

Congregational Meeting
Community Mennonite Church of Lancaster
July 12, 2015

Facilitator: Julia Schrock Rosenfeld

Congregational meeting was held following worship service. The meeting was called for sharing information and updates. No actions were taken.

1. Dave Lutz, chair of Facilities Committee, presented an update on a gift of upholstered chairs from Garden Spot Village in New Holland. The total number of chairs could be between 60 and 80. Only cost would be a donation if we would choose to do so. Dave answered a few questions. Since there are “no strings attached,” the committee will make a final decision.
2. A special council committee: Beth Oberholtzer, Chad Martin, Greg Newswanger and Julia Schrock Rosenfeld have been working on clarifying the organizational structure of CMCL. Julia read a rationale for their work (attached) and emphasized that documents and findings to date are a work in process. The committee is inviting feedback from CMCL members as they continue their work.
3. The committee circulated a “structural diagram-in-process” (attached) that eventually will be used to draft a final structural document. The diagram shows governance and ministry as being in partnership rather than hierarchical relationship.
4. Julia invited questions, clarifications, observations, suggestions from the floor:
 - a. Who is head of staff? Lead pastor at this point.
 - b. Would Staff Relations continue to evaluate? Not totally defined.
 - c. Tim Seidel drew attention to the idea that examining organizational culture is important as we rethink organizational structure, and that both have implications for how we address anti oppression, racism, sexism etc. Addressing these concerns can be difficult to capture organizationally, but are important. He referenced a concept paper developed by an anti-oppression work group that was presented in the past to council.
 - d. Jessica King offered her opinion that the best practices of non-profits are modeled in this draft organizational chart.
 - e. In response to Tim Seidel’s comment about adding anti-oppression to CMCL mission, Charmayne Brubaker noted that adding to the mission will require the congregation to look at and maybe reorganize the pastor's responsibilities. The pastors have limited time and cannot do everything that we want—can’t visit sick full time and advocate for justice full time.
5. In closing, Julia emphasized again that council is looking for feedback and offered her email address, rosenfeld195@comcast.net, as a way to communicate.

Recorded by Rod Houser