of the strong year, we see that our cash position has increased. This is positive since throughout most of the year income does not match expenses and we are forced to dip into our savings to balance our cash-flow.
- We also note a decrease in Capital Assets partially due to the current year's amortization and the sale of a Native Ministries property in Selkirk, Manitoba. The proceeds of this sale in the amount of \$110,646 were transferred to the General Fund's internally restricted funds for future native ministry program expenses.
- Contingent liabilities are disclosed in note 10 to the financial statements. These contingent liabilities have decreased from US \$ 58,000 in 2007 to US \$ 45,000 in 2008. Last year MC Canada assumed the guarantee of a loan to Mennonite Publishing Network (MPN). This loan was repaid by MPN and is therefore no longer a contingent liability for us.

Looking Ahead: Budget for the fiscal year ending 2009

Looking towards the future, 2009 donation revenue projections for MC Canada core programs were increased by \$90,000. This projection is based upon our 2008 results, as well as the counsel from our Resource Development staff. Thus we are able to present to you a balanced budget that does not require a transfer from General Fund's internally restricted funds to cover an operating deficit and shows slightly increased expenditures as per our priorities.

Two versions of the budget are again presented to you. The "net program budget" has all deferred contributions and other income subtracted from councils' expenditures. This will show you which expenditures are paid for from donation revenue.

Other Matters

The Finance Department continues to enjoy stability. We have not experienced any staffing changes in a few years. Staff on hand is knowledgeable, experienced and continue to demonstrate willing spirit. Looking at the broader MC Canada staff, there have been few significant changes resulting in smooth procedures and met expectations.

Conclusion

The results presented in the financial statements are positive. The results are due to the strong collective effort of staff, council members, board members and you, the church. With the Lord's blessing, we will continue to meet the needs of the church.

—Randy Wiebe, Director of Finance



Treasurer's Report

My first year as treasurer of Mennonite Church Canada has been a pleasure and a learning experience.

I had a number of people ask me in Abbotsford if I knew what I was getting myself into when I agreed to let my name stand for Treasurer. I told them I thought I did and I have had no regrets for doing so. The work of the church is important and I see this as my contribution to the work of Mennonite Church Canada.

This past year has been a continuation of the work done by the General Board and the congregations in "turning the ship around". The surplus that we are able to report is great news, and for me and the rest of the staff, it is an indication that we are headed in the right direction.

We at Mennonite Church Canada always remember the difficult times and therefore we will never tell you that "we've got it made". As a former church treasurer I remember the feeling of trust and hope in the membership that the money will come in as promised and the work of the church will continue. On behalf of the General Board of Mennonite Church Canada, I want to thank all of you for your generosity and support. Our budget projections were exceeded on the donation side and some planned expenses didn't happen, therefore we ended the year with a surplus.

I believe this will be the first year in many that we are able to present a budget that will reflect an increase in program spending. About \$90,000 was added to the budget because of the support shown by our congregations in Canada.

We trust that the support shown over the past few years will continue and we will be able to continue this trend. As usual, we will not exceed previous year's donations in our budget presentation. The learning experience that I referred to earlier has been in how Mennonite Church Canada reflects the desires of our membership for work in the Kingdom. We can achieve much more as a group of groups than we can as single groups or individuals.

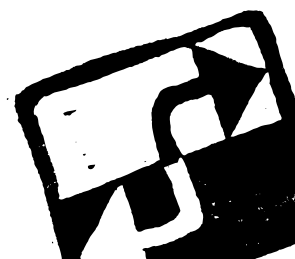
I look forward to meeting many at the assembly. Please come and talk to me if you have any questions, concerns, or other feedback. God Bless.

—submitted by Gordon Peters, Treasurer



Gordon Peters, Treasurer

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Financial Operating Statement Summary

Mennonite Church Canada—General Fund Statement of Operations

February 1, 2008 to January 31, 2009

	Gross—Actual 2008	Net—Actual 2008	Net—Budget 2008	Variance	Net—Budget 2009
REVENUE					
MC Canada Programs					
Donations	3,717,700	3,717,700	3,610,800	106,900	3,700,800
General Bequest	14,038	14,038	0	14,038	0
Recognized Deferred Contributions	49,822	0	0	-	0
Other Income	736,044	0	0	-	0
Partner Programs	940,277	504,259	546,300	-	546,300
Related Organizations	367,681	359,693	297,000	-	390,000
Total Revenue	5,825,562	4,595,690	4,454,100	120,938	4,637,100
EXPENSES					
Witness Council	2,287,882	1,865,127	1,852,168	(12,959)	1,873,635
Formation Council	534,193	353,663	376,279	22,616	396,179
Support Services Council	830,298	677,836	713,043	35,207	753,097
General Board	415,322	381,154	395,374	14,220	398,167
CMU	327,050	327,050	335,580	8,530	335,580
Partner Programs	892,682	460,713	607,600	-	561,450
Related Organizations	367,681	359,693	297,000	-	390,000
Total Expenses	5,655,108	4,425,236	4,577,044	67,614	4,708,108
Operating Surplus(Deficit)	170,454	170,454	(122,944)	293,398	(71,008)
Inter Fund transfers	(170,454)	(170,454)	122,944	(293,398)	71,008
	0	0	0	0	0

Note:

1. This schedule has not been audited.
2. The columns titled "Net" have deferred contributions and other income deducted from councils' expenditures.
3. Partner Programs and Related Organizations are not included in the variance calculation.

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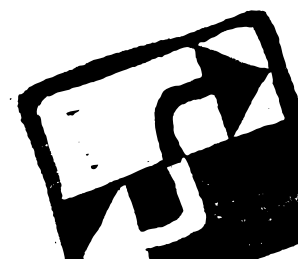
	FYE Jan-09 GROSS Annual Budget	FYE Jan-09 NET Annual Budget	FYE Jan-08 NET Actual	FYE Jan-08 NET Annual Budget
REVENUE				
MC Canada Programs				
Individual & Corporate Donations	872,800	872,800	880,019	807,300
Church Donations	2,828,000	2,828,000	2,837,681	2,803,500
General Bequest	0	0	14,038	0
Recognized Deferred Contributions	67,253	0	0	0
Other Income	570,304	0	0	0
Partner Programs	674,849	546,300	504,259	546,300
Related Organizations	390,000	390,000	359,693	297,000
TOTAL INCOME	5,403,206	4,637,100	4,595,690	4,454,100
EXPENSES				
Christian Witness Council				
Executive Office	139,248	113,949	115,853	114,057
Congregational Partnerships	169,797	169,797	173,278	182,066
National Ministries Admin.	8,516	8,516	9,092	8,339
Multi-Cultural Ministry	41,801	41,801	38,016	38,356
Native Ministries	115,183	99,995	97,374	104,441
International Ministries	1,727,366	1,439,577	1,431,514	1,404,909
Total Witness Council Expenses	2,201,911	1,873,635	1,865,127	1,852,168
Christian Formation Council				
Executive Office	157,108	154,014	152,804	148,321
Resource Centre	81,770	71,270	73,564	68,474
Min. & Cong. Leadership	98,590	94,090	82,616	82,718
Youth Ministry	27,655	27,655	26,761	27,393
Youth Assembly	0	0	(25,318)	0
Education & Nurture Ministries	49,150	49,150	43,236	49,373
Total Formation Council Expenses	414,273	396,179	353,663	376,279
Support Services Council				
Administration	351,180	254,282	245,379	265,780
Annual Assembly	156,403	(5,386)	3,051	(5,000)
Communications	195,971	195,371	151,255	157,307
Development	134,669	134,669	103,990	120,795
Canadian Mennonite	174,161	174,161	174,161	174,161
Total Support Services Council Expenses	1,012,384	753,097	677,836	713,043
General Board				
GBD Administration	169,344	161,490	157,554	164,354
Finance	222,723	198,677	185,600	193,020
CMU Grants	335,580	335,580	327,050	335,580
Mennonite World Conference Grants	38,000	38,000	38,000	38,000
Total General Board Expenses	765,647	733,747	708,204	730,954
Partner Programs				
Misc. New Initiatives	50,000	50,000	29,293	50,000
Christian Peacemaker Teams	200,000	200,000	196,109	200,000
Company of 1000	50,000	13,400	12,796	13,400
NAVMF	35,000	25,000	10,378	25,000
Phillipine Partnership	65,000	80,000	65,579	80,000
MVSA	3,000	2,000	0	2,000
Kherson Partnership	8,400	5,000	5,769	5,000
Learning Tours	50,000	20,000	(36,768)	20,000
Canadian Women in Mission	30,000	30,000	35,706	30,000
Der Bote	24,150	12,150	63,698	87,300
MHC Archives	75,949	46,500	59,319	51,000
MHC Gallery	65,000	43,900	(8,131)	43,900
Legesse Ethiopia Partnership	33,500	33,500	26,965	0
Total Partner Programs Expenses	689,999	561,450	460,713	607,600
Related Organizations				
Mennonite Mission Network	55,000	55,000	57,548	35,000
Mennonite Church USA	50,000	50,000	81,195	21,000
AMBS	85,000	85,000	81,144	85,000
Canadian Mennonite University	0	0	625	0
Mennonite Publishing Network	25,000	25,000	22,934	25,000
Messeritos Kristos College	120,000	120,000	116,247	100,000
Eastern Mennonite Missions	5,000	5,000	0	0
Mennonite World Conference	50,000	50,000	0	31,000
Total Related Organization Expenses	390,000	390,000	359,693	297,000
TOTAL EXPENSES	5,474,214	4,708,108	4,425,236	4,577,044
Operating Surplus/(Deficit)	(71,008)	(71,008)	170,454	(122,944)
Transfer To Reserves	(40,860)	(40,860)	(216,511)	(61,880)
Transfer from Reserves	132,678	132,678	101,168	206,685
Transfer To Capital Reserves	(20,810)	(20,810)	(55,111)	(21,861)
Net Transfers (to)/from Reserves	71,008	71,008	(170,454)	122,944
ENDING SURPLUS/(DEFICIT)	0	0	0	0
Note: 1. This schedule has not been audited. 2. The columns titled "Net" have deferred contributions and other income deducted from councils' expenditures.				

Budget

Mennonite Church
Canada

2008-09 GROSS &
NET Program Budget
with Comparatives

For the Twelve Months
Ending January 31,
2009



Budget

Mennonite Church
Canada

2008-09 GROSS
Program Budget with
Comparatives

For the Twelve
Months Ending
January 31, 2009

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	FYE Jan-09 GROSS Annual Budget	FYE Jan-08 GROSS Actual	FYE Jan-08 GROSS Annual Budget
REVENUE			
MC Canada Programs			
Individual & Corporate Donations	872,800	880,019	807,300
Church Donations	2,828,000	2,837,681	2,803,500
General Bequest	0	14,038	0
Recognized Deferred Contributions	67,253	49,822	60,284
Other Income	570,304	736,044	632,115
Partner Programs	674,849	940,277	695,575
Related Organizations	390,000	367,681	297,000
TOTAL INCOME	5,403,206	5,825,562	5,295,774
EXPENSES			
Christian Witness Council			
Executive Office	139,248	135,630	139,868
Congregational Partnerships	169,797	174,905	182,066
National Ministries Admin.	8,516	9,092	8,339
Multi-Cultural Ministry	41,801	38,016	38,356
Native Ministries	115,183	109,343	114,684
International Ministries	1,727,366	1,820,896	1,848,855
Total Witness Council Expenses	2,201,911	2,287,882	2,332,168
Christian Formation Council			
Executive Office	157,108	154,817	151,477
Resource Centre	81,770	79,658	78,974
Min. & Cong. Leadership	98,590	87,231	87,218
Youth Ministry	27,655	26,761	27,393
Youth Assembly	0	140,490	0
Education & Nurture Ministries	49,150	45,236	49,373
Total Formation Council Expenses	414,273	534,193	394,435
Support Services Council			
Administration	351,180	331,954	355,037
Annual Assembly	156,403	68,693	69,586
Communications	195,971	151,300	157,907
Development	134,669	104,190	120,795
Canadian Mennonite	174,161	174,161	174,161
Total Support Services Council Expenses	1,012,384	830,298	877,486
General Board			
GBD Administration	169,344	157,554	172,354
Finance	222,723	219,768	214,820
CMU Grants	335,580	327,050	335,580
Mennonite World Conference Grants	38,000	38,000	38,000
Total General Board Expenses	765,647	742,372	760,754
Partner Programs			
Misc. New Initiatives	50,000	51,109	50,000
Christian Peacemaker Teams	200,000	266,306	200,000
Company of 1000	50,000	46,632	50,000
NAVMF	35,000	40,177	25,000
Philippine Partnership	65,000	66,034	80,000
MVSA	3,000	3,149	2,000
Kherson Partnership	8,400	8,400	5,000
Learning Tours	50,000	33,840	20,000
Canadian Women in Mission	30,000	38,623	30,000
Der Bote	24,150	137,381	152,300
MHC Archives	75,949	95,210	77,575
MHC Gallery	65,000	78,713	65,000
Legesse Ethiopia Partnership	33,500	27,108	0
Total Partner Programs Expenses	689,999	892,682	756,875
Related Organizations			
Mennonite Mission Network	55,000	57,548	35,000
Mennonite Church USA	50,000	81,195	21,000
AMBS	85,000	81,144	85,000
Canadian Mennonite University	0	8,613	0
Mennonite Publishing Network	25,000	22,934	25,000
Messeritos Kristos College	120,000	116,247	100,000
Eastern Mennonite Missions	5,000	0	0
Mennonite World Conference	50,000	0	31,000
Total Related Organization Expenses	390,000	367,681	297,000
TOTAL EXPENSES	5,474,214	5,655,108	5,418,718
Operating Surplus/(Deficit) before extraordinary items	(71,008)	170,454	(122,944)
Other items	0	0	0
Operating Surplus/(Deficit)	(71,008)	170,454	(122,944)
Transfer To Reserves	(40,860)	(216,511)	(61,880)
Transfer from Reserves	132,678	101,168	206,685
Transfer To Capital Reserves	(20,810)	(55,111)	(21,861)
Transfer from Reserves for extraordinary items	0	0	0
Net Transfers (to)/from Reserves	71,008	(170,454)	122,944
ENDING SURPLUS/(DEFICIT)	0	0	0

Note: 1. This schedule has not been audited.

Audited Financial Statements

(Independently numbered section)

MENNONITE CHURCH CANADA

Audited Financial Statements
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Year ended January 31, 2008

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AUDITORS' REPORT

To the Members of Mennonite Church Canada

We have audited the statement of financial position of Mennonite Church Canada as at January 31, 2008 and the statements of operations, changes in fund balances and cash flows for the year then ended. These financial statements are the responsibility of the organization's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the organization as at January 31, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The current year's supplementary information included in the schedules A through F is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such supplementary information has been subjected to the auditing procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

Signed "**KPMG LLP**"

Chartered Accountants

Winnipeg, Canada

March 25, 2008

MENNONITE CHURCH CANADA

Statement of Financial Position

January 31, 2008, with comparative figures for 2007

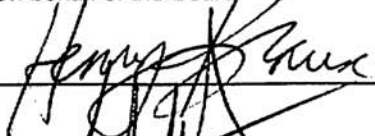
			2008	2007
	General Fund	Capital Fund	Total	Total
Assets				
Current assets:				
Cash	\$ 1,586,791	\$ -	\$ 1,586,791	\$ 1,387,120
Accounts receivable (note 4)	505,679	-	505,679	523,369
	<u>2,092,470</u>	<u>-</u>	<u>2,092,470</u>	<u>1,910,489</u>
Inter-fund balance receivable (payable)	(89,247)	89,247	-	-
Investments (note 5)	1,432,107	-	1,432,107	1,371,402
Capital assets (note 6)	-	219,313	219,313	347,806
	<u>\$ 3,435,330</u>	<u>\$ 308,560</u>	<u>\$ 3,743,890</u>	<u>\$ 3,629,697</u>


Liabilities, Deferred Contributions and Fund Balances

Current liabilities:				
Accounts payable and accrued liabilities	\$ 688,007	\$ -	\$ 688,007	\$ 701,112
Deferred contributions (note 7)	1,101,605	74,095	1,175,700	1,202,327
Other loans payable	32,921	-	32,921	35,038
Fund balances:				
Invested in capital assets	-	87,798	87,798	169,619
Externally restricted (note 8)	278,794	-	278,794	274,375
Internally restricted (note 9)	1,334,003	146,667	1,480,670	1,247,226
	<u>1,612,797</u>	<u>234,465</u>	<u>1,847,262</u>	<u>1,691,220</u>
Contingent liabilities (note 10)				
	<u>\$ 3,435,330</u>	<u>\$ 308,560</u>	<u>\$ 3,743,890</u>	<u>\$ 3,629,697</u>

See accompanying notes to financial statements.

On behalf of the Board:


 _____ Director


 _____ Director

MENNONITE CHURCH CANADA

Statement of Operations

Year ended January 31, 2008, with comparative figures for 2007

	General Fund	Capital Fund	2008 Total	2007 Total
Revenues for MC Canada programs:				
Donations and bequests	\$ 3,731,738	\$ —	\$ 3,731,738	\$ 3,679,723
Grants	2,000	—	2,000	—
Investment income	51,697	4,232	55,929	155,970
Sales, services and fees	360,644	—	360,644	270,786
Grants from partner agencies	321,704	—	321,704	426,331
Amortization of deferred contributions (note 7)	49,822	40,606	90,428	151,239
	4,517,605	44,838	4,562,443	4,684,049
Revenues for partner programs:				
Donations and bequests	504,259	—	504,259	392,120
Grants	45,798	—	45,798	12,909
Investment income	8,438	—	8,438	6,477
Sales, services and fees	171,915	—	171,915	162,736
Grants from partner agencies	455	—	455	—
Amortization of deferred contributions (note 7)	209,411	—	209,411	196,123
	940,276	—	940,276	770,365
Revenues for related organizations:				
Donation and bequests	359,693	—	359,693	414,458
Sales, services and fees	7,988	—	7,988	—
	367,681	—	367,681	414,458
Total revenues	5,825,562	44,838	5,870,400	5,868,872
Expenses for MC Canada programs:				
Christian Witness Council (schedule A)	2,287,882	—	2,287,882	2,282,450
Christian Formation Council (schedule B)	534,193	—	534,193	369,650
Support Services Council (schedule C)	830,298	—	830,298	903,709
General Board (schedule D)	742,372	—	742,372	829,772
	4,394,745	—	4,394,745	4,385,581
Expenses for Partner Programs (schedule E)	892,682	—	892,682	770,440
Contributions to related organizations (schedule F)	367,681	—	367,681	414,459
Amortization of capital assets	—	100,317	100,317	185,742
Total expenses and contributions	5,655,108	100,317	5,755,425	5,756,222
Excess (deficiency) of revenues over expenses before the undernoted	170,454	(55,479)	114,975	112,650
Mennonite Voluntary Service distribution	—	—	—	(9,096)
Transfer of land	—	—	—	(2,000)
Selkirk - Native Ministry property sale	—	36,647	36,647	—
Excess (deficiency) of revenues over expenses	\$ 170,454	\$ (18,832)	\$ 151,622	\$ 101,554

See accompanying notes to financial statements.

MENNONITE CHURCH CANADA

Statement of Changes in Fund Balances

Year ended January 31, 2008, with comparative figures for 2007

	Invested in capital assets	Externally restricted	Internally restricted	Unrestricted	2008 Total	2007 Total
General Fund:						
Balance, beginning of year	\$ -	\$ 274,375	\$ 1,108,014	\$ -	\$ 1,382,389	\$ 1,260,418
Excess of revenues over expenses	-	-	-	170,454	170,454	184,072
Transfer from Capital Fund (note 9)	-	-	110,646	-	110,646	-
Transfer to Capital Fund (note 9)	-	-	-	(55,111)	(55,111)	(67,484)
Transfer from internally restricted funds (note 9)	-	-	(101,168)	101,168	-	-
Transfer to internally restricted funds (note 9)	-	-	216,511	(216,511)	-	-
Endowment contributions		4,419	-	-	4,419	5,383
Balance, end of year	\$ -	\$ 278,794	\$ 1,334,003	\$ -	\$ 1,612,797	\$ 1,382,389
Capital Fund:						
Balance, beginning of year	\$ 169,619	\$ -	\$ 139,212	\$ -	\$ 308,831	\$ 497,860
Excess (deficiency) of revenues over expenses	(23,064)	-	4,232	-	(18,832)	(82,518)
	146,555	-	143,444	-	289,999	415,342
Transfer to General Fund (note 9)	(110,646)	-	-	-	(110,646)	-
Transfer from General Fund (note 9)	36,439	-	18,673	-	55,112	67,484
Transfer from internally restricted funds (note 9)	15,450	-	(15,450)	-	-	-
Transfer of capital assets to CMU	-	-	-	-	-	(575,664)
Deferred contributions relating to the transfer of capital assets	-	-	-	-	-	401,669
Balance, end of year	\$ 87,798	\$ -	\$ 146,667	\$ -	\$ 234,465	\$ 308,831

See accompanying notes to financial statements.

MENNONITE CHURCH CANADA

Statement of Cash Flows

Year ended January 31, 2008, with comparative figures for 2007

	2008	2007
Cash provided by (used in):		
Operations:		
Excess of revenues over expenses	\$ 151,622	\$ 101,554
Items not involving cash:		
Amortization of capital assets	100,317	185,742
Amortization of deferred contributions	(299,839)	(347,362)
Transfer of land	-	2,000
Gain on sale of property	(35,647)	-
Change in non-cash operating working capital:		
Accounts receivable	17,690	(46,660)
Accounts payable and accrued liabilities	(13,105)	(235,129)
Increase in deferred contributions relating to General Fund	273,212	331,420
	194,250	(8,435)
Financing:		
Endowment contributions received	4,419	5,383
Principal repayment of demand notes payable	-	(1,343,774)
Decrease in other loans payable	(2,117)	(531)
	2,302	(1,338,922)
Investing:		
Repayment of loan receivable from related party	-	1,441,932
Proceeds from disposition of capital assets	110,647	-
Additions to capital assets	(46,823)	(53,117)
Increase in investments	(60,705)	(174,628)
	3,119	1,214,187
Increase (decrease) in cash	199,671	(133,170)
Cash, beginning of year	1,387,120	1,520,290
Cash, end of year	\$ 1,586,791	\$ 1,387,120

See accompanying notes to financial statements.

MENNONITE CHURCH CANADA

Notes to Financial Statements

Year ended January 31, 2008

1. General:

Mennonite Church Canada (MC Canada) is a Canada-wide Christian denomination within the Anabaptist-Mennonite tradition. Its mission includes the promotion of biblical faithfulness in worship, evangelism, service, peacemaking and stewardship of God's creation.

MC Canada is a body of Mennonite congregations which works in partnership with provincial/regional conferences in the mission and ministry of the church of Jesus Christ. It provides, facilitates and coordinates national and other programs that support the ministry of its congregations and partner area conferences. MC Canada works closely with other national Mennonite conferences, particularly Mennonite Church USA, cooperates with various inter-Mennonite and other Christian agencies, and represents national and international programs and concerns to its constituency.

MC Canada is a corporation without share capital incorporated under the laws of Canada and is registered with Canada Revenue Agency as a charitable organization with registration number 10696-7086-RR0001.

2. Significant accounting policies:

(a) Fund accounting:

Assets, liabilities, revenues and expenses related to MC Canada's capital assets, capital campaigns, and internally restricted funds for future asset purchases are recorded in the Capital Fund. All other assets, liabilities, revenues and expenses are reported in the General Fund.

(b) Revenue recognition:

MC Canada follows the deferral method of accounting for contributions, which include donations and government grants.

Externally restricted contributions, other than endowment contributions, are deferred and recognized as revenue of the appropriate fund in the year in which the related expenses are incurred. Contributions restricted for the purchase of capital assets are deferred and amortized into revenue at a rate corresponding with the amortization rate for the related capital assets.

MC Canada has established an internal policy to generally recognize revenue on externally restricted bequests at the lesser of the related expense incurred during the year and 10 percent of the particular deferred balance.

MENNONITE CHURCH CANADA

Notes to Financial Statements (continued)

Year ended January 31, 2008

2. Significant accounting policies (continued):

Unrestricted contributions are recognized as revenue of the General Fund when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Endowment contributions are recorded as a direct increase to the externally restricted fund balance of the General Fund.

Sales, services and fees are recognized as revenue when earned.

Investment income on unrestricted assets is recognized as revenue when earned. Investment income earned on deferred contributions is recognized as revenue in the same period as the related expenses of the deferred contribution are recognized.

Investment income earned on bequest funds and on the Church Building Fund are recognized directly into revenue of the General Fund.

Government grants relating to program delivery and administration are recognized as revenue of the General Fund in the year in which they apply.

(c) Capital assets:

Purchased capital assets are recorded in the Capital Fund at cost. Contributed capital assets are recorded in the Capital Fund at fair value at the date of contribution. Amortization is provided on a straight-line basis over the asset's estimated useful life, which for buildings and improvements is 20 years and for vehicles, equipment and furnishings is 5 years. Amortization expense is reported in the Capital Fund.

(d) Investments:

Effective February 1, 2007, investments are classified as held-for-trading and are carried at fair value (note 3). The change in the difference between the fair value and the cost of investments at the beginning and end of each year is reflected in investment income in the statement of operations.

MENNONITE CHURCH CANADA

Notes to Financial Statements (continued)

Year ended January 31, 2008

2. Significant accounting policies (continued):

(e) Employee future benefits:

MC Canada has a defined contribution plan providing pension and post-employment benefits for its salaried employees. The cost of the defined contribution plan is recognized based on contributions required to be made during each period.

(f) Foreign currency:

Monetary items denominated in foreign currency are translated to Canadian dollars at exchange rates in effect at the balance sheet date and non-monetary items are translated at rates of exchange in effect when the assets were acquired or obligations incurred. Revenues and expenses are translated at rates in effect at the time of the transactions. Foreign exchange gains and losses are included in income.

(g) Use of estimates:

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the year. Actual results could differ from those estimates.

(h) Future accounting changes:

On December 1, 2006, the CICA issued three new accounting standards: Handbook Section 1535 - *Capital Disclosures*, Handbook Section 3862 - *Financial Instruments - Disclosures* and Handbook Section 3863 - *Financial Instruments - Presentation*. These new standards became effective for MC Canada on February 1, 2008.

Section 1535 specifies the disclosure of: (i) an entity's objectives, policies and procedures and process for managing capital; (ii) quantitative data about what the entity regards as capital; (iii) whether the entity has complied with any capital requirements; and (iv) if it has not complied, the consequences of such non-compliance.

Sections 3862 and 3863 replace Handbook Section 3861 - *Financial Instruments - Disclosure and Presentation*, revising and enhancing its disclosure requirements, and carrying forward unchanged its presentation requirements. These new sections place increased emphasis on disclosures about the nature and extent of risks arising from financial instruments and how the entity manages those risks.

MENNONITE CHURCH CANADA

Notes to Financial Statements (continued)

Year ended January 31, 2008

2. Significant accounting policies (continued):

MC Canada is currently assessing the impact that these new standards will have on their financial statements for the year ended January 31, 2009.

3. Change in accounting policy:

MC Canada adopted the new standard, Handbook Section 3855, *Financial Instruments - Recognition and Measurement*, on February 1, 2007. This standard provides guidance on recognizing financial instruments and non-financial derivatives on the statement of financial position. The standard also specifies how financial instrument gains and losses are presented. Initially, all financial assets and liabilities must be recorded on the statement of financial position at fair value. Subsequent measurement is determined by the classification of each financial asset and liability. Under this standard, all financial instruments are classified as one of: (a) held-for-trading; (b) loans and receivables; (c) held-to-maturity; (d) available-for-sale or (e) other liabilities. Financial assets and liabilities held-for-trading are measured at fair value with gains and losses recognized in net earnings. Financial instruments classified as held-to-maturity, loans and receivables and other liabilities are measured at amortized cost. Available-for-sale financial instruments are measured at fair value, with unrealized gains and losses recognized directly in unrestricted fund balances.

Upon adoption of this new standard, MC Canada designated cash and investments as held-for-trading; accounts receivable as loans and receivables; and accounts payable and accrued liabilities and a portion of other loans payable as other liabilities. MC Canada has neither available-for-sale or held-to-maturity instruments.

For held-for-trading financial assets and liabilities, transaction costs are recorded in the statement of operations as incurred.

The implementation of the standard on February 1, 2007 and for the year ended January 31, 2008 resulted in no impact to investments and general fund balances.

4. Accounts receivable:

	2008	2007
Donations receivable	\$ 251,864	\$ 330,133
Other	253,815	193,236
	\$ 505,679	\$ 523,369

MENNONITE CHURCH CANADA

Notes to Financial Statements (continued)

Year ended January 31, 2008

5. Investments:

	2008	2007
Mennonite Foundation of Canada:		
Annuities	\$ 24,474	\$ 25,096
Church Building Fund Trust	442,191	442,191
Endowments, bequests and other	776,012	732,998
Canada Life Insurance Company	179,174	160,861
Crosstown Civic Credit Union surplus shares	10,256	10,256
	<u>\$ 1,432,107</u>	<u>\$ 1,371,402</u>

The investments held at Mennonite Foundation of Canada may be withdrawn at any time, with due notice. Investment earnings are paid by Mennonite Foundation of Canada based on its pooled rate, less a fixed percentage for administration fees.

The majority of the investments with Canada Life Insurance Company are held in a money market fund.

For 2008, the investments are carried at fair value as described in note 2(d). For 2007, the investments were carried at cost which approximated fair value.

6. Capital assets:

			2008	2007
	Cost	Accumulated amortization	Net book value	Net book value
Land	\$ 1,983	\$ -	\$ 1,983	\$ 75,983
Buildings:				
Witness field properties	80,767	67,923	12,844	15,792
Heritage Centre	694,774	619,056	75,718	71,651
Conference administration	787,191	724,878	62,313	101,672
	<u>1,562,732</u>	<u>1,411,857</u>	<u>150,875</u>	<u>189,115</u>
Vehicles, equipment and furnishings	541,728	475,273	66,455	82,708
	<u>\$ 2,106,443</u>	<u>\$ 1,887,130</u>	<u>\$ 219,313</u>	<u>\$ 347,806</u>

MENNONITE CHURCH CANADA

Notes to Financial Statements (continued)

Year ended January 31, 2008

7. Deferred contributions:

(a) General Fund:

Deferred contributions reported in the General Fund relate to externally restricted operating contributions which have not yet been disbursed for their intended purpose. Investment earnings relating to these amounts, are included as deferred contributions. Changes in the deferred contributions balance reported in the General Fund are as follows:

	2008	Investment income	Received and not disbursed	Recognized as revenue	2007
MC Canada programs:					
Witness Council:					
Witness Bequest Fund	\$ 392,284	\$ —	\$ 70,419	\$ (35,763)	\$ 357,628
Native ministries:					
Emergency Support Fund	4,581	135	—	—	4,446
Jeremiah's Dream	3,452	107	—	(339)	3,684
Language training	4,014	118	—	—	3,896
Native education	6,449	207	—	(1,150)	7,392
Youth and children's programs	—	48	—	(3,291)	3,243
Mongolia	9,137	137	9,000	—	—
Colombia leadership development (10 year)	24,000	809	—	(6,809)	30,000
Mexico - Cuauthemoc	8,122	122	8,000	—	—
Burkina - Dakuo	12,182	182	12,000	—	—
Church Building Fund (W65)	442,191	—	—	—	442,191
	906,412	1,865	99,419	(47,352)	852,480
Formation Council:					
Formation Bequest Fund	3,813	—	—	(424)	4,237
Translation	5,462	161	—	—	5,301
Anabaptist display	6,397	194	—	(350)	6,553
Russian Mennonite research	4,028	119	—	—	3,909
Pastoral Counselling Fund	4,804	142	—	—	4,662
Education Agency	13,888	432	—	(1,510)	14,966
Young Adult Resources	428	15	—	(186)	599
	38,820	1,063	—	(2,470)	40,227
	945,232	2,928	99,419	(49,822)	892,707
Partner programs:					
Partner Projects	8,026	—	8,026	(21,816)	21,816
Kherson Partnership	5,942	128	5,814	(2,631)	2,631
Christian Peacemaker Teams North American	(23,448)	344	—	(70,196)	46,404
Vietnamese Mennonite Mennonite Voluntary Service Adventure	23,728	801	22,927	(29,799)	29,799
Phillippines Partnership	12,981	381	3,300	(3,149)	12,449
Legesse Ethiopia Partnership	1,046	16	1,030	—	—
Gallery donations	15,134	227	14,907	—	—
Company of 1000	44,924	1,401	43,523	(48,634)	48,634
Abram A. Vogt Legacy Fund	30,532	954	29,578	(33,186)	33,186
	37,508	562	36,946	—	—
	156,373	4,814	166,051	(209,411)	194,919
	\$ 1,101,605	\$ 7,742	\$ 265,470	\$ (259,233)	\$ 1,087,626

MENNONITE CHURCH CANADA

Notes to Financial Statements (continued)

Year ended January 31, 2008

7. Deferred contributions (continued):

(b) Capital Fund:

Changes in the deferred contributions balance reported in the Capital Fund are as follows:

	2008	2007
Beginning balance	\$ 114,701	\$ 617,871
Less amount recognized as revenue in the year	(40,606)	(101,501)
Less transfer of capital assets	-	(401,669)
Ending balance	\$ 74,095	\$ 114,701

8. External restrictions on General Fund balances:

External restrictions on General Fund balances are as follows:

	2008	2007
General Board Endowments:		
Conference administration building	\$ 100,000	\$ 100,000
MC Canada general endowment	8,445	8,445
	<u>108,445</u>	<u>108,445</u>
Witness Council Endowments:		
Native Ministries:		
Education endowment	16,753	16,753
General	2,000	2,000
Summer service	1,945	1,945
	<u>20,698</u>	<u>20,698</u>
Formation Council Endowment:		
Company of 1000	124,539	120,120
History archives endowment	25,112	25,112
	<u>149,651</u>	<u>145,232</u>
	<u>\$ 278,794</u>	<u>\$ 274,375</u>

MENNONITE CHURCH CANADA

Notes to Financial Statements (continued)

Year ended January 31, 2008

9. Internally restricted fund balances:

(a) General Fund:

	2008	2007
Witness Council:		
Witness start-up	\$ 28,530	\$ 33,600
Witness future projects	8,139	12,825
Missional resources	3,840	9,638
Mission seminar	7,164	6,953
International Ministries	192,630	140,793
Native Ministries	170,809	67,563
Witness medical	15,219	6,788
	<u>426,331</u>	<u>278,160</u>
Formation Council:		
Formation reserve	3,000	–
Youth Assembly	43,080	19,173
Youth Ministry Council Reserve	132	732
Resource Creation	7,897	7,664
	<u>54,109</u>	<u>27,569</u>
Support Services Council:		
Major Repair Reserve	22,000	–
General Board:		
General bequests received to be used for program expenditures over a 10 year period	101,121	96,758
General	347,448	332,757
New projects	137,807	149,394
Mennonite World Conference	8,420	6,201
	<u>594,796</u>	<u>585,110</u>
Partner programs:		
Learning Tour	75,678	34,111
Christian Peacemaker Teams	–	10,702
MVSA Partnership Reserve	40,094	38,911
Der Bote	36,931	59,417
Gallery	73,262	62,598
Archives	5,675	11,436
Company of 1000	5,127	–
	<u>236,767</u>	<u>217,175</u>
	<u>\$ 1,334,003</u>	<u>\$ 1,108,014</u>

These internally restricted amounts are not available for any other purpose without the approval of the respective Council or General Board.

MENNONITE CHURCH CANADA

Notes to Financial Statements (continued)

Year ended January 31, 2008

9. Internally restricted fund balances (continued):

During the year, the General Board authorized the following transfers:

- (i) \$101,168 from the General Fund's internally restricted funds to the General Fund's unrestricted funds to cover program expenses for the year.
- (ii) \$216,511 to the General Fund's internally restricted funds from the General Fund's unrestricted funds to cover future program expenses.
- (iii) \$55,112 to the Capital Fund's internally restricted funds from the General Fund's unrestricted funds to cover current and future capital acquisitions.
- (iv) \$15,450 from the Capital Fund's internally restricted funds to cover current capital asset acquisitions.
- (v) \$110,646 to the General Fund's internally restricted funds from the Capital Fund's internally restricted funds to cover future witness council program expenses.

(b) Capital Fund:

	2008	2007
General capital	\$ 146,667	\$ 139,212

These internally restricted amounts are not available for any other purpose without the approval of the General Board.

10. Contingent liabilities:

MC Canada has signed a guarantee for US\$45,176 of the total outstanding international loans of US\$112,940 which have been granted to international churches and agencies through Church Extension Services. Mennonite Mission Network has guaranteed the remaining US\$67,764.

MENNONITE CHURCH CANADA

Notes to Financial Statements (continued)

Year ended January 31, 2008

11. Related party transactions:

- (a) The Canadian Mennonite Bible College (CMBC), which was owned and operated by MC Canada, entered into a formal arrangement in prior years with two other Mennonite Colleges to form the Canadian Mennonite University (CMU). CMU was formed in order to increase the effectiveness, both in serving the Mennonite constituency and in witnessing to the larger society, by providing university level training consistent with a Christian perspective rooted in the Anabaptist-Mennonite tradition. CMU was incorporated in 1998 as a corporation without share capital by *The Mennonite College Federation and Consequential Amendments Act* of Manitoba. The members of the corporation are CMBC, Concord College and Menno Simons College.

MC Canada leases its offices and the Heritage Centre from CMU under a 99 year capital lease. MC Canada does not pay rent on this lease but is responsible for all utility and maintenance costs associated with these properties.

- (b) Mennonite Publishing Network:

Mennonite Publishing Network (MPN) is an organization incorporated in the state of Pennsylvania as a not-for-profit corporation. Its purpose is to serve the publishing ministry needs of MC Canada and Mennonite Church USA. MC Canada is able to appoint 3 of a maximum of 8 members on MPN's board of directors.

- (c) MC Canada sponsors a defined contribution pension plan for its employees and its member churches and related organizations. The plan is registered under the *Pension Benefits Act* of Manitoba, registration number 0228650. The pension plan is administered by Group Retirement Services (GRS). During fiscal year 2008, MC Canada was paid \$54,795 by GRS for services provided in relation to administering the plan. MC Canada made employer contributions to the plan in the amount of \$115,378 (2007 - \$112,544).

12. Fair value of financial assets and liabilities:

The fair values of cash, accounts receivable, accounts payable and accrued liabilities and other loans payable approximate their carrying value due to their relative short term to maturity.

MENNONITE CHURCH CANADA

Expenses for Christian Witness Council Program

Year ended January 31, 2008, with comparative figures for 2007

	2008	2007
Executive office	\$ 135,630	\$ 125,716
Congregational partnerships	174,905	148,766
National ministries administration	9,092	9,311
Multi-cultural ministry	38,016	38,442
Native ministries	109,343	110,882
International ministries	1,820,896	1,849,333
	\$ 2,287,882	\$ 2,282,450

MENNONITE CHURCH CANADA

Expenses for Christian Formation Council Program

Year ended January 31, 2008, with comparative figures for 2007

	2008	2007
Executive office	\$ 154,817	\$ 139,148
Resource Centre	79,658	74,069
Ministerial and congregational leadership	87,231	76,656
Youth ministry	26,761	27,629
Youth assembly	140,490	4,756
Education and nurture ministries	45,236	47,392
	\$ 534,193	\$ 369,650

MENNONITE CHURCH CANADA

Expenses for Support Services Council Program

Year ended January 31, 2008, with comparative figures for 2007

	2008	2007
Administration	\$ 331,954	\$ 381,699
Annual assembly	68,693	88,433
Communications	151,300	146,712
Development	104,190	114,676
Canadian Mennonite	174,161	172,189
	\$ 830,298	\$ 903,709

MENNONITE CHURCH CANADA

Expenses for General Board

Year ended January 31, 2008, with comparative figures for 2007

	2008	2007
Administration	\$ 157,554	\$ 213,785
Finance	213,949	259,762
Foreign exchange loss (gain)	5,819	(7,378)
Mennonite World Conference grants	38,000	38,000
Canadian Mennonite University grants	327,050	325,603
	\$ 742,372	\$ 829,772

MENNONITE CHURCH CANADA

Expenses for Partner Programs

Year ended January 31, 2008, with comparative figures for 2007

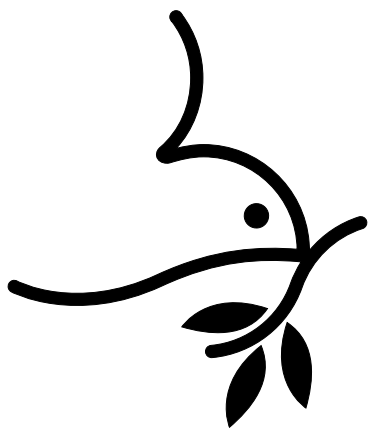
	2008	2007
Partner Projects/New Initiatives	\$ 51,109	\$ 41,589
Christian Peacemaker Teams	266,306	236,694
Company of 1000	46,632	49,264
North American Vietnamese Mennonite Fellowship	40,177	31,524
Philippine Partnership	66,034	46,088
Mennonite Voluntary Service Adventure	3,149	2,338
Kherson	8,400	8,400
Learning tours	33,840	40,740
Canadian Women in Mission	38,623	-
Der Bote	137,381	148,832
Mennonite Heritage Centre archives	95,210	83,770
Mennonite Heritage Centre gallery	78,713	80,368
Legesse Ethiopia Partnership	27,108	-
International Worker Special Projects	-	833
	\$ 892,682	\$ 770,440

MENNONITE CHURCH CANADA

Contributions to Related Organizations

Year ended January 31, 2008, with comparative figures for 2007

	2008	2007
Mennonite Mission Network	\$ 57,548	\$ 39,774
Mennonite Church USA	81,194	40,172
Associated Mennonite Bible Seminary	81,144	80,999
Canadian Mennonite University	8,613	2,109
Mennonite Publishing Network	22,934	32,640
Meseretes Kristos College	116,248	197,765
Eastern Mennonite Missions	-	21,000
	\$ 367,681	\$ 414,459



**Mennonite
Church**
Canada

Bylaws

Last Updated July 2007

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PART I - DEFINITIONS

Definition of Terms

- 1 In these bylaws:

- (a) "Act" means The Act of Incorporation of the Conference of Mennonites in Canada as amended by An Act to amend the Act of incorporation of the Conference of Mennonites in Canada.
- (b) "area church" means a body of congregations that have been accepted to membership in the area church, visibly grouped in a region of Canada not necessarily bounded by provincial borders;
- (c) "congregation" means a body of persons who have responded to the call of Christ in repentance and in faith, who symbolize their unity through the practice of baptism and communion, and who are visibly grouped for the express purpose of implementing their obedience to Christ as head of the church;
- (d) "congregational member" means a person who is a member of a constituent congregation;
- (e) "constituent congregation" means a congregation which is a member of an area church and of Mennonite Church Canada;
- (f) "MC Canada" means Mennonite Church Canada; and
- (g) "MC USA" means Mennonite Church USA.

PART II - MEMBERSHIP

Eligibility for Membership

- 2 (1) An area church in Canada which accepts the Confession of Faith in a Mennonite Perspective, supports the Vision Statement and Identity and Purpose Statement of MC Canada and accepts these bylaws is eligible to become a member of MC Canada.
- (2) Any area church that wishes to become a member of MC Canada is invited to submit a request in writing to the General Secretary, who will submit it to the General Board which will, in turn, present the request and a recommendation to a delegate assembly.
- (3) A constituent congregation is a member of MC Canada as long as the area church to which it belongs is a member of MC Canada.

Rights and Privileges of Members

- 3 (1) Membership in MC Canada entitles area churches to:
 - (a) send delegates to a delegate assembly, as specified elsewhere in these bylaws, with the right to vote;
 - (b) representation on the General Board, as specified elsewhere in these bylaws; and
 - (c) participate in programs and receive services from MC Canada.
- (2) Membership in MC Canada entitles constituent congregations to:
 - (a) send delegates to a delegate assembly, as specified elsewhere in these bylaws, with the right to vote;
 - (b) have their congregational members serve on the General Board or stand for election to any elected positions except as otherwise provided in these bylaws; and
 - (c) participate in programs and receive services from MC Canada.

Expectations of Members

- 4 Area churches and constituent congregations are expected to:
 - (a) give faithful attention to the Scriptures;
 - (b) accept the Confession of Faith in a Mennonite Perspective;
 - (c) uphold statements of Christian faith and life made by MC Canada from time to time;
 - (d) respond to the invitation to become engaged in mission and service;
 - (e) participate in the church's life and mission through generous contributions of time and personal resources all in commitment to Jesus Christ in response to the grace of God and in loving service to the church in which the Holy Spirit lives and works; and
 - (f) assume all duties as defined in these bylaws.

Provisional Membership

- 5 (1) Provisional membership is open to any area church which:
 - (a) meets the eligibility requirement in bylaw 2(1);
 - (b) is not ready for full membership; but which
 - (c) wishes to evaluate the meaning of full membership for itself.
- (2) Provisional membership:
 - (a) may be requested in writing to the General Secretary, and the process set out in bylaw 2(2) shall apply;

- (b) is restricted to a maximum of five years;
 - (c) carries with it the expectations listed in bylaw 4;
 - (d) provides all the rights and privileges of membership listed in bylaw 3 except that:
 - (i) their delegates are not entitled to vote at delegate assemblies;
 - (ii) their congregational members may be elected to a Council, but may not serve on the General Board; and
 - (iii) participation in programs and services from MC Canada, and the costs associated with them, will be negotiated on a case-by-case basis.
- (3) A constituent congregation is a provisional member of MC Canada as long as the area church to which it belongs is a provisional member of MC Canada.

Removal of Members

- 6 An area church may be removed from membership in MC Canada only on the recommendation of the General Board, and such recommendation may only be made after the General Board has followed procedures defined in Guidelines for Building Faithful Relationships in the Church (1998) and Agreeing and Disagreeing in Love (1995) to try to resolve matters with the area church in a way that would avert the need for such a recommendation.

PART III - DELEGATE ASSEMBLIES

Representation at Delegate Assemblies

- 7 (1) Area churches and constituent congregations may be represented at delegate assemblies as follows:
 - (a) delegates appointed by constituent congregations:
 - (i) in the ratio of one delegate for every 50 congregational members or a portion thereof; but
 - (ii) not less than two per constituent congregation; and
 - (b) delegates appointed by the area churches:
 - (i) in the ratio of one delegate for every 1,000 congregational members, or portion thereof, of their constituent congregations; but
 - (ii) not less than six and not more than 12 delegates per area church.
- (2) Each delegate may represent only one of either an area church, or a constituent congregation, but not both simultaneously.
- (3) Delegates must be congregational members. There are no other restrictions on who may be a delegate.

Duties and Powers of Voting Delegates

- 8 The delegates entitled to vote and present at a delegate assembly shall:
 - (a) have the authority to act on behalf of MC Canada;
 - (b) discern MC Canada's participation in God's work as reflected in its Vision Statement and Identity and Purpose Statement;
 - (c) debate issues facing the church and, from time to time, issue statements, including, but not limited to, statements pertaining to faith and life, position statements, and statements to governments;
 - (d) review the work and ministry of MC Canada;
 - (e) approve the budgets of MC Canada;
 - (f) receive the General Board's recommendation on the appointment of an auditor to hold office until the close

- of the next regular delegate assembly, and accept or reject such recommendation;
- (g) consider and accept or reject the financial statements of MC Canada and the auditor's report;
- (h) receive the General Board's recommendation and accept, reject or remove area churches as members or as provisional members;
- (i) elect MC Canada's officers, members of the Councils and members of the Nominating Committee; and
- (j) make the bylaws of MC Canada, amend bylaws as deemed appropriate, and monitor adherence to those bylaws.

Delegate Assemblies

- 9** (1) Regular delegate assemblies shall be held:
- (a) annually, beginning normally during the first two weeks of July,
 - (b) at a place determined by the General Board.
- (2) Elections shall be held at regular delegate assemblies except where the General Board determines that it is necessary to hold elections at a special delegate assembly. The General Board and all Councils shall provide written reports of their activities, plans and relevant financial statements for consideration by delegates at regular delegate assemblies.
- (3) A special delegate assembly may be called from time to time by the General Board at a time and place it may determine.

Notice of Delegate Assemblies

- 10** (1) The date and place of the next regular delegate assembly shall be announced at the conclusion of each regular delegate assembly.
- (2) Notice of a special delegate assembly shall be given to area churches and to constituent congregations not less than 21 days in advance.

Voting at Delegate Assemblies

- 11** (1) The quorum for a delegate assembly shall be one half the total number eligible voting delegates from the area churches plus 200 voting delegates from constituent congregations.
- (2) The business of a delegate assembly may be conducted:
- (a) by consensus without a formal vote;
 - (b) by a show of hands at the discretion of the chair or on the request of a voting delegate; or
 - (c) by ballot vote when directed by the chair, or when a motion to require a ballot vote is passed by a majority of votes cast on such motion.
- (3) Unless otherwise provided in these bylaws, or if a motion to require a larger number is passed by a majority of votes cast on such motion, a simple majority of the votes cast is sufficient to carry a resolution.
- (4) In the event of a ballot vote, the votes shall be counted by tellers who have been appointed in advance.

PART IV – NOMINATIONS, ELECTIONS, TERMS OF OFFICE AND VACANCIES

Qualifications for Elected Positions

- 12** (1) Each person nominated for an elected position must be a

- congregational member. However, congregational members of provisional constituent congregations are not eligible for election to the General Board.
- (2) In the event that an elected person ceases to be a congregational member, that person's term shall be deemed to have expired at that point.
- (3) No person may hold more than one elected position at the same time. Where a person who holds an elected position is elected to another elected position, that person is deemed to have resigned from the previously held elected position.
- (4) Staff of MC Canada are not eligible for election to an elected position in MC Canada.
- (5) Any question of eligibility for election shall be resolved by the General Board.

Nominating Committee

- 13** (1) Each area church shall nominate one person to the Nominating Committee for election at a delegate assembly.
- (2) The Nominating Committee shall:
- (a) in advance of a delegate assembly where elections are to be held, use its best efforts to prepare a slate of nominees consisting of one nominee for each elected position that needs to be filled;
 - (b) recommend, upon the request of a Council, persons to serve on its committees; and
 - (c) on request, suggest to the General Secretary names of candidates for vacant staff positions.

Election Procedures

- 14** (1) The Nominating Committee will receive further nominations at a delegate assembly if:
- (a) it is endorsed by five voting delegates;
 - (b) the nominee has agreed to stand for the elected position; and
 - (c) it is presented to the Nominating Committee at least 24 hours before the scheduled election.
- (2) Twenty-four hours before the scheduled election, the Nominating Committee shall present its slate of nominees, including those nominated in accordance with 14(1) above, to the delegate assembly.
- (3) Where only one person has been nominated for a given elected position, that nominee shall be declared elected by acclamation.
- (4) Where multiple nominations have been received for any elected position, there shall be a ballot vote.

Terms of Office

- 15** (1) The terms of office:
- (a) for the officers and the General Board members at large:
 - (i) shall be two years; and
 - (ii) they shall be eligible to serve for up to three consecutive terms;
 - (b) for all other members of the Councils:
 - (i) shall be three years; and
 - (ii) they shall be eligible to serve for up to three consecutive terms.
- (2) A person's term shall begin at the end of the delegate assembly at which the person was elected.

Vacancies

- 16** (1) Where a vacancy occurs in any elected position between regular delegate assemblies, such vacancy may be filled by the General Board, at its discretion, until the next regular delegate assembly.
- (2) Where a person has been appointed to fill a vacancy, the time spent completing that vacant term of office shall not be considered as a portion of any succeeding term.

PART V - GENERAL BOARD

Composition of the General Board

- 17** The General Board shall consist of:
- (a) the officers;
 - (b) the moderator or a designate of each area church;
 - (c) the chair of the Faith and Life Committee
 - (d) the following from the Councils:
 - (i) the chair of the Christian Witness Council and one other named by the Council;
 - (ii) the chair of the Christian Formation Council and one other named by the Council; and
 - (iii) the chair of the Support Services Council; and
 - (e) three members at large appointed by the General Board and confirmed by the delegate assembly.

Duties and Powers of the General Board

- 18** The General Board shall:
- (a) act on behalf of MC Canada between delegate assemblies;
 - (b) act as the legal representative of MC Canada, authorize such of its officers to sign contracts, cheques and other documents on behalf of MC Canada as the General Board may consider advisable, and prescribe the limits, if any, of such authority;
 - (c) report to, and be accountable to, its members at delegate assemblies;
 - (d) between delegate assemblies, continue the process of discerning MC Canada's participation in God's work as reflected in the Vision Statement and Identity and Purpose Statement;
 - (e) lead MC Canada in developing its identity and vision;
 - (f) create forums for interaction among the leaders of the area churches;
 - (g) direct and coordinate the work of the Councils;
 - (h) review financial statements and direct the preparation of budgets;
 - (i) make recommendations at regular delegate assemblies on the appointment of auditors for MC Canada;
 - (j) appoint the General Secretary;
 - (k) at its discretion, fill vacancies in elected positions that occur between regular delegate assemblies;
 - (l) process issues of membership in MC Canada

- and make recommendations thereon at regular or special delegate assemblies;
- (m) foster relationships with other church bodies, including appointments as appropriate to:
 - (i) MC USA;
 - (ii) Mennonite World Conference;
 - (iii) other Mennonite church bodies;
 - (iv) Canadian Council of Churches; and
 - (v) Evangelical Fellowship of Canada;
- (n) do any other thing which is likely to support and promote the mission of MC Canada.

General Board Governance

- 19** The General Board shall formulate and adopt rules of procedure and governance under which it shall operate.

PART VI - OFFICERS

Officers

- 20** (1) The officers of MC Canada shall be the:
- (a) Moderator;
 - (b) Assistant Moderator;
 - (c) Secretary; and
 - (d) Treasurer.
- (2) The officers shall be elected at a regular delegate assembly.

Duties of the Officers

- 21** (1) The Moderator shall:
- (a) preside at all delegate assemblies;
 - (b) chair all meetings of the General Board and the Executive Committee; and
 - (c) act as the official representative of and spokesperson for MC Canada.
- (2) The Assistant Moderator shall:
- (a) assume the duties of the Moderator:
 - (i) in the absence or incapacity of the Moderator; or
 - (ii) at the request of the Moderator or of the Executive Committee.
- (3) The Secretary shall be responsible for recording all minutes of delegate assemblies and meetings of the General Board and the Executive Committee.
- (4) The Treasurer shall oversee the Financial Policy and Audit Committee established by the General Board.

PART VII – GENERAL SECRETARY

Appointment

- 22** The General Secretary shall be appointed by the General Board.

Duties of the General Secretary

- 23** The General Secretary shall:
- (a) coordinate the total program of MC Canada;
 - (b) hire and supervise the MC Canada staff;

- (c) participate, without a vote, in meetings of the Executive Committee and the General Board;
- (d) receive and record the credentials of all voting delegates prior to each delegate assembly; and
- (e) publish proceedings of each delegate assembly.

PART VIII - EXECUTIVE COMMITTEE

Composition of the Executive Committee

- 24** The Executive Committee shall consist of:
- (a) the officers; and
 - (b) one member at large of the General Board appointed by the General Board from among its members.

Duties and Powers of the Executive Committee

- 25** The Executive Committee shall:
- (a) act on behalf of the General Board between its meetings;
 - (b) report its activities to the General Board; and
 - (c) between meetings of the General Board, continue the process of discerning MC Canada's participation in God's work as contained in the Vision Statement and Identity and Purpose Statement.

PART IX - JOINT EXECUTIVE COMMITTEE

Composition of the Joint Executive Committee

- 26** The Joint Executive Committee shall consist of:
- (a) the Executive Committee of MC Canada; and
 - (b) the Executive Committee of MC USA.

Duties of the Joint Executive Committee

- 27** The Joint Executive Committee shall meet at least annually to:
- (a) foster relationships between MC Canada and MC USA; and
 - (b) foster effective cooperation regarding binational partnership activities.

PART X – FINANCIAL POLICY AND AUDIT COMMITTEE

Composition of the Financial Policy and Audit Committee

- 28** The Financial Policy and Audit Committee shall consist of 3 people, namely:
- (a) the Treasurer, as chairperson; and
 - (b) two other persons appointed by the General Board whose term shall be three years; and who shall be eligible to serve for up to three consecutive terms.

Duties of the Financial Policy and Audit Committee

- 29** The Financial Policy and Audit Committee shall meet in person at least once annually and otherwise by teleconferencing as required to:
- (a) Review the financial statements (YTD) prepared by the Director of Finance and report to the General Board.
 - (b) Recommend financial policies and procedures as needed.
 - (c) Recommend investment policies and procedures as

needed.

- (d) Ensure that MC Canada has implemented appropriate systems to identify, monitor and mitigate significant business risks.
- (e) Monitor the review of senior management's expense claims.
- (f) Provide initial recommendations regarding the budgeting process for the upcoming year and review proposed budgets before submission to the General Board.
- (g) Act as an audit committee with the following responsibilities:
 - (i) Review and recommend the appointment of the external auditor.
 - (ii) Review annually the audit plan and fees presented by the external auditor.
 - (iii) Review the annual audited financial statements prior to submission to the General Board for their approval.
 - (iv) In camera meeting with the auditor.
 - (v) Review and report to the General Board the results of the external auditor's annual audit including the management letter and significant issues encountered during the audit and how they were resolved.
 - (vi) Review with management and the external auditors MC Canada's systems of internal control to ensure compliance with legal, ethical, regulatory and financial reporting requirements and report to the General Board as required.

PART XI FAITH AND LIFE COMMITTEE

Composition of the Faith and Life Committee

- 30** The Faith and Life Committee shall consist of 5 people, namely:
- (a) a chairperson, who will be a member of the General Board, elected at a regular delegate assembly;
 - (b) two additional persons elected at a regular delegate assembly;
 - (c) one additional person appointed by the General Board;
 - (d) one staff member appointed by the General Secretary.

Duties of the Faith and Life Committee

- 31** The Faith and Life Committee shall meet at least three times annually, and one of the meetings will be together with a Reference Council which shall include the Moderators, Secretaries and Conference Ministers and faculty members appointed by our higher education institutions, to:
- (a) Attend to the interface among Scripture, the *Confession of Faith in a Mennonite Perspective* and our identity as MC Canada.
 - (b) Give leadership to Mennonite Church Canada in discerning God's will on issues of theology, ethics, polity and practice.
 - (c) Work cooperatively with educational institutions and other church agencies to facilitate, create and distribute resources for study by and guidance for the church.

PART XII - MINISTRIES OF MC CANADA

Christian Witness Council

- 32** (1) The core activities of the Christian Witness Council shall focus on carrying out mission work together with area churches and their constituent congregations including, but not limited to:
- (a) evangelism and church planting;
 - (b) international missions;
 - (c) multicultural ministries;
 - (d) Native ministries;
 - (e) peace and justice advocacy; and
 - (f) service ministries.
- (2) The Christian Witness Council shall consist of 10 people, namely:
- (a) a chairperson elected at a regular delegate assembly;
 - (b) nine other persons elected at a regular delegate assembly.
- (3) The Christian Witness Council shall have authority to:
- (a) select any other officers from among its members that it deems desirable;
 - (b) hire staff to oversee its programs;
 - (c) modify the organization of its programs to adapt to the needs of MC Canada and the availability of resources;
 - (d) oversee its programs, staff and budgets;
 - (e) delegate parts of its authority to various committees, and
 - (f) appoint representatives to related organizations.
- (4) The Christian Witness Council shall prepare financial budgets for its own programs, with assistance from the Financial Policy and Audit Committee, and reports for presentation at regular delegate assemblies, covering their activities since the last regular delegate assembly, and shall prepare and provide to the General Board such other statements or reports as the General Board may request.
- (5) The Christian Witness Council shall, on behalf of MC Canada, relate to:
- (a) Mennonite Central Committee;
 - (b) Canadian Women in Mission;
 - (c) Christian Peacemaker Teams; and
 - (d) any other organization or group assigned to it by the General Board.

Christian Formation Council

- 33** (1) The core activities of the Christian Formation Council shall focus on providing leadership and resources to enable area churches and their constituent congregations to promote the Christian formation of their members, including, but not limited to:
- (a) congregational and ministerial leadership;
 - (b) youth and young adult ministry;
 - (c) Christian education and nurture; and
 - (d) resources and publishing.
- (2) The Christian Formation Council shall consist of 10 persons, namely:
- (a) a chairperson elected at a regular delegate assembly;
 - (b) nine other persons elected at a regular delegate assembly.
- (3) The Christian Formation Council shall have authority to:

- (a) select any other officers from among its members that it deems desirable;
 - (b) hire staff to oversee its programs;
 - (c) modify the organization of its programs to adapt to the needs of MC Canada and the availability of resources;
 - (d) oversee its programs, staff and budgets;
 - (e) delegate parts of its authority to various committees, and
 - (f) appoint representatives to related organizations.
- (4) The Christian Formation Council shall prepare financial budgets for its own program, with assistance from the Financial Policy and Audit Committee, and reports for presentation at regular delegate assemblies, covering their activities since the last regular delegate assembly, and shall prepare and provide to the General Board such other statements or reports as the General Board may request.
- (5) The Christian Formation Council shall, on behalf of MC Canada, relate to:
- (a) Mennonite Publishing Network;
 - (b) Mennonite Camping Association;
 - (c) Elementary, secondary and post-secondary schools related to MC Canada; and
 - (d) any other organization or group assigned to it by the General Board.

Support Services Council

- 34** (1) The activities of the Support Services Council shall focus on structures and staff to provide support services to MC Canada including, but not limited to:
- (a) planning delegate assemblies;
 - (b) communication;
 - (c) information technology;
 - (d) human resources management;
 - (e) pension plan;
 - (f) property management; and
 - (g) development and constituency relations.
- (2) The Support Services Council shall consist of six persons, namely:
- (a) a chairperson elected at a regular delegate assembly;
 - (b) and five other persons elected at a regular delegate assembly.
- (3) The Support Services Council shall have authority to:
- (a) select any other officers from among its members that it deems desirable;
 - (b) hire staff to oversee its activities;
 - (c) modify the organization of its programs to adapt to the needs of MC Canada and the availability of resources;
 - (d) oversee its programs, staff and budgets;
 - (e) delegate parts of its authority to various committees; and
 - (f) appoint representatives to related organizations.
- (4) The Support Services Council shall prepare financial budgets for its own program, with assistance from the Financial Policy and Audit Committee, and reports for presentation at regular delegate assemblies, covering their activities since the last regular delegate assembly, and shall prepare and provide to the General Board such other statements or reports as the General Board may request.
- (5) The Support Services Council shall, on behalf of MC Canada, relate to:

- (a) Mennonite Foundation of Canada;
- (b) Canadian Mennonite Publishing Service; and
- (c) any other organization or group assigned to it by the General Board.

Council Governance

- 35** Each Council shall formulate and adopt rules of procedure and governance under which the Council shall operate.

PART XIII – MODERATORS, SECRETARIES AND CONFERENCE MINISTERS MEETING

Membership

- 36** The members of the Moderators, Secretaries and Conference Ministers meeting shall consist of the moderator or a designate, leading staff member and conference minister of Mennonite Church Canada and each of its member area churches.

Functions

- 37** The Moderators, Secretaries and Conference Ministers will meet annually to:
- (a) Report to each other the ministries and state of health of the national church body and its area churches.
 - (b) Serve, together with others, as a reference council for the Faith and Life Committee.
 - (c) Discuss issues of common concern in order to provide mutual counsel and support and to seek common approaches where appropriate.
 - (d) Develop relationships of trust, respect and mutual subordination.
 - (e) Other functions that may be helpful to building up the unity and faithfulness of the church.

PART XIV – OPERATIONAL MATTERS

Fiscal Year

- 38** MC Canada's fiscal year shall end on the 31st day of January in each year.

Corporate Seal

- 39** The Corporate seal shall:
- (a) have inscribed thereon Mennonite Church Canada; and
 - (b) be affixed to such signed documents as the General Board considers necessary or advisable.

Indemnities

- 40** Every officer, member of the General Board and member of a Council of MC Canada, and their heirs, executors and administrators shall at all times be indemnified and saved harmless, out of the funds of MC Canada, from and against
- (a) all costs, charges and expenses whatsoever which such

officer or member sustains or incurs as a result of any claim, demand or proceedings made or brought against him or her for anything done, or omitted or permitted to be done, in the course of carrying out his or her responsibilities as an officer or member, except for any costs, charges and expenses sustained or incurred by the officer or member because of the wilful neglect of such officer or member; and

- (b) all reasonable costs, charges and expenses incurred by such officer or member in the course of carrying out his or her responsibilities as an officer or member.

PART XV – AMENDMENTS OF BYLAWS

Amendments to the bylaws

- 41** (1) These bylaws may be amended at any regular or special delegate assembly; provided that the proposed amendments have been sent to the member area churches and their constituent congregations at least two months in advance.

- (2) In order to pass, bylaw amendments require a two-thirds majority of the votes cast.

Coming into force

- 42** (1) These bylaws come into force at the conclusion of the delegate assembly at which they are adopted.
- (2) Any subsequent amendments to these bylaws come into force at the conclusion of the delegate assembly at which they are adopted.

Approved: July 14, 2001

Amended: July 6, 2002

Amended: July 9, 2005

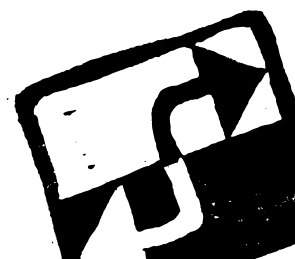
Amended: July 6, 2007



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Notes...

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Assembly 2008 Agenda (subject to change)

Monday July 7, 2008

830am to 12Noon Registration for MC Canada Delegate Sessions – Great Hall – North Campus – CMU

12noon to 1pm LUNCH

100pm to 130pm WORSHIP: “Jesus, son of David, have mercy on me”

130pm to 300pm Call to Order
Opening Matters
Introductions including special guests and assembly officers
General Board Report
Nominating Committee
Program Reporting and Budget Presentation

300pm to 330pm COFFEE BREAK

330pm to 530pm Call to Order
Delegate feedback, questions and comments
Delegate Discernment: Thriving Pastors: Healthy Churches

530pm to 700pm SUPPER

700pm to 830pm Call to Order
Financial Matters
Delegate Discernment: Greening the Life of our Church
Listening Committee Report
Announcements

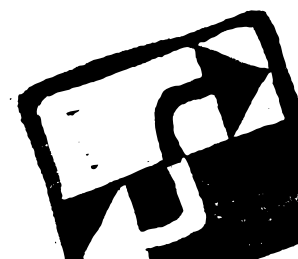
830pm to 900pm WORSHIP: “Take heart, get up, He is calling you”

900pm to 945pm LATE NIGHT ACTIVITIES
(including a General Board hosted support group for friends and family of gay and lesbian persons)



Tuesday July 8, 2008

830am to 900am	WORSHIP: "I want to see"
900am to 1000am	Call to order Resolutions Committee Recognizing our churches that are joining, leaving and closing. Reports from Ministry Partners: <ul style="list-style-type: none">- Mennonite Central Committee – Canada- Mennonite World Conference- Canadian Council of Churches
1000am to 1030am	BREAK
1030am to 12noon	Call to order Henry Krause – Thank you for the many years of service. Delegate Discernment: Being a Peace Church: an urgent choice
12noon to 100pm	LUNCH
100pm to 300pm	Call to order Budget approval Open floor – delegate questions Delegate Discernment: Confessing Jesus Christ in a Religiously Pluralistic World
300pm to 330pm	BREAK
330pm to 500pm	Call to Order Elections Resolutions Committee Report Listening Committee Report Invitation to Assembly 2009 Announcements Closing
500pm to 530pm	WORSHIP: "Go, your faith has made you well"



Preliminary Schedule (subject to change)



Mennonite Church Canada Annual Delegate Assembly July 7-8, 2008



People's Summit for Faithful Living July 8-10, 2008

All events take place at Canadian Mennonite University, 500 and 600 Shaftesbury Blvd., Winnipeg. A display area, bookstore and Ten Thousand Villages store will be available throughout the MC Canada Delegate Assembly and the People's Summit.

	Monday	Tuesday	Wednesday	Thursday
	July 7	July 8	July 9	July 10
8:30 AM	Registration for MC Canada Delegate Assembly—Great Hall, North CMU Campus (500 Shaftesbury)	Worship		
9:00		MC Canada Resolutions and Reporting	Worship	Worship
9:30				
10:00		BREAK	Learning Tracks (staggered start and end times—90 min sessions)	Learning Tracks (staggered start and end times—90 min sessions)
10:30		MC Canada Discernment		
11:00				
11:30				
NOON	Lunch	Lunch	Lunch	Lunch
1:00 PM	Worship	MC Canada Discernment	Registration for the People's Summit	Learning Tracks (staggered start and end times—90 min sessions)
1:30	MC Canada Reporting			
2:00				
2:30				Learning Tracks (staggered start and end times—90 min sessions)
3:00	BREAK	BREAK		
3:30	MC Canada Discernment	MC Canada Discernment concludes	Let's celebrate! Intergenerational celebration with outdoor activities, entertainment and BBQ on the CMU campus	Plenary reporting and discussion on learning tracks
4:00				
4:30				
5:00		Worship		
5:30	SUPPER	SUPPER		SUPPER
6:00				
6:30				
7:00	MC Canada Discernment	Opening Summit Worship Speakers: Tom and Christine Sine	Summit Worship Speaker: April Yamasaki	Closing Summit Worship Speaker: Tom Yoder Neufeld
7:30				
8:00				
8:30	Worship			
9:00	Late Night Activities	Late Night Activities	Late Night Activities	

Subject to change.

OUR VISION

***God calls us to be followers of Jesus Christ
and by the power of the Holy Spirit
to grow as communities of grace, joy and peace
so that God's healing and hope
flow through us to the world.***

STATEMENT OF IDENTITY AND PURPOSE

***God calls, equips and sends the church
to engage the world with the reconciling Gospel of Jesus Christ.
We are a community of disciples of Jesus,
A part of the Body of Christ,
covenanted together
as congregations,
area churches, and
a national church body.
Gratefully responding to God's initiatives
and empowered by the Holy Spirit,
we commit ourselves and our resources to
calling, equipping and sending the church
to engage the world with the reconciling Gospel of Jesus Christ.***



**Mennonite
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Canada**

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