

92ND
ANNUAL DELEGATE
SESSIONS

ENCOUNTERING, EMBRACING,
EMBODYING CHRIST IN COMMUNITY

ANNUAL
REPORTS

March 20
2021



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WERNER DE JONG	<i>CONGREGATIONAL LEADERSHIP CHAIR</i>

WELCOME!

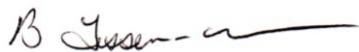
Welcome to our 2021 Report Book! Each year as I see the page count increase, it affirms for me the amazing work that is being done throughout our church family – by staff, committees, our extended family and partners – as we live out God’s calling. While this book provides information for delegates preparing for our Annual Delegate Sessions, its contents will be of interest to anyone seeking to know more about the ministries we share as MCA.

In some ways, it feels as though our Assembly has already begun. A good representation of people have been taking advantage of unlimited access to pre-session workshops - no need to choose just two this year! It’s not too late to join a workshop and connect with a ministry area. Check the website (www.mcab.ca) or the MCA Communique for a schedule of upcoming workshops.

Whether you’re a new or seasoned delegate, this Report Book will provide you with information you need to prepare for your role. But it’s not just a report book! It also includes instructions for Zoom participation, an agenda, minutes from past meetings, resolutions and, importantly, proposed revisions to MCA’s Constitution and Bylaws. While there will be opportunity for discussion on March 20, delegates are encouraged to join the workshop on March 6 for a more in-depth look at the proposed changes to the constitution.

We regret that, once again, we will not be physically present with one another. In spite of this, we have sensed a strong draw to worship together, and so we are pleased that worship will return as a part of our sessions. This includes a time of worship on March 20, and an “all MCA” online worship service at 10:30 am on March 21. Encourage your congregation to make this a part of their Sunday worship planning!

Delegates are a key part of setting direction and vision in MCA. Thank you for sharing your voice in workshops and sessions, and for engaging in our shared ministries in this way. Enjoy your reading, and I look forward to seeing you on March 20!



Moderator

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APPENDIX

Constitution & Bylaws DRAFT Version

ROBERTS RULES OF ORDER

Mennonite Church Alberta (MCA) follows Robert's Rules of Order to maintain courteous and orderly discussion and to ensure that everyone has the opportunity to speak.

1. All motions will be moved and seconded, followed by discussion.
2. The mover has the first privilege of speaking, followed by the seconder. It is preferable that those speaking in opposition to the motion will alternate with those speaking for the motion.
3. Each speaker to a motion will be limited to two (2) minutes. Speakers may speak a second time, but only after everyone has had an opportunity to speak once.
4. If no one wishes to speak against a motion, the Moderator will call for the vote.
5. Amendments require a mover and seconder. An amendment can be amended (after it has been approved). Only one amendment or motion may be considered at a time.
6. The order of presentation of the resolutions will be decided by the MCA Executive. However, delegates may refer to the Moderator on points of privilege or information.
7. It is the privilege of any delegate to move the previous question if they consider that the discussion has been prolonged. However, a delegate will not be allowed to move the previous question while speaking to a motion, thus in effect ending the discussion.
8. Officials will be given time to make necessary explanations.
9. Guests have the privilege of the floor, but do not have voting privileges.
10. Ordinary resolutions require a 50% plus one of the majority of votes cast by eligible delegates. Special resolutions require 75% of those entitled to vote and present in person.

ZOOM PROTOCOLS

1. The Zoom meeting will be recorded for the purposes of verifying minutes and will not be available outside of the MCA Executive.
2. All participants are asked to remain muted unless they are speaking.
3. Participants are encouraged to open "Participant" and "Chat" boxes for additional engagement options.
4. All participants are asked to "re-name" themselves including your name and congregation/organization.
5. Using the Chat feature, you can send a message to everyone or chat privately with individuals.
6. Speaking - If you wish to speak, use the "raise your hand" feature which can be found under "Reactions" at the bottom of your screen. If you have joined the meeting by phone, use *6 to mute/unmute and *9 to raise/lower your hand. Allow 3-5 seconds for these features to take effect. You will move to the top of the screen and the Moderator will acknowledge you. You can "unmute" and "mute" yourself at the bottom of the screen, on your video, or using the Participant box.
7. Voting will be done using Zoom's "poll" feature with three options: "yes," "no," and "abstain." Everyone will be asked to participate, but only delegates can vote "yes" or "no." All non-delegates must vote "abstain." In situations where more than one delegate is using a computer/device, only one participant will be able to vote. If the vote is close or requires all eligible delegates to vote, a second poll will be held to provide the opportunity for those who did not vote the first time. In this situation, only those who did not vote the first time will vote "yes" or "no" and all others should vote "abstain." The results of the two votes will be added together for a final count.
8. Amendments - A participant who wishes to make an amendment to a motion or resolution is asked to first consult the Resolutions Committee to clarify wording. The amendment may then be brought to delegates.

AGENDA

Saturday

Connect to Meeting & Pre-Meeting Visiting 9:00 AM

1) Opening & Worship 9:30 AM

- a) Welcome
- b) Introduction of Nominees
- c) Worship & Sharing - Calgary Chin Christian Church
- d) Prayer for Calgary Chin Christian Church

2) Business Session 10:15 AM

- a) MCA Year in Review
- b) MC BC Greetings - Garry Janzen
- c) MC Canada Video & Update - Doug Klassen
- d) Joint Council Representative - Margaret Kruger-Harder
- e) CMU Video & Greetings - Terry Schellenberg
- f) Constitution & Bylaw Discussion & Decision
- g) Workshop Feedback
- h) Approval of Minutes from 2020 ADS
- i) Approval of 2020 Audited Financial Statements
- j) Approval of Auditors for 2021 Fiscal Year
- k) Presentation of 2021 Budget
- k) Approval of 2021 Budget
- l) Approval of Nominations
- m) Commissioning of Volunteers

3) Lunch Break 12:00 PM

Breakout Rooms with MCC and others, as requested

4) Afternoon Worship Session: Introducing E3 Y2 1:00 PM

- a) Opening Worship - Calgary Chin Christian Church
- b) Encountering, Embracing, Embodying Christ in Community - Werner De Jong
- c) Closing Worship - Calgary Chin Christian Church

5) Closing of Sessions

Post-Meeting Visiting 2:00 PM

Sunday

Joint Worship Service 10:30 AM

MINUTES FROM ADS 2020

Mennonite Church Alberta 2020 (91st) Annual Delegate Sessions Minutes Zoom March 28, 2020 10:30 am

Attendance: 52 delegates from 10 churches. Sixty-six sign-ins representing 75 participants.

Introduction and Welcome - Brenda Tiessen-Wiens (Moderator).

Revised agenda accepted.

Affirmation that this format of meeting (zoom) meets the requirements of our Annual Delegate Sessions (affirmed). Quorum has been met. The Parliamentarian is Vince Friesen (Edmonton First). The Resolutions Committee is Allan Hiebert (Foothills).

Devotional - Tim Wiebe-Neufeld

Recognition of Congregational Milestones - deaths, baptisms

Introduction of Guests

- Orlando Vasquez, Rob Enns (MCC);
- David Epp, Alex Tiessen (RJC);
- Tobi Thiessen (*Canadian Mennonite*);
- Doug Klassen (MC Canada).

Brief remarks from:

- Rebecca Janzen (MCA Global Youth Summit Delegate)
- David Martin (MCEC Executive Minister).

Year in Review of our MCA Programs

Mennonite Church Canada Update - Doug Klassen

Mennonite Church Canada International Witness Update - Jeanette Hanson

Questions for All Programs

Question: Next year is World Conference - do we have plans to connect with that? Answer: Yes. Global Youth Summit takes place in conjunction with Mennonite World Conference. Our delegate, Rebecca Janzen, will connect with the Alberta church before and after going.

Question: What if your congregation is interested in a place where there is no International Witness worker? Answer: Most of the countries do not have an International Witness worker, But we work with people in those countries to form networks of support for these other ministries as well.

Updates from Executive: Community Building and Program and Festival Committees have started working together and we will see how that goes. If we want to make the change permanent, that will come to the delegates next year.

We are working on bringing revisions of the constitution and by-laws to the next delegate assembly. Hope to have something drafted and reviewed by the Fall, so that congregations can discuss prior to their annual meetings.

MINUTES FROM ADS 2020

Question: People mention working with the South Sudanese in Ethiopia, but it is not in the budget. Answer: General Council approved this in principle but with the awareness that we do not have the money for it in this year's budget. However, there are people in our churches who might want to support this financially. Mission & Service is encouraged to seek that funding and to move forward with that when feasible.

Introduction of *Canadian Mennonite* Discussion - Brenda Tiessen-Wiens

Need your individual responses to these questions (in report book). See link to survey on mcab.ca/delegates page. Please respond today or tomorrow.

Resolutions

1. **Be it resolved that MCA approve the minutes from 2019 AGM as presented in the report book.**

Moved by Elizabeth Wall (Edmonton First); seconded by Werner De Jong (Holyrood). Carried.

Audited financial statements and budget were presented.

Discussion:

Question: We do not know if we will be able to have Camp this summer. What would the budget look like in different scenarios? Is this a good year for Jon to take a sabbatical? Should we create an endowment fund for rainy days? Answer: We do have a separate detailed Camp budget in the Report Book and we will discuss the endowment idea. Camp Valaqua Committee is meeting regularly. Programs have been cancelled to the end of April.

Question: If Mission & Service is looking into the Ethiopia proposal, would we do that outside our budget? Answer: Yes, outside our budget, like a restricted fund. We would set up a fund for that which people could contribute to directly.

Question: How many churches met their congregational budgets in 2019? Answer: Calgary First, Springridge, Edmonton First had a surplus. Lethbridge had a modest surplus. Bergthal just barely met their budget. Trinity did not meet its budget. Holyrood had a deficit. Brenda sent out a letter to ask congregations if they could contribute more.

Question: Could we use the MCA website to describe extra-budget ministry opportunities we are supporting, identify fundraising goals for each, and use the donation button?

Question: How is the amount determined of what goes to MC Canada? Our national church might be able to recover better than our schools. Can other regions pick up some slack? Answer: MC Canada receives funds from MCA. They don't do separate fundraising. There's pressure all over the system and strain on budgets across the board.

2. **Be it resolved that MCA approve the 2019 audited financial statements as distributed.**

Moved by Wayne Janz (Calgary First); seconded by Trevor Wiens (Foothills). Carried.

3. **Be it resolved that MCA appoint Retzlaff and Wong as auditors for 2020.**

MINUTES FROM ADS 2020

Moved by Wayne Janz (Calgary First); seconded by Werner De Jong (Holyrood). Carried.

1. Be it resolved that MCA approve the 2020 budget as presented in the report book.

Moved by Wayne Janz (Calgary First); seconded by Ruth Friesen (Edmonton First). Carried.

2. Be it resolved that MCA approve the Nominations as slated.

Moved by Ruth Friesen (Edmonton First); seconded by Kate Janzen (Foothills). Carried.

Nominations:

Brenda Tiessen-Wiens (Foothills) - Moderator

Wayne Janz (Calgary First) - Treasurer

Doug Wiebe (Lethbridge) - Personnel

Werner De Jong (Holyrood) - Congregational Life

Kate Janzen (Foothills) - Community Building

Karen Janz (Calgary First) - Program & Festival

Jake Froese (Trinity) - Mission & Service

William Riek Tut (Edmonton South Sudanese Mennonite Church) - Mission & Service

Albert Goerzen (Bergthal) - Camp Valaqua

Kathryn Friesen (Edmonton First) - Camp Valaqua

Christine Hansplant (Calgary First) was appointed to the Camp Committee by General Council after our last ADS. There were no new nominees and some vacancies remain. Thanks to those whose terms have ended.

Commissioning of Volunteers - Tim Wiebe-Neufeld

Launch of E3 - Encountering, Embracing, Embodying Christ - Laura Wiebe (Trinity), Debbie Baergen (Edmonton First), Werner De Jong (Holyrood) from the Reference Group.

In 2022 we will host the MC Canada gathering. We are starting to put a hosting group together already.

Offering - We normally have an offering during the delegate sessions. Donations can be mailed in to MCA and many of our congregations have online options.

Thanks to First Mennonite Edmonton who had planned to host these sessions.

Thank you to June Miller for all you have done today. June and Chad will be moving to Harrisonburg, Virginia where he has accepted a lead pastor position starting Aug. 1. June says she will miss us.

Closing 1:16 pm.

CONGREGATIONAL CHECK-IN

MCA's congregational check-in meeting Nov. 7, 2020 10 am Summary

- 1) Welcome - Brenda Tiessen-Wiens (Moderator)
- 2) Devotional - Psalm 46 - Tim Wiebe-Neufeld (Executive Minister)
- 3) Congregational sharing - Each congregation had the opportunity for one person to share about how things are going in their church, how God has been present, or any challenges being experienced, as well as words of affirmation and support. Prayer - Tim Wiebe-Neufeld
- 4) MCA ministry sharing, Questions and Responses.
- 5) Financial sharing and discussion time - Wayne Janz - The budget presentation included a recap of how our year began, as well as projections to the end of 2020.
Church donations have been on target, but we are still counting on giving. The 2020 Forecast would now be a surplus of \$27,400.
Balance Sheet: Unrestricted fund \$279,838 represents about 35% of budgeted income. Some could be kept in reserve for rainy days (how much) or start some programs. In the 2021 and 2022 forecast we are looking at significant shortfalls, based on starting programs we had deferred and incurring expenses.

- What priorities and direction are we being called to in 2021?

Some things we have talked about:

MWC COVID relief
Chin church budget concerns
Holyrood budget concerns
CMU
RJC
South Sudanese training in Ethiopia
Church Engagement position
International Witness relational funding
MC Canada

Keep enough surplus and avoid deficit; support for Chin Church; not wanting Church Engagement position and Ethiopia training to fall off the radar; needing more information and opportunity to talk within congregations.

- What direction and growth areas do you see for the future?
Caution because of so many unknowns due to COVID.
- How do we continue to build community and grow together?
Join with another congregation for a Bible study; book club; prayer meetings; portable CMUs; MCA daily prayer Mon. & Wed. morning, Tues. & Thurs. evening; coffee hour; MC Canada gathering in 2022; facilitated conversations about race.

2021 RESOLUTIONS

1. Be it resolved that MCA approve the minutes from the March 28, 2020 Annual Delegate Sessions, as presented in the Report Book.
2. Be it resolved that MCA adopt the 2020 audited financial statements as distributed.
3. Be it resolved that MCA adopt the 2021 budget as presented in the Report Book.
4. Be it resolved that MCA appoint Retzlaff and Wong as auditors for 2021.
5. Be it resolved that MCA approve the Nominations as presented.
6. Special Resolution: Be it resolved that MCA approve in principle the proposed changes to the MCA Constitution and Bylaws for submission to Canada Revenue Agency (CRA), as presented in the Report Book dated March 20, 2021. MCA General Council may alter the wording of the Purpose Statements to align with charitable Purpose Statements on file with CRA.

MODERATOR

BRENDA TIESSEN-WIENS

Wow! I struggled to come up with an opening line that might hold an ounce of originality. Even though it's not original, I settled on "Wow!" because in the midst of an unprecedented year of pivoting, social distancing, monitoring the curve, living in lockdown and sorting out who's essential and who's not (sadly, I'm not), I still say "Wow!"

As I observe and participate in the work of the church from my desk, I'm "wowed." Much of that work is done behind the scenes, in online meetings, through overflowing inboxes and as individuals throw themselves into increased independent work. On that note, a special acknowledgement is due to Paul Neufeldt and Tim Wiebe-Neufeld who put a remarkable amount of energy, research and thoughtfulness in leading the review of our Constitution and Bylaws. We strongly encourage sharing your thoughts about the proposed revisions at the workshop and discussion time on March 6, in anticipation of delegate approval.

In 2020, the Community Building and Program Committee (formerly two committees) explored the feasibility of working as one. In some ways, there couldn't have been a better time for this shift, as "connections" emerged as one of the most common themes of 2020. I've been "wowed" by this group's energy and the new ways they've found to share our stories with each other. I look forward to their ongoing leadership as we worship, study, discern, share and celebrate together.

This year's budget includes a half-time Church Engagement Minister. We have talked about this position for a number of years and believe that it is viable with our current resources and commitments. Wow! The three priority areas in this position are: to help us think about and share our faith story within our local communities, building relationships among churches with attention to inclusion and cultural diversity, and nurturing financial sustainability and generosity. The Church Engagement Minister will be seen in our churches doing things like: teaching, mentoring, resourcing, building relationships, encouraging the participation of all congregations, promoting partnerships in Witness Support Networks, and connecting donors with current and future ministries.

I saw people's imaginations, compassion and generosity ignited last year. The response to the COVID relief appeal from Mennonite World Conference drew over \$12,000 from Alberta, congregations and individuals are committing to walking alongside the Chin Church in their new home, and five Witness Support Networks have become rooted, connecting workers and supporters directly with one another. Wow!

"I look forward to sharing a cup of coffee with you in workshop and business sessions, and in worshipping together as God's people, united in Christ."

Two enduring images from 2020 will be held in my memory. The first is the Sunday morning drive to Springridge Mennonite Church from the online worship service they shared with our MC Canada church family on June 21. I grew up in a country church, and my heart swelled the moment the video began! The second memory is the October 24 Table Talk Study Conference. I counted over 30 MCA participants who were exploring what it means to express our faith and to be the church in this time and place. Wow! Our congregations are full of dedicated, seeking, compassionate, curious and thoughtful people.

Over the coming weeks, I look forward to sharing a cup of coffee with you in workshop and business sessions, and in worshipping together as God's people, united in Christ.



Brenda Tiessen-Wiens
Moderator, Mennonite Church Alberta



EXECUTIVE MINISTER

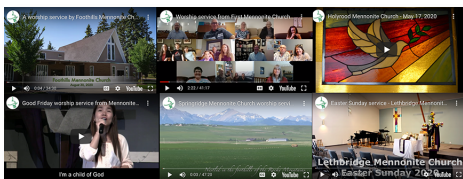
TIM WIEBE-NEUFELD

What a difference a year makes!

In preparing to write my 2021 report, I looked back at what I wrote around this same time last year. My 2020 report made no mention of global pandemics, gathering restrictions, or shut-downs. There was mention of many an event and ministry plan—and most were put on hold. So much of what was anticipated a year ago did not come to pass. And yet, when I look at the ministry goals I highlighted for 2020, it is amazing to see how many continued to guide our ministry activities. I marvel at how we were able to live out these important aspects of being the church together, even though the way we did so had to change! Here are the goals I highlighted, and some ways they were addressed in 2020:

1. Building and nurturing relationships.

In the first days of the Covid crisis a video circulated of Mennonite pastors across Canada, each sharing the simple message, “you are not alone”. With health restrictions meaning we could not meet in person, this sense of



connection was lived out in so many ways! Mennonite churches from across Canada stepped in to provide online worship services for our nationwide faith family. MCA congregations did more than our share in providing 6 such services. Some MCA

congregations “visited” each other for online Sunday worship. Zoom made it easy to connect, whether participants were in Edmonton or Pincher Creek or even signing in from another province!

2. Supporting congregational leadership.

This past year has put a strain on all of us. During crisis times support for leaders is more important than ever. The MCA Pastors Council met frequently by zoom to encourage each other, pray together, and share ideas. Partners such as MC Canada, CMU, AMBS, and MennoMedia offered helpful resources, and MDS provided funds for

congregations in need.

In the church we all have a role in the calling of pastors and the nurturing of leaders.

Giving focused attention in this

area is a rewarding part of my role. While in-person visits were put on hold, walking with congregations and pastors continued to be an important task. This included supporting Foothills and their Transition Pastor Donna Dinsmore as they discerned an ending time for her ministry.



EXECUTIVE MINISTER

TIM WIEBE-NEUFELD

3. Providing resources and opportunities for ministry. In spite of the pandemic there were numerous ways we saw God's presence in the ministries of MCA. This report book is full of examples. Highlights from the nationwide Mennonite family include Witness Support Networks that connected congregations to International ministry partners in places like Thailand and Burkina Faso; and generous support for churches around the world in response to a call from Mennonite World



Conference.

God at work in 2021!

As we enter this new year of being the church together, I am excited by new plans for ministry. This includes year 2 of our 3 year action plan, Encountering, Embracing, Embodying Christ...in Community. As we experience Christ together, I am curious to see how we may respond to the places in our world in need of healing and hope. The world events of the past year have highlighted challenges such as social isolation,

the care of elderly, economic disparity, creation care, and racial divisions. Efforts are already underway to consider how we as the Mennonite church family may build stronger intercultural

“As we experience Christ together, I am curious to see how we may respond to the places in our world in need of healing and hope.”

relationships between our congregations, how we might address environmental sustainability, and how we might build stronger connections as a faith community. I pray that in the year ahead we may more fully live into being the people God is calling us to be!

Tim Wiebe-Neufeld



COMMUNICATIONS

RUTH BERGEN BRAUN

In an October Menno Minute, I wrote that in the first months of being in this position, my work felt like I was often simply disseminating information in one direction – from MCA and MC Canada to you. I was doing this via bulletin announcements and the weekly MCA Communiqué and yet, that hadn't been my goal for this position nor was it the intention of MCA Communications.

I wrote, "Our intention is that our communication tools reflect that we are serving God *together*, that the readers of the Communiqué see themselves as Mennonite Church Alberta not as getting information *from* Mennonite Church Alberta. Likewise, Mennonite Church Canada. We *are* Mennonite Church Canada.

When asked what my goals were for this position, one of my responses was to invite more of you to participate in the process of MCA communication, to encourage the flow going the other direction. That, instead of focusing on what we need to tell *you*, communication would shift to who we are together."

And so, months later, I continue to invite all of you to participate in MCA Communications. If you have an idea for a **Menno Minute**, if you've noticed something Good and could write three sentences for **One Good Thing**. If you've noticed a story coming out of your congregation, whether it be news or just something special you'd like to share – please reach out. I'm easy to find at communications@mcab.ca I'd love to help you dress up your announcements and stories with photos and graphics. I'll even come visit and take photos for you!



Oh and one more thing – when we are finally able to meet together in person, I'll bring my camera. Many of you could use an updated headshot for my file.

Grace and Peace, always.
Ruth



TREASURER

TANY WARKENTIN

As Mennonite Church Alberta's Treasurer, I work to keep the finances in order. This includes processing staff payroll, making payments and receiving donations, and keeping organized financial records.

This coming year, we will be setting up an online database which will help all of our staff and committees track and share information more efficiently. In order to keep in touch with other MCA staff and committee members, I attend All-Committee meetings and am a part of the Finance Committee.

I love serving the church and find this role to be a great way to keep connected with what our regional church is doing and getting to know other church leaders and MCA supporters across Alberta.

Relating to others who are striving to faithfully serve Jesus and our church is what inspires me most in my work with MCA.

Tany



FINANCE REPORT

WAYNE JANZ

The Covid pandemic was in its infancy at the start of 2020. We had prepared our annual MCA budget with little inkling of what was coming. Then shortly before we presented the budget at our virtual Annual Delegates Session, our provincial health authorities recommended social distancing and restricting large gatherings. We noted at that time that our financial forecasts were at risk due to lock downs that might last a few weeks. We did not foresee the impacts that would last throughout the year.

Part of the pandemic story can be read in our 2020 financial statements. If you jump to the end of the story, you see a happy ending with a \$95,000 surplus after projecting a \$34,000 deficit. But if you skip the details in the middle of the story, you will miss the sad measures that got us there: cancelled in person gatherings, cancelled Women's Retreat, and for many the most heart wrenching of all, cancelled summer camp program at Valaqua. The cancellations and limits on many of our programs led to our expenses being below budget by \$188,000.

However, there were also good news stories in 2020. Although some of our congregations struggled financially and were not able to meet their projected contributions to MCA, others were able to give more so that our total from churches exceeded our budget. Support for the Witness program was strong, with donations exceeding our forecast by over 40%. Our federal and provincial governments had a role in supporting us as well with \$57,000 to help keep all our regular staff employed and \$42,000 to help us cover the expected higher costs to restart the summer camp program in 2021.

One of the most touching stories of the year was the assistance given to the Calgary Chin Christian Church. They were close to achieving their vision of having their own space for worship, but needed \$36,000 more to complete their new building. MCA was able to help with \$18,000 from our surplus. Another \$4,300 passed through our books from congregations and individuals. In addition, some of our congregations sent funds directly to the Chin Church. Shortly after this report is published, we will celebrate the opening of their new church building!

The 2020 surplus of \$95,000 positions us well for 2021. We expect costs to restart Camp Valaqua's summer program to be high, consuming a large portion of this year's surplus.

We are hopeful. And we are grateful to each congregation, organization, and individual who supported MCA with general contributions or donations to a specific program. Most of all, we thank God for his providence and the opportunities he puts before us to serve him, each other, and our neighbours.

More details of our 2020 financial results are available in the statements that follow. In addition, audited statements will be available on request about mid-March.

MCA 2021 Proposed Budget Summary

Preparing an MCA annual budget inevitably involves looking back at previous years to see if our thinking is typical compared to the past. When we did this exercise for our 2021 budget, we noticed that looking back four years, there is only one typical year to compare against. In 2017, we were running under the old MC Canada structure, so it is no longer typical for us. In 2018, we made the shift to the new national church structure and had to make a number of guesses as to how some details would unfold. The closest we had to a typical year was 2019, when we had one year of experience under the new structure. We were caught off guard in 2020 when the pandemic hit and we had little understanding of how it would impact our lives. And now in 2021, we face another atypical year with the pandemic still affecting our lives and creating uncertainty.

We have had to base our budget on several significant assumptions, acknowledging that those assumptions could be wrong. Therefore, our actual financial results for this year are at risk of being quite a bit different than what we are projecting today. We expect that the budget we are presenting to our MCA delegates for approval, will need to be more actively managed than other years, and will require updated projections as the pandemic influences become better known.

Key assumptions that we made in preparing the proposed 2021 MCA budget are:

1. Pandemic restrictions will limit Camp Valaqua's summer program to 50% capacity
2. Rental of Camp Valaqua facilities to large groups will restart in April
3. Additional pandemic safety measures (e.g. cleaning, extra staff) will need to be taken in order run the summer camp program
4. The annual Women's Retreat will not run
5. Most meetings will continue to be done virtually, reducing the amount of travel
6. Government pandemic funding will be available, but not has much as was in 2020
7. We will contribute less to support national programs under a new funding model being developed by MC Canada and the regional churches
8. MC Canada will provide assistance funding for a church engagement position

Based on these assumptions and others, we are projecting our 2021 income will be \$742,500 and our expenses will be \$814,700, resulting in a deficit of \$72,200.

Contained within the budget are four financially significant proposals:

1. Raise the weekly summer camp rate to \$425 per camper, a 30% increase over 2019's rate. This reflects the additional pandemic safety costs and capacity restrictions on registrations. We hope this increase will be for 2021 only. Our goal remains to not turn any child away because of family financial challenges. To that end, we will continue to utilize our Campership program to support those who need help with registrations fees.
2. Offer optional higher weekly camper rates, one that represents the true cost for supporting a child to stay at Valaqua (\$500), and a second rate to help support another camper (\$570). We run the camp program at a loss each year. We think that if parents are aware of the true cost and our reliance on donations, that some may generously opt for the higher fee.
3. The out trip program will not run in 2021 due to difficulties in keeping it pandemic safe. This will reduce camp expenses by \$12,300.
4. Hire to fill a half time Church Engagement position. The goal of this role is to improve our connections to our congregations and donors. This will result in a financial commitment of about \$40,000 for each of the next three years.

It is not typical to propose such a large deficit budget to our MCA delegates. However, this is not a typical year. We had an unexpected \$95,000 surplus in 2020. Adding that to our surpluses from previous years, we now have an Unrestricted Fund balance of \$326,000. This gives us the means to restart our summer camp program and proceed with filling a Church Engagement position.

More details of the proposed 2021 budget are presented in the statements that follow.

MCA 2020 Financial Statements and 2021 Proposed Budget

The statements below are prepared for the 2021 MCA Annual Delegates Session. They are not audited. Audited statements will be available in mid-March and can be provided on request.

Year Over Year Income Comparison (unaudited) Before Amortization and Depreciation As of December 31, 2020

	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Budget
Income	\$623,942	\$839,796	\$811,948	\$715,914	\$742,500
Expenses	577,220	833,444	834,998	620,920	814,700
Net Income	\$46,722	\$6,352	-\$23,049	\$94,994	-\$72,200

Year Over Year Balance Sheet Comparison (unaudited) Before Amortization and Depreciation As of December 31, 2020

	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Forecast
Assets					
Current Assets					
Unrestricted Fund	\$212,002	\$350,511	\$256,228	\$326,091	\$259,000
Campership Fund	0	0	0	6,755	0
Camp Upgrade Fund	-\$66,864	-\$12,844	1,111	3,035	5,000
Leadership Fund	2,614	2,614	2,314	1,984	1,000
Church Planting Fund	5,000	2,600	200	0	0
Youth Ministry Fund	3,260	3,260	0	0	0
NEM Fund	27,241	0	0	0	0
Development Fund	10,000	0	0	0	0
Youth Leadership Fund	1,822	1,846	955	0	0
ECLCC Trust Fund	78,000	0	0	0	0
Total Current Assets	273,075	347,987	260,808	337,866	265,000
Fixed Assets	704,844	807,776	813,276	750,007	725,000
Total Assets	\$977,919	\$1,155,763	\$1,074,084	\$1,087,872	\$990,000
Liabilities and Equity					
Current Liabilities	133,354	140,604	81,699	9,143	8,000
Equity	844,565	1,015,159	992,385	1,078,729	982,000
Total Liabilities and Equity	\$977,919	\$1,155,763	\$1,074,084	\$1,087,872	\$990,000

Notes on year over year comparisons:

1. 2017 was the last year under the previous national church structure and was the year we acquired a loan to renovate the camp bathrooms
2. 2018 was first year under the restructured relationship between regional and national churches and when we distributed the remaining ECLCC funds held in trust
3. 2020 was the first pandemic year

Income Summary Statement (unaudited)
2020 Actual Results as of December 31
With Proposed 2021 Budget and 2022/2023 Forecasts

	2020 Actual	2020 Budget	2021 Budget	2022 Forecast	2023 Forecast
Church Contributions	\$321,397	\$319,400	\$318,600	\$326,500	\$330,000
Individual Contributions	68,854	69,500	69,500	70,000	70,500
Witness Relational Funding	28,466	20,000	25,000	25,000	25,000
Camp Income	186,939	290,600	248,200	301,000	304,100
Other Income	110,258	75,900	81,200	74,500	74,500
Total Income	\$715,914	\$775,400	\$742,500	\$797,000	\$804,100
Operating Expenses	\$405,413	\$421,200	\$444,900	\$491,300	\$474,400
Camp Expenses	215,508	388,700	374,800	406,600	423,700
Total Expenses	620,920	809,900	814,700	897,900	898,100
Net Income	\$94,994	-\$34,500	-\$72,200	-\$100,900	-\$94,000

Income Detail Statement (unaudited)
2020 Actual Results as of December 31
With Proposed 2021 Budget and 2022/2023 Forecasts

	2020 Actual	2020 Budget	2021 Budget	2022 Forecast	2023 Forecast
Income					
Congregational Donations					
Calgary Chin	\$2,000	\$2,000	\$3,000	\$3,000	\$3,000
Calgary - First	31,000	30,000	30,000	30,000	30,000
Calgary - Foothills	100,000	100,000	100,000	100,000	100,000
Calgary - Trinity	12,500	12,500	12,500	12,500	12,500
Didsbury - Bergthal	7,000	7,000	6,500	6,500	6,500
Edmonton - Bethel Int'l Church	0	300	300	300	300
Edmonton - Christian Life CC	0	600	600	600	600
Edmonton - First	98,635	96,500	97,700	100,100	103,600
Edmonton - Holyrood	5,475	11,000	5,500	11,000	11,000
Edmonton - South Sudanese	0	500	500	500	500
Lethbridge	44,000	42,000	42,000	42,000	42,000
Pincher Creek - Springridge	23,525	17,000	20,000	20,000	20,000
Total Congregational Donations	324,135	319,400	318,600	326,500	330,000
Individual Donations	68,854	69,500	69,500	70,000	70,500
Relational Witness Donations	28,466	20,000	25,000	25,000	25,000
MC Canada Grant	0	0	10,000	10,000	10,000
Snow Camp	2,100	3,000	3,000	3,000	3,000
Missions & Services Income	44,458	48,200	48,200	48,200	48,200
Community Building Income	1,000	20,400	1,700	19,000	19,000
Congregational Leadership Income	1,170	3,000	3,000	3,000	3,000
Interest Income	309	300	300	300	300

Other	61,221	1,000	15,000	1,000	1,000
Camp Valaqua Income	186,939	290,600	248,200	301,000	304,100
Total Income	\$718,652	\$775,400	\$742,500	\$807,000	\$814,100
Expense					
Ethiopia Mission	\$0	\$0	\$0	\$5,000	\$0
Mennonite World Conference	0	0	0	5,000	0
Global Youth Summit Delegate	0	0	0	5,000	0
Church Engagement Position	0	0	25,000	43,000	43,000
Relational Witness Support	25,046	20,000	25,000	20,000	20,000
MC Canada Support	80,000	80,000	75,000	75,000	75,000
MC Canada Assembly Expense	0	0	1,000	5,000	0
Canadian Mennonite University	20,000	20,000	20,000	20,000	20,000
Rosthern Junior College	12,000	12,000	12,000	9,000	9,000
Canadian Mennonite Magazine	8,946	9,000	9,500	10,000	10,500
Mennonite Historical Society	1,000	1,000	1,000	1,000	1,000
Office Rent	3,600	3,600	3,600	4,200	4,200
Liability Insurance	2,792	2,700	2,800	2,900	2,900
MCA Fundraising	784	1,500	1,500	1,500	1,500
Office Supplies	5,281	9,000	9,500	9,500	9,500
Online donation service fees	659	300	700	700	700
Website Administration	627	500	1,100	1,200	1,300
Snow Camp Expense	1,157	3,200	3,000	3,000	3,000
Legal Fees	0	0	8,500	0	0
Chin Church Support	22,300	0	0	0	0
Executive Committee Expenses	54	1,500	1,500	1,600	1,600
Executive Minister Salary	81,085	81,100	82,400	84,500	87,400
Executive Minister Benefits	10,797	12,400	11,500	11,800	12,200
Executive Minister Expenses	2,928	8,000	6,000	8,100	8,200
Communication Services	29,242	28,600	28,200	29,500	30,500
Staff Professional Development	0	4,600	4,600	4,600	4,600
Missions & Service Committee Expense	64,184	68,600	68,400	70,900	73,300
Community Building Expense	7,127	22,500	7,400	22,900	22,900
Financial Services	17,599	17,600	17,600	18,000	18,700
Audit Fees	7,688	8,500	8,500	8,500	8,500
Finance Committee Expense	103	250	200	300	300
Congregational Leadership Expense	1,041	4,000	4,000	4,000	4,000
Personnel Committee Expense	0	250	200	300	300
Nominating Committee Expense	0	250	200	300	300
Program Committee Expense	0	250	0	0	0
Camp Valaqua Expense	215,508	388,700	374,800	406,600	423,700
Total Expenses	620,920	809,900	814,700	897,900	898,100
Net Income	\$94,994	-\$34,500	-\$72,200	-\$90,900	-\$84,000

NOMINATIONS REPORT

RUTH FRIESEN

The Nominating Committee works hard throughout the year responding as vacancies remain or arise after the Annual Assembly. This year was no different as we had three vacancies and we want to thank Gladys Heidebrecht who agreed to serve on the Nominating committee. We were not able to fill the other two vacancies, one on Community Building and one on Program/Festival. These two committees have some similar roles, especially in providing ways for MCA congregations to connect in fellowship. With General Council's approval, and with the knowledge that there is an upcoming review of our constitution and by laws, these two committees have been asked to work together.

For the past few years, we have not filled the third position on the Finance Committee. The committee seems to be able to carry out the work very well. With the recent restructuring of our conferences, MCA is considering how to address the increasing need for fundraising and, until these discussions come to some conclusion, we are not filling this third position on Finance.

MCA positions are for two years, with a maximum of three terms.
Our slate of nominees at present is as follows:

Executive (4 positions plus Executive Minister)

Vice Moderator	Nominee needed	2023
Secretary	Elizabeth Wall (3rd term)	2023

Serving with:

Moderator	Brenda Tiessen-Wiens (2 nd term)	2022
Finance Chair	Wayne Janz (3rd term)	2022

Personnel (1 position)

Doug Wiebe	2022
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Finance Committee (3 positions)

Christine Koop	2023
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Serving with:

Wayne Janz (3 rd term)	2022
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Congregational Leadership (3 positions plus Conference Pastor)		
Anna Lisa Salo	2023	
Ryan Dueck	2023	
Serving with:		
Werner De Jong	2022	
Community Building (3 positions)		
Coreen Froese (3rd term)	2023	
Nominee may be needed	2023	
Serving with:		
Kate Janzen (2 nd term)	2022	
Program/Festival (3 positions)		
Nominee may be needed	2023	
Serving with:		
Karen Janz (2 nd term)	2022	
Missions & Service (4 positions)		
Vincent Friesen (3rd term)	2023	
Nominee needed	2023	
Serving with:		
Jake Froese (2 nd term)	2022	
Riek Tut (2 nd term)	2022	
Camp Valaqua (5 positions)		
Christine Hansplant (2nd term)	2023	
Darrel Heidebrecht	2023	
Nominee needed	2023	
Serving with:		
Albert Goerzen (2 nd term)	2022	
Kathryn Friesen	2022	
Nominations (2 positions)		
Gladys Heidebrecht	2022	
Nominee needed	2023	

Canadian Mennonite Representative (1 position) Art Koop	2023
Joint Council Representative Margaret Kruger-Harder	2023
Palestine Israel Network (PIN) of MC Canada Suzanne Gross	2023

There are still some nominations required. We hope to have those positions filled by the time of our Assembly on March 20-21, 2020.

We would like to say thank you to Paul Neufeldt, Jim Moyer, Deanna Willms, Kevin Stoesz, Beth Moyer and Ruth Friesen who are stepping down. Your hard work and commitment have been much appreciated.

Thank you also to those who have agreed to accept a new nomination or to continue to serve.

Respectfully submitted,
Ruth Friesen & Gladys Heidebrecht

CAMP VALAQUA COMMITTEE

KEVIN STOESZ

This last year was definitely a unique one, 2020 was filled with new challenges being faced with a global pandemic. This year we had a decrease in facility rentals, had to cancel summer camp in Summer of 2020, and have faced many other obstacles. With this all we have been able to have unique opportunities, such as more available summer rentals for small single cohort families.

This summer Jon was able to take a sabbatical, with his sabbatical being close to home he was able to take on the Yurt project. We have put 2 yurts where the faith retreat centre is as a way for families to rent and enjoy camp property throughout the year. This has been a huge success as we move forward we will look into adding a cooking shelter, a compostable bathroom, and a well.

Fundraising - Fundraising this year looked different, to start things off we had to cancel our Garden Party, however we took a new spin on hike-a-thon, having people hike remotely and collect donations. We were able to bring in \$30 000 with one donor contributing \$10 000 of that money. We continue to run our successful trivia night, with this year having it shift to a Family Feud night to help more people get involved.

Since our summer program was cancelled we found new ways to help people enjoy the property. One way was some families were able to rent out camp facilities that normally are not available in summer, allowing more of our congregations to enjoy the beautiful property of Valaqua. We were very blessed, by about having 15% of the pre registered campers choosing to have their registration fees submitted as a donation.



This year we had to cancel many large group facility rentals due to COVID protocols. However we still accepted small single cohort families.

With having such a unique year, we continue to look for new opportunities to see how Camp can serve our community. This coming year, we continue to have high hopes for Valaqua running, even if it looks different. Continue to have camp in your prayers as we navigate these new adventures.



Camp Valaqua is a mission of MCA which involves a large community of dedicated people. This includes Jon Olfert, our Director, Jeff Schellenberg, our camp manager and all the staff who work long hours to ensure the children are taken care of and experience God's presence during camp. This year it has been obvious that these staff have stepped up and worked even harder. In addition, the financial support of many enables Camp to function. Children who have no church affiliation may be hearing about God for the first time at Camp. We give thanks that the mission of Camp reaches so many. We are also thankful for the support of numerous people who make this possible.

Respectfully submitted by Kevin Stoesz

Camp Committee Members: Kevin Stoesz, Albert Goerzen, Deanna Willms, Kathryn Nielsen, Wayne Janz, Christine Hansplant

CAMP VALAQUA DIRECTOR

JON OLFERT

I usually start these reports using the previous year as a template... that will not work for 2020! It has been a vastly different year at Valaqua. The pandemic forced us to cancel our rentals starting in March and we recognized the need to cancel our summer camp programs in April. This means the vast majority of the traffic, work, and revenue from a typical year just wasn't there. So, what did we do? Excellent question!

With our large group rentals cancelled, we turned towards booking small, single cohort groups into our small facilities. Early on when restrictions were less severe, we hosted several carefully organized multi family groups. As restrictions increased, we moved to hosting one cohort group at a time. It has not come close to offsetting our rental income, but it has been good to see families and couples enjoying the space. If you are interested in booking a space for your family, contact the Valaqua office.

Yurt Project

Thanks to a generous donation, we have built two yurts in the space by the Faith Retreat Centre. The Faith cabin has been out of service for a number of years and we were looking for a way to make a space for families to enjoy this area. The yurts have been set up and furnished and we are setting up woodstoves in them. They will be available for booking starting in April! We are still hoping to add a picnic shelter and composting toilet outhouse to this project as we go forward and will eventually be fundraising towards this goal.



Hike-a-thon



We planned and ran a physically distanced Hike-a-thon in 2020 with hikers from across Alberta hiking to raise funds for Valaqua. We had 36 hikers participate and raised over \$32,000. This was our most successful Hike-a-thon ever from a financial perspective, but we can't wait to hike with you in person again soon. A special thank you to Ron Janzen who topped his own record to raise over \$10,000!



Nature School

Valaqua began hosting Rediscover Play's Nature School program in September. A group of local families has been taking advantage of the program and it has been great to see some children enjoying Valaqua through the winter months.

Camp Garden

Our Camp Director Jon Olfert took his sabbatical last summer and spent much of the season in the Camp Garden. We grew and harvested lots of great fresh produce and while we were able to send food home with volunteers and share it in our local community, our dream of sharing truckloads of produce with the foodbank was short circuited by frost and snow. Thank you to everyone who volunteered to help! Thanks to you, our garden will be ready to grow produce for our camp program into the future.

Facility Upgrades

We've also been busy doing lots of small jobs around camp that we haven't been able to get to. When you come back to camp, you'll find fresh paint and lots of small repairs done. We can't wait for that day.

Looking ahead

Thanks to generous donations and a considerable grant from the Provincial Government, we weathered 2020 and are looking forward to 2021. There are still question marks in the future and while we are currently planning for overnight camp programs in July and August, it is far from a sure thing. We are working hard on creating COVID protocols and setting up our staffing infrastructure to run safe camp programs, but so much is out of our hands. Know we are praying for health and safety for you and your family and we can't wait to welcome you back.

Stay safe, stay warm, and we'll see you again real soon,

Jon



MISSIONS AND SERVICE

VINCE FRIESEN

2020 has been a different and difficult year for all of us. The Mission and Service Committee of MCA has, along with many other organization, had to modify its procedures and operations to accommodate all the limitations placed upon us by the world wide pandemic. Even with these limitations, Mission and Service and the dedicated staff of MCA, has been able to keep programs going and has been able to look at starting new initiatives.

Our North Edmonton Ministries, led by **Donna Entz**, has continued to do the important work of bringing people of different faiths together. Although Donna has been limited by Covid physical restrictions, she has managed to keep building connections by meeting people when allowed and using technology. A virtual Muslim-Christian dialogue was held this autumn with many individuals from a number of Christian denominations and various Muslim groups attending. Donna has also kept A Common Word Alberta moving forward as well as numerous local initiatives. Donna has also encouraged Mission and Service to partner with Peacemakers Confessing Christ International. This organization will give Donna and MCA resources on how to bring people of different faiths together and show us how different organizations world wide are working for peace. Donna is supported in her work by an advisory council which meets monthly with her.



A start up group of individuals including members of Mission and Service has been meeting since the fall to look at helping the Mennonite Church in Burkina Faso and other areas in Africa build peaceful relationships between Christians and Muslims. This initiative is still a work in progress but has had initial success in bringing various voices from Canada, the US and Africa to the same table.

As mentioned last year, Mission and Service is exploring ways to get educational material for pastors to South Sudanese Churches in refugee camps in Ethiopia. The virus and political unrest in Ethiopia have made it impossible to send an instructor at this time so we are now looking at creating instructional material for South Sudanese pastors that can be shared online or physically sent.

Tim Wiebe-Neufeld is working with Mission and Service in its ongoing connections with MCC Alberta. MCC has been financially supporting Donna Entz's work in NEM and we hope that this support will be continued. Tim is also exploring a joint initiative looking at Indigenous-Settlers Relations.



In addition to these initiatives, each committee member of the Mission and Service Committee has taken on specific tasks. **Jake Froese** is working at establishing Muslim-Christian connections similar to what is being done by Donna in Edmonton. He has also been involved in efforts by members of the Calgary South Sudanese community to establish a Mennonite church.

Riek Tut has been helping Jake in this work at connecting with South Sudanese in Calgary. He also is a strong spokesperson for the wider South Sudanese Mennonite community in Alberta. Riek has been helpful in getting us to understand the difficulties faced by South Sudanese in refugee camps in Ethiopia and their desire to know more about what it means to be a Mennonite.

Beth Moyer keeps our minutes and brings with her the knowledge of the Mission and Service history. Beth will remind us of what has been done in the past and helps keep us tuned into what our role is. Beth is also a voice not from Edmonton or Calgary which is important for the committee as we can become too focused on the issues of these two cities.

Vince Friesen is a member of the NEM Advisory Council. This helps Mission and Service keep a monthly contact with Donna and her work.

We pray for God's blessing as we go into 2021.

Respectfully Submitted by

Vince Friesen

NORTH EDMONTON MINISTRY

DONNA ENTZ

A year ago now is when Covid changed our lives, it may be, forever. Anyway it feels like forever! Because North Edmonton ministry has been focused on relationship building, there is a whole list of goals/activities that are simply losses.

- Our English students are even more isolated at home, though some got to online classes.
- No summer festival and no neighbourhood parties, or holiday parties, though I've delivered cooked food and distributed Ramadan gifts.
- No in-person interfaith events or Muslim conferences, where I would meet new people and start friendships.

But God's work for good in the world is never blocked. In fact the Holy Spirit seems to pivot quite well. For A Common Word Alberta (ACWAB), it has been a good year. The Scriptural Reasoning (SR) group with a Mennonite facilitator reads the Holy Books together, now online. We pick our own topic of interest and each faith presents their texts. ACWAB went online in October for a lively event on Mental Health. The videos are here: <http://acwalberta.ca/> Though I long for a Mennonite rep on the committee itself, Mennonites have a strong collective witness in their skillful facilitation at that event.

Monthly online mini-Dialogues were requested and going well. At the January meeting, a Muslim and Christian both grieving the recent loss of a family member, were touched that God had brought them together in the same break out room. Covid facilitated some new connection between Mennonites and Muslims in Calgary, and I appreciate Jake Froese for being the present face of Mennonites in those circles in Calgary.

Because of Covid and a series of events, we in Edmonton initiated a new network called Peace Africa. The idea was to strengthen Anabaptist peace witness across the arc of Africa where

tensions and violence exist between Christians and Muslims. With some new African leadership stepping forward, the focus is more clear. This meeting with Siaka Traore from Burkina Faso was the catalyst: <https://www.youtube.com/watch?v=dzby0so1i7k>

A small victory for me personally is the development of a Palestinian advocacy group in Edmonton. The group is more diverse now with a Jewish/Quaker voice and a solid representation from Canadian Palestine Cultural Association which added to the long time advocates in the

“God’s work for good in the world is never blocked.”

community.

Ever since I returned from a very religious context in Burkina Faso to live in Canada, I have felt the Canadian ambiguity about the role of faith/ religion in our society. I placed myself intentionally in religious and non religious settings, to be salt and light, longing that faith would find more respect among mainstream Canadians and that newcomers would be free to be their authentic religious selves. Lately I have seen glimpses in several unusual settings that I am appreciated for openly being a person of faith.

I enjoy challenging congregations through sermons or discussion and would welcome invitations to be part of your online church experience. I thank MCA for this ten-year anniversary of serving with you and hope I could be helpful to congregations and members in return.



CONGREGATIONAL LEADERSHIP

WERNER DE JONG

The members of the Congregational Leadership Committee (CLC) for 2020 were **Anna-Lisa Salo (secretary), Ryan Dueck, Tim Wiebe-Neufeld, and Werner De Jong (chair)**. The committee met five times during the year, each time on Zoom.

On account of Covid, CLC did not organize a Faith Studies event in 2020. We hope to renew Faith Studies in 2021, likely on Zoom.

CLC did organize a 24-hour in-person spiritual retreat for Mennonite Church Alberta (MCA) pastors at King's Fold Retreat Centre from Nov. 3-4 (with care being taken to follow all Covid protocols). Eleven pastors participated. Both the weather and the setting were beautiful, and the gifted and thoughtful facilitation provided by Donna Dinsmore was much appreciated. The retreat provided one way for MCA's pastors to live into the first year of Mennonite Church Alberta's new vision, "Encountering, Embracing, Embodying Christ: in life, in community, in the world."



CLC continued to organize meetings of MCA's Pastors Council, which provides regular opportunities for congregational and ministry leaders to meet together for mutual support. While the Pastors Council usually meets 4-5 times each year, the leaders met more frequently in 2020 (on Zoom), to help support each other in leading their congregations and ministries through the changes and uncertainties precipitated by the pandemic.

CLC is also responsible to distribute money from the restricted MCA leadership fund. In 2020, this money was used to help three pastors attend the ReNew Conference at Canadian Mennonite University in Winnipeg, and to help one pastor to attend the Pastors Retreat.

In addition, CLC also assisted MCA in reviewing, updating, and revising its constitution and bylaws. CLC also reviewed and commented on the proposed new Employment Agreement, which will replace the Memorandum of Understanding that helps govern the relationship between pastors and their congregations.

Respectfully submitted.

Werner De Jong

Chair, CLC

COMMUNITY BUILDING & PROGRAM

COREEN FROESE, KATE JANZEN
KAREN JANZ

The Community Building and Program & Festival Committees were merged in 2020. This solved the issue of each committee needing another member as well as combining two committees whose focus is bringing congregations together in a variety of ways.

We were able to provide bursaries to 7 Post Secondary students from MCA congregations: Anne Retzlaff, Bryant Neufeldt, Cassidy Brown, Danika Warkentin, Jaden Krahn, Jonathan Wiebe and Olivia Neufeldt. We enjoy hearing from these students and will continue to share their reflections on their 2020-21 year in the MCA Communique.

As a committee we are always looking for ways for congregations to interact and stay connected. As 2020 unfolded gathering stories for the MCA



Communique became the main form of connection between our churches. We realized how important it was to be able to connect with each other this way when we weren't able to meet face to face. Each of the committee members has churches assigned for them to contact on a monthly rotating schedule.

We planned the 2021 Delegate Session which needed to take place via Zoom. We were able to involve various congregations in unique ways that may not have been possible if we had met in person. Travelling can sometimes impose a barrier to multiple people from a congregation being able to attend delegate sessions.

Unfortunately the Annual Women's Retreat was not able to happen but we anticipate that when protocols are lifted MC Alberta women will be able to gather for fun and inspiration.

MC CANADA JOINT COUNCIL

MARGARET KRUGER-HARDER

Joint Council has been focusing on how to enable diversity and intercultural awareness in the Mennonite Church in Canada. Most of our meetings include a time of examining our attitudes towards others and exploring where our church structures can be opened to leave space for people from a variety of cultures.

Another ongoing focus has been the creation of a formula for use in the way revenue is shared between each Regional Church and Mennonite Church Canada. We are moving towards implementing a formula whereby the amounts given by Regional Churches to MC Canada are calculated through a set percentage: the percentage in each region varies according to the number of congregations in the region, whether camps are included in the Regional Church's budget, and other factors. One of the benefits of using a percentage based model is that if a Regional Church's revenue drops below what was anticipated in a given year, MC Canada and the Regional Church share equally in the loss, rather than the region needing to keep up with a set monetary amount that it committed. Similarly, the Regional Church and MC Canada share in any increase in revenues gained through the efforts of joint communication and donor development. If there is a fiscal year surplus for MC Canada (as there has been this year), and reserve funds are at target, each region will receive back proportional to its contribution to that fiscal year. The process of sorting through the many implications this change will bring has been complicated and lively. It is close to completion, and will be used in the next budget year.

This year, the Covenant between Mennonite Church Canada and the Canadian Mennonite Magazine came up for renewal. The question of who sets the vision for this magazine was sorted through. The outcome is that, in the renewed Covenant, vision setting remains the responsibility of the Canadian Mennonite Magazine/Canadian Mennonite Publishing Services, with the Executive Ministers

from each region having opportunities to regularly give input to ensure commonality between the direction of the Canadian Mennonite Church and its magazine.

Among the other topics discussed at meetings were: ministry initiatives, overseas and nationwide; upkeep of the building that Mennonite Church Canada offices are housed in; and the upcoming Mennonite Church Canada Delegate Gathering to be held in Edmonton in the summer of 2022. The Gathering is open to everyone in Mennonite Church Canada.

"Most of our meetings include a time of examining our attitudes towards others and exploring where our church structures can be opened to leave space for people from a variety of cultures."

This past year's Joint Council meetings have been affected by the pandemic: we gathered by Zoom throughout. Some advantages of virtual meetings are that they are well attended. It is easier to give a day than the three days that were needed when we traveled to meet. Meetings are shorter. We meet for only one day, rather than two. The shorter meeting time is an advantage, as well as a disadvantage. Less can get done in each set of meetings. Another disadvantage of meeting by Zoom is the loss of the socializing that happens over shared meals and snack breaks. Relationship building and extended processing of decisions in smaller groups is not happening as easily. Overall, though, it has been a year of adapting and making the best of the opportunities available to keep moving forwards.

Joint Council minutes are available on the Common Word website (commonword.ca).

Submitted by Margaret Kruger-Harder: Alberta Representative to Joint Council



**Mennonite
Church
Canada**

Looking back on 2020

Greetings! In a year of great change, I witnessed our nationwide family of faith come together to support one another even when church didn't feel or look the same:

- We shared weekly services offered by congregations across the country from March until September.
- Our first, virtual study conference, Table Talk: Does the Church still have legs?, was a success with over 200 registrants. Faculty from our Mennonite universities and colleges and plenary speaker, Sara Wenger Shenk, spoke on themes of church identity and worship.
- I am also pleased with the work of Joint Council and our regional executive ministers to create three new committees providing direction to our nationwide family in 2021: the Community of Spiritual Leaders, the Sustainability Leadership Group and the Intercultural Church Steering Committee.



Here are highlights from our programs:

- **CommonWord** Bookstore and Resource Centre helped launch several new websites, in addition to its own (commonword.ca): abuseresponseandprevention.ca with MCC and togetherinworship.net with Together in Worship. We invite congregations to access these resources!
- In November, CommonWord received the new *Voices Together* hymnals. Individual or small orders of the pew, accompaniment and large-print editions, and CDs, can be placed with CommonWord. Bulk copies and digital recordings can be purchased directly through MennoMedia.

Indigenous Settler-Relations

- *Be It Resolved: Anabaptists & Partner Coalitions Advocate for Indigenous Justice* is an anthology co-published in 2020 by Mennonite Church Canada and MCC. It brings together over 90 documents tracing the history of Anabaptist commitments to Indigenous justice and decolonization since the mid-1960s. With an eight-session study guide, our prayer is that congregations, small groups and regional ISR working groups will find *Be It Resolved* an empowering resource that nurtures joy and courage. Read an [interview](#) and



[article](#) about this resource. Order through [CommonWord](#).

- ISR director Steve Heinrichs is part of the Evangelical Fellowship of Canada's (EFC) Indigenous Settler-Relations group, along with reps from other denominations. In June, the EFC released [a set of seven commitments](#) it has made to pursue right relations with Indigenous peoples.
- For the past five years, ISR has worked tirelessly alongside Indigenous organizations and faith communities advocating for federal legislation to implement the *UN Declaration on the Rights of Indigenous Peoples* in Canada. On Dec. 3, the federal government tabled Bill C-15, An Act Respecting the UN Declaration. If Bill C-15 reaches Royal Assent, it will affirm the *Declaration's* application in Canadian law and provide a framework to align law and policy with the minimum standards and rights affirmed in the Declaration.



EFC ISR Working Group.

International Witness

- Groups of congregational reps met online with Witness workers and international partners forming five Witness Support Networks. Networks support one specific ministry, and receive updates and information from Witness workers. Visit mennonitechurch.ca/witness-support-networks.
- Congregations took part in International Witness Sunday in October. This annual event celebrates the work of IW and invites participation and mutual learning. Visit mennonitechurch.ca/IW-Sunday.
- We prayed for brothers and sisters who experienced typhoons in the Philippines and Vietnam. We learned from Mennonite Church Colombia's [strong, public call for peace](#) amid violence and displacement in rural communities. We learned from the Palestinian Christian community through an online conversation with Bethlehem Bible College staff. We [contacted leaders and prayed for peace](#) in the war-torn Tigray region of Ethiopia.



You can find our full report at [CommonWord](#).

Blessings in 2021,

Doug Klassen
Executive Minister



2020 IN REVIEW

MCEC

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KITCHENER ON, N2G 3R1
TELEPHONE: LOCAL 226-476-2500
TOLL FREE 855-476-2500
WEBSITE: WWW.MCEC.CA



A Word From Leah Reesor-Keller, Executive Minister
lreesorkeller@mcec.ca

COURAGEOUS IMAGINATION

Hello Mennonite Church Canada! Greetings from your siblings in Christ in Ontario, Quebec and New Brunswick. This past year was a year like no other. A highlight of this difficult time was taking part in the Mennonite Church Canada series of nationwide services that brought us into each other's church sanctuaries and living rooms across the country.

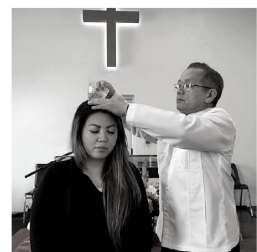
This has been a year of significant changes at MCEC, marking David Martin's retirement after 15 years of faithful service as Executive Minister. MCEC also welcomed Fanosie Legesse into a new staff role as Intercultural Mission Minister. I began my role with MCEC in September 2020. I am seeking to listen deeply, ask reflective questions, foster relationships of mutuality between congregations, and hold space for new dreams and visions of what it means to be an Anabaptist Christian. We're on a journey together that requires courageous imagination to open us to seeing where the Spirit is at work among us, across Canada and in the world.

I am excited to walk this journey together as an MCEC community of faith, and as part of our nationwide church body. May God guide our feet and illuminate our path as we walk together!

Leah Reesor-Keller



Warden Underground
Prepared for Deliveries



Grace New Life Mennonite
Baptism and Worship

MCEC Community of Congregations

- 97 Congregations
 - 82 Full Membership
 - 14 Provisional Membership
 - 1 Long-Term Church Plant
- Worship in 16 Languages

Congregational Stories of Hope

- www.mcec.ca/news

Supporting Pastors & Congregational Leaders

- *Pastoral Conversations* - ministering in a pandemic
- *Learning Commons* - a flexible learning space
- *Administrators Day* - on-line Communications 101 and networking day for administrative assistants across Mennonite Church Canada

Supporting Congregations

- *Nationwide Website Hub* launched in February with 21 Pilot Congregations / Camps
- *Innovate* - providing discipleship resourcing to congregations including Relearning Community
- Jr. Youth Creation Care Online Retreat Resources
- Treaty as Sacred Covenant Story-telling Series

Congregational Transitions in 2020

- Full Membership
 - Grace New Life Mennonite Church
- Provisional Membership
 - Mennonite Disciples Mission Joliette
 - Soul House
 - Warden Underground
- Closed
 - Église évangélique mennonite de Joliette
 - Jane Finch Faith Community
- 6 Withdrawn & Released Congregations

Mennonite Church Manitoba 2020 in Review



Mennonite Church Manitoba is 8,000 people in 39 congregations that covenant together to follow Jesus and live out the call of Christ within an Anabaptist perspective. Together with our regional partners of British Columbia, Alberta, Saskatchewan and Eastern Canada, we are part of a nationwide community of faith that is extending God's love to our neighbours locally, nationally and globally.

How does one measure the past year where familiar patterns and routines have had to give way to new and creative practices and where virtual gatherings through online "ZOOM" has replaced the familiar in-person meetings. How do we give account for the 525,600 minutes in 2020? I highlight a few of the more memorable of this past year.

Leadership Transition

We said farewell to Ken Warkentin after 10 years of serving as Executive Minister. We welcome ***Michael Pahl*** as Executive Minister beginning in January 2021. Michael's theological astuteness and pastoral experience will serve the Mennonite Church well into the future.

Rick Neufeld (Director of Leadership Ministries) served as Interim Executive Minister. Peter Rempel served in the role of Interim Administrative Assistant.

Worship Gatherings

What a gift to worship together virtually with the Nationwide Church. Through the medium of video technology, a weekly online worship service gave opportunity for gathering altogether. Many comments received suggested that this way technology provided a renewed sense of belonging to the larger community of faith. With the partnership of the Regional Churches, worship reflected a wide scope of diversity across the Mennonite Church. Thanks to Douglas Mennonite, Morden Mennonite, Charleswood Mennonite, Springstein Mennonite and the MCM Staff who provided worship on behalf of the MCM Regional Church.

"Camps with Meaning" Ministry

The pandemic of 2020 left the Camping Ministry with only a few options. Pop up camp days in Winnipeg, Steinbach, Morden, Camp Koinonia and Assiniboia provided a welcome relief to the many summer fun cancellations. Two weeks of day camp at Camp Assiniboia presented both camper and staff opportunity to experience the beauty of God's creation in a safe outdoor environment.

Due to pandemic restrictions and public health protocols, overnight camp and potential revenue generated from Camp Assiniboia rentals diminished drastically. As a result and most disappointing was the lay-off of seven camp staff personnel in September. The impact of these decreases in staff and revenue has been extremely difficult. Thanks to all the staff for their huge contributions that they have made as well as many sacrifices because of the prevailing circumstances.

Pastors are connecting

Online pastoral conversations have provided MCM Pastors to connect with one another across the region. These times of meeting provide support to pastors with helpful insights in responding to the immediate challenges that Covid-19 presented. These meetings provided new and creative ways to navigate ways to offer care to the congregation in the midst of Covid limitations that restrict and hindered our gatherings together.

MCM pastors and leadership teams have maintained connections with their congregants virtually; regular email updates and via personal phone calls. Congregational Search committees have used ZOOM virtual technology for continued pastoral discernment and placement. Webinars and online seminars for professional development have been encouraged for pastors to learn and grow.

Mennonite Church Ministries

International Witness global ministries and Indigenous/Settler Relations is the work of the five regional partners of the Mennonite Nation-wide church. Regional funding for these ministries works to assist local congregations in their mission initiatives.

MCM serves as the conduit for the funding of these ministries from the regional Church. Furthermore, MCM supports the work of Canadian Mennonite University and the Canadian Mennonite publication. More than 50% of all money received from congregations and individual donors that come to MCM support these areas of ministry.

Moving forward

There is little doubt that 2020 will be remembered for many things, perhaps not the least, will be the impact that a pandemic has had on our lives and the world. We have needed to adapt to a new reality and we will need to continue to draw on this strength as we move forward. Together we seek to follow the path made by Jesus.

Submitted by Rick Neufeld, Interim Executive Minister



Mennonite Church Saskatchewan 2020 Annual Report

Mennonite Church Saskatchewan (MC Sask) is a community of 25 congregations who have covenanted together to be Christ Centred & Sent. We support each other in ministry, do things together which we cannot do alone, are church together throughout the province, and connect to the larger Mennonite Church body through Mennonite Church Canada and Mennonite World Conference.



As we were preparing to *Deepen Our Walk with Each Other & The World* at the 2020 MC Sask Delegate Sessions in March, everything came to a halt. “COVID”, “pivot”, and “Zoom” filled our everyday language as the year we were anticipating did not come to fruition. And yet, as a resilient people, the work and life of MC Sask adapted and continued as we found new ways to walk with each other and the world.

Congregational Transitions

Throughout the year, transitions continued to take place in creative, ‘COVID-safe’ ways, with virtual or outdoor attendance making many of the following events possible.

On May 31, the life of **Superb Mennonite Church** (MC) was celebrated as the congregation held their final worship service and brought their ministry to a close. On August 23, the MC Sask community gathered at Zoar MC to celebrate the ordination of their pastor, **Andrea Enns-Gooding**. In October, **Zoar MC** also celebrated their 110th Anniversary. This event was bittersweet as Zoar MC has decided to close their doors in the spring of 2021. **Josh Wallace** completed his term as pastor of Warman MC in January to enter into church planting with his wife, Cindy. Grace MC, Regina, celebrated the ministry of **Rose Graber** as she retired at the end of June and welcomed **Rodney Hennessay** as their new pastor on October 1. **Claire Ewert Fisher** concluded her interim ministry at Rosthern MC and became co-pastor at Mount Royal MC. **Ed Olfert** concluded his ministry at Grace MC, Prince Albert, at the end of December.

The Work of the Church: Regionally, Nationwide, Internationally

As 2020 began, **Scott Feick** and **Sarah Unrau** served in interim roles in youth ministry, but when COVID restrictions arrived, all MC Sask youth programming ceased. Our camps (**Elim**, **Shekinah**, **Youth Farm**) were significantly impacted by the lack of programming and rentals, however, building upgrades and outdoor activities (like a Fall Pastor’s Gathering, Corn Maze) were able to take place when guidelines allowed. We had the unique opportunity to gather with sisters and brothers across **MC Canada** on a weekly basis over the spring and summer by participating in online worship services, which several of our congregations and pastors, and **Rosthern Junior College**, provided as well. MC Sask has a long history of supporting the work of MC Canada and **International Witness**, and this year we have seen the support and engagement of this work increase in exciting ways. The work of the church opens us up to mutually transformative relationships that allow us to deepen our walk with our neighbours across the street and around the world.

While 2020 was not the year we expected, and we certainly mourn the losses we have experienced, we are grateful for the ongoing support, prayer and work we do together as we seek to be Christ Centred & Sent!

Sincerely,
Your staff,

Ryan, Kirsten, Josh & Marianne

The MENNONITE CHURCH BRITISH COLUMBIA (MCBC) Story to the Nationwide Regional Churches for 2020, Submitted by Garry Janzen, Executive Minister

Let us fix our eyes on Jesus, the pioneer and perfecter of faith. Hebrews 12:2

A popular song that many of us have sung in our churches over the past number of years is, “Jesus, Be the Centre.” Over the past decade we have become familiar with the clear understanding of what it means to be an Anabaptist Christian from Palmer Becker’s writings: *Jesus is the Centre of our Faith, Community is the Centre of our Lives, and Reconciliation is the Centre of our Work*. We have come to embrace centredness as an image of our relationship to Jesus. MCBC has had a Restructuring Task Group that has been working over a period of two years to find a way to live into MCBC’s key themes. After a year of much theological discussion, the Task Group has moved to a centred model, and is suggesting Hebrews 12:2 as our MCBC theme verse, “Let us fix our eyes on Jesus, the pioneer and perfecter of faith.” Our ministry themes are: Cultivating Anabaptist Vision, Engaging God’s World, and Growing Community. The MCBC Leadership Board is proposing the outcomes of this restructuring process to our 2021 Annual Gathering in February for discernment and approval.

A task group was formed this year to figure out the sale of the property of the former Clearbrook Mennonite Church. The progress of this work will be presented to the 2021 MCBC Annual Gathering.

Ever since March of 2020, our congregations have been trying to figure out what they can and cannot do according to the COVID-19 government restrictions, and according to what we understand to be safe practices. The amazing piece about these restrictions is that they are like the Gospel – they ask us to stay six feet away from others and to wear masks in order to keep the other person safe. This is the Gospel in that we are being called to think of others first before thinking of ourselves.

We had the privilege of conducting our 2020 Annual Gathering in person at Cedar Valley Church in Mission on February 29th. It was one of the last things we did safely in person without masks on. We have converted our monthly pastors’ lunch gatherings into virtual gatherings on Zoom. We started weekly in the spring and have now gone to bi-weekly and monthly. Our congregations have learned so much about how to meet virtually. While most of us long for the day when we can meet in person, without masks, and give each other hugs, we have found meaningful ways to be the church in a pandemic. Even our Nationwide gatherings of the Executive Staff Group and the MC Canada Joint Council have managed as fully virtual meetings, but with a deep longing for the day when we will be in person again.

As we are now in a stage of extensive transmission of the COVID-19 virus, we will not be meeting in person until probably Easter 2021. This means that our MCBC Annual Gathering will be virtual on February 27th, 2021. We plan to keep it to three hours on Saturday morning. All the verbal presentations will be pre-recorded, and delegates will be expected to watch these ahead of time, as well as read the written reports. Our meeting will primarily be discussion in response to these reports and related decision making.

In the midst of all the pandemic restrictions, we have had an ordination, with a small group gathered in person and the rest of the participants gathered on Zoom, including family members from other parts of BC and the USA. We have also done pastoral searches, candidated and welcomed new pastors. We have not yet done an installation service, due to the latest restrictions on in person gatherings.

2020 will certainly be a year to remember – with God at work, and the church trying to figure out what engaging in God’s work looks like in the midst of a pandemic on a daily basis. Many good plans were just not able to happen. We have also learned some things that will serve us well into the future which we will keep.



CANADIAN MENNONITE

2020 Report

Throughout the pandemic, *Canadian Mennonite* heeded God's call to help build the church community. When congregations can't worship in-person and neighbours can't visit over coffee, *CM* helps people connect with the church and strengthens a sense of common purpose. By sharing news, columns, letters, and photos, we get to know one another better. Reading together with our church family across the country helps us care for one another and work together.



**Joanne De
Jong**

Stories and writers from Alberta are important as *CM* works to build up the church community. Correspondent Joanne De Jong wrote 47 articles for Alberta such as "A fantastic model at Springridge" and people stories such as "Do you know any Mennonites?" about a family from Calgary First Mennonite. Joanne also contributes articles about connections between Mennonites in Canada and in other parts of the world. Congregational stories were submitted by Anna-Lisa Salo and Donita Wiebe-Neufeld while Donna Entz, Brenda Tiessen-Wiens and Will Loewen contributed to the From Our Leaders column. Randy Haluza-Delay wrote his Mind and Soul column from Edmonton and numerous individuals sent in letters to the editor or were featured in our blog.

Through the Every Home Plan, people from Mennonite Church Canada congregations subscribe to the magazine at half the cost of a regular subscription. Fees are paid collectively through the church. Talk to your administrator for details.

Whether you read the magazine on paper or on your mobile device; whether you visit our website or follow us on social media; whether you write letters, post comments, or discuss the articles at church; we at *Canadian Mennonite* are grateful that you connect with our national church family through the magazine.

In 2020 *Canadian Mennonite* had:

- 26 issues
- 90 stories and photos from Alberta
- 957 other articles about the church in Canada and beyond
- 5,000 followers on Facebook, Twitter and Instagram
- 9,500 subscribers
- 200,000 website visitors

Print and digital delivery

For most *CM* issues, subscribers receive a mailed print copy and/or an emailed PDF of the print magazine. Each year, four issues are digital-only, with links to the articles right in the email message.

Each subscriber can have a print issue mailed and a digital copy emailed to up to two email addresses in the same household.

To add digital delivery to your subscription, email **Lisa Jacky** at office@canadianmennonite.org.

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CANADIAN MENNONITE UNIVERSITY

CMU Mission

Canadian Mennonite University is an innovative Christian university, rooted in the Anabaptist faith tradition, moved and transformed by the life and teachings of Jesus Christ. Through teaching, research, and service CMU inspires and equips women and men for lives of service, leadership, and reconciliation in church and society.

2020-21 Enrolment

902 Full-time equivalent

690 Shaftesbury campus (628 FTE)

611 Undergraduate

79 Graduate

76% Manitoba; 24% other provinces and international

83 International students, 28 countries

274 FTE Menno Simons College

(CMU programming in Conflict Resolution and International Development at UW)

Church-Rooted University

Undergraduate degree programs

in Arts, Sciences, Humanities, Social Sciences, Biblical and Theological Studies (BA majors in BTS and Christian Ministry), Music, Business, Communications & Media.

Graduate degrees feature MBA, Peacebuilding and Development, and Seminary programs.

Biblical and Theological Studies (BTS)

Eighteen credit hours of BTS in all undergraduate degrees.

Graduate School of Theology and Ministry (GSTM) Anabaptist-Ecumenical Seminary learning in a Canadian university context.

Three degree streams:

MA Christian Ministry

MA Theological Studies

Master of Divinity

Chapels centred on Hebrews 11:1-3
"By Faith we Understand"

Live-Streaming: Access Xplore courses, Face2Face conversations, ReNew pastors resourcing ... wherever you are!



Greetings from Canadian Mennonite University

The challenges of a global pandemic have highlighted the quality of education offered by CMU. Visit media.cmu.ca/cmu-faculty-reflections to watch videos of faculty reflecting on courses described below.

Sundar John Boopalan, Assistant Professor of Biblical and Theological Studies, *Reading the Bible as a Witness to Liberation*:

In exploring the Biblical witness, we discovered how God's liberation encompasses all of who we are, including our personal, spiritual selves and our social-structural lives.

Rachel Krause, Assistant Professor of Biology, *Introduction to Global Health*:

Studying global health, immunity, ethics, human rights and vaccines became highly relevant for students in the midst of our global pandemic.

Anna Nekola, Assistant Professor of Music, *History of Gospel*:

While encountering the struggle and faith embodied in gospel music, several students composed new gospel hymns expressing their longing to connect with God's deliverance.

David Balzer, Assistant Professor of Communications and Media, *Introduction to Communications and Media*:

Expanding an audio interview to include family members about 'why studying communications is so important to their job?' led to fascinating insights.

Jobb Arnold, Assistant Professor Conflict Resolution Studies, *MSC*

Introduction to Conflict Resolution Studies: Exploring personal and community trauma and conflict related to the use of methamphetamines and opioids impacted students deeply. CMU's spiritual commitments were among the values and practices that resourced our study.

James Magnus-Johnston, Director, Centre for Resilience, Lecturer in Business, *Social Innovation Lab*:

Integrating theory, research, and practice, students partnered and proposed solutions for particular problems being encountered by different community organizations and businesses.

Irma Fast Dueck, Associate Professor of Practical Theology, *Introduction to Christianity*:

Understanding Christian faith 'from the bottom up' involved students listening to people from diverse backgrounds share how experiences of 'interruption' shaped their faith.

The words of Jaden Krahn (Environmental Studies Major, Outtatown graduate), 4th year, Calgary, AB:

I continue to attend a Mennonite university because of the broader church and community that it connects me to. CMU is an academic community, a social community, and a community of faith—all commitments that are dearly important to me during these formative years of my life. CMU is a university where I have the chance to be who I am in a place of academic rigour, where weekly chapels, forums, fellowship groups, and professors help me to understand more of myself and who God is.

cmu.ca

2020 Annual Report

Prepared for the churches of
MC SK & MCA



2020 was a challenging year for many people and organizations. At RJC High School we were not immune to these trials, but by the grace of God we were able to provide a safe and transformational educational experience for our students.

At the beginning of 2020 we launched our *RJC 115 Turnaround Strategy for Renewal & Growth*. Founded in 1905, RJC is celebrating 115 years of Christian education. We have much to celebrate, but our *RJC 115 Turnaround Strategy* was developed in response to a low enrolment trend that continued through the fall of 2019. We recognized that if we wanted to remain sustainable we needed to address our declining enrollment at a fundamental level. Our strategy consisted of three main areas of focus:

- 1) **Student Recruitment** (increase enrolment 10 students a year from 65 to 75, from 75 to 85, and from 85 to 95 students over the next three years)
- 2) **Fundraising** (ask donors and stakeholders for targeted fundraising above regular giving levels to help finance our recruitment plan)
- 3) **Access Financing** (to help with cash flow and to finish some capital projects in our dormitory, dining hall and school)

It was an ambitious plan, but we knew if we could achieve these goals we could return to a sustainable business model and be tooled for a new generation of RJC students. Through it all we remained focused on our mission. ***RJC High School's mission is, in partnership with home and church, to nurture the development of each student's identity and potential in preparation for a life of faith, service and peacemaking.***

We are a people of mission. We needed to see if that mission was still relevant in the 21st century, and if it resonated with others. I, for one, believe our mission is as relevant as it ever has been. Where will our future leaders in peace, service and faith come from if not from our schools, camps, homes, and churches? What will our future hold if these investments are not made today?

This is where you, the church, come in. We seek to work with our churches and families to teach and nurture the whole child. Thank you for helping us with this. Your support is felt, both financially and spiritually. We also feel support through encouragement. These words increasingly come through comments, views and likes on our website, Facebook page, and social media channels and platforms. I cannot thank you enough for your support!

We continued partnering with MC SK on a youth-pastor-in residence program, and catechism classes leading to baptism were also taught last year by local pastors. Further, many MC SK and MCA pastors spoke in chapel or were guests at our school. MC SK and MCA continue to include us in their annual budgets, even through these difficult times. Thank you for this ongoing support, and for this engagement with our students as we partner together in mission.

At the beginning of 2020 we launched a series of town hall-style meetings to share our *RJC 115 Turnaround Strategy* with supporters and stakeholders. These plans were thrown a curveball when COVID-19 was declared a global pandemic. In March a government-mandated shutdown of in-person learning in all schools was declared, and this lasted for the remainder of the school year.

As a result, we were forced to close our dormitories, and our school buildings. During this time all of our students and staff were able to return home safely, a fact for which I remain immeasurably grateful. The dorm and school closures led to layoffs and reduction of wages for our remaining staff members. Thankfully as time went on government grants softened some of the blow, but I cannot thank our staff enough for their courage, grace and sacrifice during this time.

Learning continued, but remotely and online. The learning curve was steep for all of us; but, we did it, and we didn't miss a single day of instruction. I was so grateful for our hardworking, patient and imaginative teachers, students and parents during this time. We also continued to deliver our BELONG community programming for our students, and tried to keep reaching out to our churches and supporters. With some creativity and re-working we were able to continue with most of our regularly scheduled events on our calendar such as our annual Choirs & Cakes event, live stream chapels, a Spring Concert, our ALSO program, virtual track & field, Junior/Senior and Graduation. These events helped our students and our broader school community stay connected throughout the pandemic. When the school year ended and the 2020 grad class received their diplomas we had 67 students. It was a year to remember.

We made it to June, but now we had new questions. What would our future hold? Would students return in the fall? Would new students apply? Could international and out-of-province students still attend? Would we be allowed to open our dormitories? What would the new school year look like?

Over the summer of 2020 we worked hard. Our admissions team recruited students and our school programming teams had to be as creative as ever. Students and parents were interested in what we were doing, and we worked with Ministry of Education to create a school re-open plan. We worked with the Ministry of Health to develop a dormitory plan, and we collaborated with the Provincial and the Federal governments to develop an international student plan. We all needed to come together to ensure the safe return of our students to our community. It took

significant effort, but we did it. On Tuesday, September 8 RJC re-opened its doors for in-person learning and the 2020/21 school year began with 85 students.

It felt good to have students back in the hallways and we hit the ground running. New restrictions and safety measures were in place, but we were able to offer a full array of educational programs for our students. No one knows what the future holds, but we have been able to get to Christmas break without a COVID-19 case in our school community. During this time we have been able to host and deliver many successful events like our virtual Opening Program, and in-house volleyball, soccer, and football seasons. We have had a full choir and band program, weekly chapels, and we hosted a virtual Christmas Program via our YouTube channel. These events have new restrictions, but we have been able to do them in a safe manner and stay connected with supporters, parents and students in new and different ways. This type of connection and expression of community has been one of the opportunities of 2020.

As 2020 comes to close and we review our *RJC 115 Turnaround Strategy* goals from the beginning of the year we celebrate our increase in student enrolment, our dedicated and generous donor base, and our ability to secure a short term loan of \$250,000, which we repaid in full on November 1 due to our higher than projected student numbers.

Thank you for your support of our school. It is a dream that is collectively held by all of us. Schools represent one of our best hopes for the future. Thank you for your prayers and ongoing support of RJC. Feel free to reach out for a phone call, zoom meeting, or in the future, a tour of the school. I'd be happy to meet with you.

Happy New Year, and God bless.

Submitted by Ryan Wood (Principal)
December 20, 2020

Ryan Wood



Resources for faith formation and leadership development

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Regional church connections

AMBS Board member from MC Alberta:

Bruce Baergen (First – Edmonton)

AMBS student from MC Alberta:

Certificate: Adela Wedler (First – Edmonton)

AMBS statistics

- In the fall of 2020, 128 graduate students were enrolled at AMBS — 92 as admitted students and 36 as guest students or auditors. Eighty-two were from the U.S., nine were Canadian, and 37 were international students.
- The nondegree Journey Missional Leadership Development Program has 24 students in Canada, the U.S. and Southeast Asia.
- The 2020 graduating class comprised nine women and six men from five countries on three continents.

Lifelong learning

AMBS's Church Leadership Center offers various nondegree options for you to continue your education and strengthen your leadership skills:

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 - Exploring Peace and Justice in the Bible
 - Understanding Anabaptist Approaches to Scripture: What's Different and Why?
 - Transforming Congregational Conflict and Communication
 - A Worship Leader's Intro to *Voices Together*
ambs.ca/shortcourses
- **Pastors and Leaders 2021** (March 1–4, online!)
ambs.ca/pastorsandleaders
- **Journey: A Missional Leadership Development Program:** This two-and-a-half-year nondegree program offers mentor-mentee partnerships, distance-learning opportunities and community support. ambs.ca/journey
- **Spiritual Direction Seminars:** Cultivate your ministry of spiritual direction. ambs.ca/seminars
- **Invite AMBS!** Faculty and staff are available to interact with you via videoconference on topics such as trauma-informed caregiving, intercultural competence, undoing racism, leadership for God's reconciling mission, and more. ambs.ca/invite

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Mennonite Disaster Service Canada

REPORT



A great encouragement to our congregation and a catalyst for ministry..."

That's what Rob Patterson, pastor of the Scott St. Mennonite Brethren Church in St. Catharines, Ont. said about what a grant from the Mennonite Disaster Service (MDS) Canada Spirit of MDS Fund meant to his church during the pandemic.

The church used the funds to provide about 500 meals for nearby families experiencing food insecurity because of COVID-19. "The grant allowed us to get the program up and running, helping with food purchasing and promotion," says Patterson.

He added it "made us feel that we are part of the larger Mennonite cause, both in St Catharines and around the world. This kind offer of support from MDS has been a real blessing, and in turn, allowed us to be a blessing to the larger community."

Scott St. was one of 80 congregations or other ministries in Canada that received \$1,000 grants or more from the Fund this year to respond to pandemic needs in their communities.

Due to the pandemic, MDS was unable to do its regular programs of repairing

and rebuilding homes for people impacted by natural disasters in the U.S. and Canada. Through the Fund we could support churches on the frontlines of responding to this huge pandemic disaster—supporting their efforts to be the hands and feet of Jesus in their communities.

Although the pandemic curtailed our regular programs in Canada, and prevented Canadians from going to the U.S. to volunteer, we were able to help flood victims in Fort Vermillion, Alta. clean out their houses, and rebuild one house in 70 Mile House, B.C.—all done following strict health and safety protocols to keep volunteers

and members of the community safe.

The Apostle Paul writes in 1 Corinthians 13:13:

"So now faith, hope, and love abide, these three, but the greatest of these is love."

During this challenging year we experienced God's faithfulness as we brought hope to people struggling because of disaster, showing them the love of Christ that is in our hearts.

—Ross Penner, Director of Canadian Operations



Bob Ratelle does cleanup in the kitchen at Scott Street Church in St. Catharines, Ont., after making meals made possible by support from the MDS Canada Spirit of MDS Fund.

The MDS budget year runs from August 1 to July 31. In 2019-20, **6,048** volunteers from across Canada and the U.S. gave their time, skills and compassion to build **79** new homes, complete **280** repairs, and finish **91** cleanups for households who experienced a disaster. That volunteer labour was valued at **\$13.6** million. In Canada, we finished up a project rebuilding or repairing **15** houses in Grand Forks, B.C.; built or repaired **5** houses in Renfrew, Ont.; and built two new homes following fires in Marquette, Man. and Newfoundland.



**Mennonite
Disaster
Service**

mds.mennonite.net

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Mennonite Men is the men's ministry of Mennonite Church Canada and Mennonite Church USA. Our mission: *Engaging men to grow, give and serve as followers of Jesus.*

Supporting New Churches with JoinHands

Despite the COVID-19 crisis, we had our biggest year ever with our JoinHands program helping newer churches acquire their first building. Thanks to the remarkable generosity of our donors, we extended \$170,000 USD to five congregations in 2020!

On the Canadian front, we provided a \$40,000 USD grant to the **Calgary Christian Chin Church** to assist in the purchase and renovation of their first property. The vision is that this new space will serve their congregation and be the platform for reaching

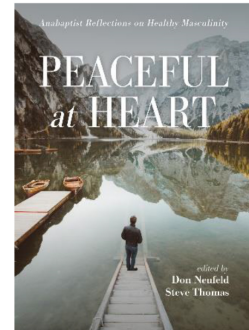


and serving their local community. The goal as a congregation is to celebrate their 10th anniversary as a gathered community with the opening of their newly renovated worship space in March 2021. We celebrate with them on the occasion of this wonderful milestone!

A further gift has been designated for the **Mission Anabaptist Church** in Myanmar, a mission partner of MCEC and MC Canada. This grant is awaiting resolution of COVID restrictions prior to being distributed.

Promoting Healthy Masculinity with JoinMen

We continue to have positive responses to our book ***Peaceful at Heart: Anabaptist Reflections on Healthy Masculinity***, published with the Institute of Mennonite Studies in 2019. The Ontario office of Mennonite Central Committee has initiated



the publication of a study guide for this book (available free online) and a video series of author interviews is under development to help support healthy masculinity. A Kindle version is also now available through online distributors, and an audio book will soon be released.

Restoring God's Earth with JoinTrees

In 2020 we launched our JoinTrees initiative with the goal to plant one million trees by 2030 to help restore the earth. Targeting the problem of climate change with its harmful impacts on God's creation and people, we invite people of all ages and genders to participate in this campaign. We're working with households, congregations and Mennonite organizations for this creation care practice. We're planning now for planting projects in 2021. Visit **www.MennoniteMen.org/JoinTrees** for more information on how to participate. Consider supporting JoinTrees with your contribution.

To learn more, support our work with your donations, download resources for supporting the spiritual well-being of men, or to schedule a speaker or retreat, visit **www.MennoniteMen.org**.

Wishing you peace,

Don Neufeld
Coordinator for Canada
don.neufeld@outlook.com
905-650-1577

MCC Alberta Report for Mennonite Church Alberta

Ernie Engbrecht, Chairperson, MCC Alberta

Thank you, Mennonite Church Alberta, for including a brief MCC Alberta report for your Annual Delegate Sessions for March 20, 2021. The MCA is one of the owner Conferences of MCC Alberta and we are grateful for your continued participation on the Board, and in support of the ministries of MCC around the world and in this province. Your members participate as staff and volunteers, as well as through donations and prayer. We are thankful to serve with you.

In 2019-20, MCC Alberta continued to work in restorative justice providing support and accountability to high-risk offenders and connecting over 300 young offenders with the people they harmed, to work towards resolution. Peace building included on-going learning and advocacy work with indigenous communities and although Canada's numbers are now very limited by government, we also continue to support refugees through private sponsorship. It continues also to be our privilege to partner with MCA in the North Edmonton Ministry Project.

Through the contribution of church groups, in 2019-20 we shipped 747 relief kits, 3,065 school kits, 1,280 hygiene kits, 163 infant care kits, and 1,768 comforters to high-needs areas overseas. Thousands of hours of volunteer time in the Thrift Shops contributed \$830,000 to MCC ministries. The 2019 Relief Sale raised \$205,000. Grow Hope projects and golf tournaments in 2019 together contributed another \$300,000. These various activities are part of the contributions MCC receives from supporters across Alberta which makes all the work of MCC possible in over 50 countries around the world.



For the 2020 year, Covid-19 forced MCC to adjust how we work. Dale Taylor was appointed as Interim Executive Director and in 2021, the board will initiate a search for a permanent Executive Director. The 2020 Relief Sale and golf tournaments were cancelled. The four MCC Thrift Shops closed for the provincial shutdown in the spring, and rebounded with strong volunteer re-engagement and steady donations and shoppers, for which we praise God. While GO100! does not replace the Relief Sale, this past spring and summer it became an excellent and extended way of connecting with constituents across the entire province, and raising, in total, over \$245,000 for MCC. Many MCA people participated.

We are very grateful for your support, and invite you to review further information at:

[Annual Impact Report 2019/2020 | Mennonite Central Committee Canada mcccana.ca](https://mcccana.ca)

May God continue to bless the ministry of Mennonite Church Alberta among your various congregations across the province of Alberta.

CONSTITUTION & BYLAWS

PAUL NEUFELDT

Constitution & Bylaw Revision Report

Over the past year we have been working on revisions to the Constitution and Bylaws of Mennonite Church Alberta. These revisions were initiated to be more in line with the new structure of Mennonite Church Canada. We also wanted to consider the recent Renewal Process, bring terminology up to date, and provide longevity that should reduce the requirement for future revision. Keep in mind that this is a legal document, and as such, it provides us with the legal definition of how we will operate. It should give us sufficient leeway to change our programs without requiring revision, but also be a useful document in guiding us when there are disagreements or disputes within the organization.

If you have any questions or concerns regarding these revisions, we encourage you to attend our workshop on March 6, 2021, or to reach out to Paul Neufeldt, Tim Wiebe-Neufeld, Brenda Tiessen-Wiens, or another member of the Executive or General Council. We want to resolve as many concerns as possible prior to the March 20 Delegate Sessions.

Here is a brief summary of the more major changes and some of the reasoning behind the changes:

1. We added a *Definitions* section to help clarify a number of terms that may not be known to all readers
2. We added a background section that discusses the legal history of the organization's constitution and bylaws. The 1985 History book was a great resource, but we lack documentation of legal name changes or other alterations to our governing documents between 1985 and 2002. If you have knowledge of that era, please contact Paul Neufeldt with proposed changes.
3. We revised the *Purpose* statements. Through our process of review, we found that our purposed statements have never been updated with Canada Revenue Agency (CRA). This is significant as our charitable status hinges on our approved purpose statements, and that our actions fall under those statements. We also learned that to change those statements with CRA can be an involved process where we would likely have to prove to CRA that our purposes are indeed "charitable" and only charitable. We obtained a copy of those statements from CRA and found them to be true, thus we updated the wording slightly, but tried to keep their root meaning the same.
4. Together with the Congregational Leadership Committee and the Executive Minister, we reviewed our *Affirmation of Faith*. Based on the many faith discussions that have taken place over the past 20 years, we felt that it would better serve the organization to simplify the *Affirmation* by removing the text that was taken from *the Confession of Faith in a Mennonite Perspective*, and instead give two clauses that discuss how we use Faith Statements and refer readers to the complete *Confession of Faith in a Mennonite Perspective*.
5. There were significant revisions to the *Membership Section*. It was moved from Section 3 to Article 1 to signify the importance of membership in MCA. We also added a "Provisional Member" classification for potential new members. This provisional time is a more intentional time to build relationship with the new member and ensure that we have compatibility in faith perspective. We have also added a *Discipline, Suspension & Termination* clause. The hope is that we never have to use these clauses, but should action be required they provide the necessary framework.

6. Delegate Meetings are how we make decisions, thus we moved them from Section 7 to Article 2. There are a number of additions to this clause that outline the mechanics of how a Delegate Meeting operates. These are typical of many organizations these days. They also provide for meeting and voting electronically in addition to in person.
7. The "Conference" is now referred to as the "Regional Church", this section was moved from Section 2 to Article 3. It was simplified as much of the article was stated elsewhere in the document and thus was redundant.
8. The "Congregation" section was removed as we defined the congregation in the definitions section.
9. The "Pastors" and "Pastors Council" sections were updated, but their essence was unchanged. It should be noted the strong emphasis that we put on Pastors, and the requirements that member congregations must adhere to regarding their Pastors.
10. The *Conflict resolution* clause grew considerably. Because this is the legally enforceable document it is generally in times of conflict that it ends up getting used. In 6.1.2, we envisioned 3 different types of conflict, and provided different paths for the different types. Specifically, issues of Faith or Membership will generally go to the Pastors Council or the Delegate body; other issues will generally follow a mediation process, unless a different process is deemed appropriate. Generally section 6.2 follows the process in Section 6 of the old bylaws.
11. The Organization section moved from section 8 to article 7. We tried to keep this section to the minimum legal requirements. To that end, we removed the Standing Committee descriptions, and have moved them to the *Policy Manual*. There is a section about Directors, then a section about Officers, and they seem a bit duplicate. Directors are generally the high level decision makers who determine the direction of the organization. We have given ourselves room to add more directors as we see fit. Officers are generally the people that carry out the actions to fulfill the direction given by the Directors. In MCA our current Directors are also Officers, but if we add more Directors, those new Directors would not be Officers. We have also changed the relationship of the Executive and the General Council to align with how we have been operating for the last number of years.

It is necessary to discuss the recent history of our Constitution and Bylaws, as I will be referring to the 2002 bylaws as our current bylaws. There were revisions to these bylaws passed in 2003 and 2011, however those revisions were not registered with Alberta Corporate Registries, thus they are not legally in effect, and we have to operate under the version that is registered with Alberta Corporate Registries. Further, the 2002 bylaws were not registered with CRA, hence referring to the 1971 purpose statements in the discussion above.

Submitted By Paul Neufeldt

APPENDIX

Constitution & Bylaws DRAFT Version

CONSTITUTION AND BYLAWS OF MENNONITE CHURCH ALBERTA

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INTERPRETATION

In these Bylaws:

- a) "Act" means *the Religious Societies Lands Act*, RSA 2000, ch. R-15, including the Regulations made pursuant to the Act, and any statute or regulations that may be substituted, as amended from time to time;
- b) "Congregation" means a body of persons who have responded to the call of Christ and who are visibly grouped for the expressed purpose of implementing their obedience to Christ as head of the church;
- c) "Congregational Leadership Committee" means the MCA Standing Committee that works to equip and discern matters of congregational leadership;
- d) "Delegate" means a member of a Member Congregation who has been appointed or elected as representative at a Delegate Meeting or Special Delegate Meeting. Delegates carry all the rights and responsibilities described in PART B ARTICLE 2 below;
- e) "Delegate Meeting" means a duly executed Meeting of the Delegates of MCA which must be held annually between March 1 and May 31 of each year;
- f) "Director" means a director of MCA who is a member of the MCA Executive;
- g) "Executive Minister" means a person appointed to provide administrative and spiritual oversight to the work and ministry of MCA, and support for congregations, their pastors and other leaders;
- h) "Ex-Officio" means that a person attends the meeting and has a voice, but does not have a vote;
- i) "General Council" means the MCA Executive, the Executive Minister, the chair, or designated committee member, of each standing committee, and others as approved by the MCA Executive or the Delegates;
- j) "MCA" means Mennonite Church Alberta;
- k) "MCA Congregations" includes Member Congregations and Provisional Member Congregations;
- l) "Member Congregation" means a congregation that is a member of MCA;
- m) "Mennonite Church Alberta" is a body incorporated pursuant to the Act and includes congregations which covenant together in relationships of love, caring and mutual accountability for the purpose of serving in and building the Reign of God according to the Scriptures, as expressed by the Confession of Faith in a Mennonite Perspective;
- n) "Mennonite Church Alberta Executive" means the MCA Board and includes the Moderator, Vice-Moderator, Secretary, Finance Chair of MCA, and the Executive Minister in an ex officio capacity;
- o) "Mennonite Church Canada" means the covenanted partnership of Mennonite Church Canada, which includes Regional Churches that have agreed to work together for the betterment of the collective Membership of MC Canada;
- p) "Ministry staff" means the people that MCA employs directly to conduct its ministry programs;
- q) "Ordinary Resolution" means a resolution passed by a majority of not less than 50% plus 1 of the votes cast on that resolution;
- r) "Pastors Council" is an advisory council of MCA made up of the MCA Executive Minister, the MCA Ministry Staff, and all pastors and spiritual leaders of Member Congregations;
- s) "Provisional Member Congregation" means a congregation that is a provisional member of MCA with the rights and responsibilities described in PART B ARTICLE 1 below;
- t) "Regional Church" is any of the bodies of congregations that have joined the membership of Mennonite Church Canada;
- u) "Special Delegate Meeting" refers to a special meeting of the members of MCA, and which are entitled to vote at a Delegate Meeting;

- v) "Special Resolution" means a resolution passed by a majority of not less than two-thirds (66%) of the votes cast on that resolution.

Words importing the singular number include the plural and vice versa; words importing the masculine gender include the feminine and neuter genders; and words importing persons include individuals, corporations, partnerships, trusts and unincorporated organizations.

Headings and subheadings are inserted for ease of reference and guidance purposes only and do not form part of these *Bylaws*.

PART A: CONSTITUTION

1. NAME

- 1.1. The name of this organization shall be Mennonite Church Alberta.

2. BACKGROUND

- 2.1. Mennonite Church Alberta can trace its roots back to 1929. The "Alberta Conference" came into existence at a meeting of Mennonite leaders in the fall of 1929. In October 1952, the "Mennonite Conference of Alberta" approved its first constitution and was registered as a corporation with the Province of Alberta. In 1967, the Mennonite Conference of Alberta was registered as a charitable organization with Canada Revenue Agency. In 1971 the constitution was revised. In October 1981, the conference changed its name to "Conference of Mennonites in Alberta". The first bylaw of the Conference of Mennonites in Alberta was passed in April 1985 called "By-law #1". In 1995 there were some revisions to the bylaws. In 2002 the conference changed its name to "Mennonite Church Alberta". In that year the existing constitution and bylaws were repealed and replaced with a new constitution and bylaws. In 2003 and 2011 there were revisions approved to the constitution and bylaws, but these revisions were not registered with the Province of Alberta and thus are not enforceable.

3. VISION AND PURPOSE

- 3.1. Our vision is to be a community of Anabaptist-Mennonite congregations worshipping the one holy and loving God. Joined together in Jesus Christ, we are guided by the Holy Spirit and scripture as we seek to grow as communities of grace, joy and peace. Together we seek to embody Jesus Christ in the world.
- 3.2. Our Purpose is:
- 3.2.1. To Promote the spiritual wellbeing and the unity of the spirit among member congregations
 - 3.2.2. To Provide mutual assistance in the work of the Kingdom of God
 - 3.2.3. To Encourage a Christian faith from an Anabaptist-Mennonite Perspective
 - 3.2.4. To Provide an avenue of engagement between the churches of the region and between regional churches in Canada

- 3.2.5. To Provide an avenue of service within our membership and to those who are not within a member church organization
- 3.2.6. To provide assistance to small groups or congregations who are not able to sustain themselves.

4. AFFIRMATION OF FAITH

- 4.1. Faith statements and confession statements serve the church by providing guidance for biblical interpretation, belief and practice; building a foundation for unity and instruction in the midst of changing times; and assisting in discussing Mennonite belief and practice.
- 4.2. We accept the Confession of Faith in a Mennonite Perspective¹, as adopted by the Regions of Mennonite Church Canada, as a guide for faith and practice

5. AFFILIATION

- 5.1. Mennonite Church Alberta is affiliated with Mennonite Church Canada and its affiliates.

¹ Herald Press Editors. Confession of Faith in a Mennonite Perspective. Herald Press. 1995. Available through MCA or member congregations

PART B: BYLAWS

1. MEMBERSHIP

Becoming a Member

- 1.1. In order for a congregation to qualify and maintain its membership within MCA, the congregation must:
 - 1.1.1. affirm and support the vision, mission and purpose of MCA;
 - 1.1.2. affirm and support the Confession of Faith in a Mennonite Perspective, as set forth in the Affirmation of Faith above;
 - 1.1.3. send Delegates to MCA Delegate Meetings;
 - 1.1.4. support the resolutions and ministries developed and accepted by the Delegate body of MCA; and
 - 1.1.5. provide financial support for and encourage involvement by congregational members in MCA supported programs;
- 1.2. Congregations requesting membership in MCA must make application in writing to MCA Executive at least six (6) months prior to the Delegate Meeting.
- 1.3. The MCA Executive will review every application received and may recommend approval for a provisional one-year membership to the Delegates at the Delegate Meeting. If the conditions of the provisional one-year membership, in accordance with section 1.1.1 and 1.1.2 are met, the MCA Executive may make a recommendation for approval of full membership to the Delegates at the next Delegate Meeting. The provisional period may be extended upon agreement between the congregation and the MCA Executive.
- 1.4. During the provisional one-year membership MCA and the Member Congregation must:
 - 1.4.1. commit to working with MCA on intentional efforts ensuring compatibility with the faith perspective of MCA and building relationships with other MCA congregations; and
 - 1.4.2. build relationships with other Member Congregations.

Rights & Privileges of Members

- 1.5. The rights and privileges of Member Congregation shall be available only to churches and religious groups which have applied and have been accepted as an MCA Member Congregation.
- 1.6. A Member Congregation is entitled to:
 - 1.6.1. receive notice of, attend, and vote at all Delegate meetings and Special Delegate Meetings;
 - 1.6.2. vote at Delegate Meetings and Special Delegate Meetings as per the provisions of these Bylaws and the MCA Policies and Procedures Manual;
 - 1.6.3. participate in the activities of MCA;
 - 1.6.4. have its pastors credentialed by MCA, according to credentialing and accountability requirements outlined by MCA;
 - 1.6.5. have its pastors participate as voting members in the MCA Pastors Council;
 - 1.6.6. receive advice and counsel from the MCA Executive Minister and MCA General Council;
 - 1.6.7. receive publications and other services provided by MCA;

- 1.6.8. apply for and receive financial or other necessary support from MCA;
 - 1.6.9. promote local congregational services and ministries through MCA communication channels;
 - 1.6.10. participate in and contribute to all MCA services and ministries; and
 - 1.6.11. participate in and contribute to the services and ministries of Mennonite Church Canada
- 1.7. A Provisional Member Congregation is entitled to:
- 1.7.1. The rights and privileges of a Provisional Member Congregation shall be available only to churches and religious organizations which have applied and have been accepted as a Provisional Member Congregation.
 - 1.7.2. The term of membership of a Provisional Member Congregation shall be annual, subject to renewal in accordance with the bylaws and policies of MCA. During the provisional one-year membership, the Provisional Member Congregation must:
 - 1.7.3. Every Provisional Member Congregation is entitled to:
 - 1.7.3.1. receive notice of and attend as a non-voting observer at all Delegate meetings and Special Delegate Meetings;
 - 1.7.3.2. participate in the activities of MCA;
 - 1.7.3.3. have its pastors participate as non-voting members in the MCA Pastors Council;
 - 1.7.3.4. receive counsel and advice from the MCA Executive Minister and MCA General Council; and
 - 1.7.3.5. receive publications and other services provided by MCA, and as per the MCA Policies and Procedures Manual.
 - 1.7.4. Every Provisional Member Congregation retains full privileges of self-determination with respect to its own organization, polity, local ministry and mission projects.
- 1.8. Member Congregations retain full privileges of self-determination with respect to organization, polity, local ministry, and mission projects.

Withdrawal of Membership

- 1.9. Member Congregations will commit to genuine efforts to facilitate reconciliation with MCA – which will include two mediated resolution efforts administered by MCA Executive – prior to initiating steps toward its withdrawal of membership from MCA.
- 1.10. A Member Congregation ceases to be an MCA Member Congregation when:
- 1.10.1. It has provided the MCA Executive with written confirmation of their intention to withdraw its membership at least six (6) months prior to the Delegate Meeting; and
 - 1.10.2. the request to withdraw their membership has been approved Delegates at a Delegate Meeting in accordance with section 2.10 of these bylaws.

Discipline, Suspension & Termination of Membership

- 1.11. The membership of MCA, by ordinary resolution, shall have authority to discipline, suspend the membership, or terminate the membership of any Member Congregation or Provisional Member Congregation in MCA when a Member Congregation or Provisional Member Congregation:
 - 1.11.1. no longer affirms or supports to the Vision, Purpose or Mission of MCA;
 - 1.11.2. no longer affirms or supports to the decisions, recommendations, policies and procedures of MCA;
 - 1.11.3. repeatedly and deliberately violates any provision of the Constitution, By-Laws, or policies of MCA;
 - 1.11.4. participates in conduct which may be detrimental to MCA as determined by an ordinary resolution of the membership of MCA; or
 - 1.11.5. for any other reason that the MCA membership, by ordinary resolution, considers to be reasonable, having regard to the charitable purpose of MCA.
- 1.12. In the event that the MCA membership or MCA Executive determines that a Member Congregation or a Provisional Member Congregation should be disciplined or its MCA membership suspended or terminated, the MCA Executive shall provide twenty (20) days' notice of the discipline, suspension or termination to the Member Congregation or the Provisional Member Congregation along with reasons for the proposed discipline, suspension, or termination. The Member Congregation or Provisional Member Congregation may make written submissions to the MCA Executive in response to the notice received within such twenty (20) day period.
 - 1.12.1. In the event that the MCA Executive receives no written submissions, then the MCA Executive may proceed to notify the member that it is disciplined, or its membership is suspended or terminated, subject to the ratification of the MCA congregations.
- 1.13. If written submissions are received in accordance with this section, then the MCA Executive shall notify the MCA congregations of the written submission. The MCA congregations in good standing with MCA will consider such submissions in arriving at a final decision by ordinary resolution, and shall notify the said Member Congregation or Provisional Member Congregation concerning such final decision within a further sixty (60) days from the date of receipt of the submissions.
 - 1.13.1. The decision of the MCA congregations shall be final and binding on the Member Congregation or Provisional Member Congregation, without any further right of appeal.
- 1.14. If a Member Congregation is disciplined, suspended, or terminated, it is considered to be "not in good standing" with MCA. A congregation can return to good standing by an ordinary resolution of the Delegates.
- 1.15. Upon any termination of MCA membership, or upon ceasing to be an MCA member, then:
 - 1.15.1. the rights and privileges of the Member Congregation or Provisional Member Congregation automatically cease to exist, which includes but is not limited to, any rights or interests in MCA assets; and
 - 1.15.2. the Member Congregation or Provisional Member Congregation is precluded from any claim against:
 - 1.15.2.1. Mennonite Church Alberta
 - 1.15.2.2. MCA Directors, Officers, and members; or
 - 1.15.2.3. MCA assets and interests.

2. DELEGATE MEETINGS

- 2.1. A Delegate Meeting must be held annually between March 1 and May 31 of each year and must include the election of MCA Executive, General Council and Standing Committee Members, the consideration of the budget and the presentation of audited or reviewed financial statements, according to 10.8 and 10.9.
- 2.2. The MCA Executive, in consultation with the General Council, will:
 - 2.2.1. Set the agenda for the Delegate Meeting and will ensure that the agenda is circulated to MCA congregations in advance of the Delegate Meeting; and
 - 2.2.2. Determine the location, date and time for the Delegate Meeting. The MCA Executive will also determine when it is appropriate to have a Delegate Meeting occur by video-conference, and it will ensure that the said video-conference meeting is conducted in compliance with these bylaws.
- 2.3. Delegate Meetings will be conducted in accordance with Robert's Rules of Order and a parliamentarian will be appointed by the MCA Executive to serve at each meeting.
- 2.4. Special Delegate meetings may be called by the MCA Executive. The MCA Executive, in consultation with the General Council, will:
 - 2.4.1. Set the agenda for the Special Delegate Meeting and will ensure that the agenda is circulated to MCA congregations in advance of the Special Delegate Meeting; and
 - 2.4.2. Determine the location, date and time for the Special Delegate Meeting. The MCA Executive will also determine when it is appropriate to have a Special Delegate Meeting occur by video-conference, and it will ensure that the said video conference meeting is conducted in compliance with these bylaws.
- 2.5. Notice of every Delegate Meeting or Special Delegate Meeting must be sent to each Member Congregation at least thirty (30) days and not more than sixty (60) days prior to the date of the Delegate Meeting or the Special Delegate Meeting, giving the date, place and time of the meeting.
 - 2.5.1. If the Delegate Meeting or Special Delegate Meeting will have a motion regarding the bylaws, notice must be at least sixty (60) days and not more than ninety (90) days prior to the date of the Meeting.
 - 2.5.2. Notice of the time and place of a Delegate Meeting or Special Delegate Meeting shall be sent to every Member Congregation and Provisional Congregational Member by the following means:
 - 2.5.2.1. By mail, courier or personal delivery to each Member Congregation entitled to vote at the meeting, during a period of 30 to 90 days before the day on which the meeting is to be held; or
 - 2.5.2.2. By telephonic, electronic or other communication facility to each Member Congregation entitled to vote at the meeting, during a period of 30 to 90 days before the day on which the meeting is to be held.
- 2.6. Delegate Meetings and Special Delegate Meetings may be conducted:
 - 2.6.1. In Person;
 - 2.6.2. Electronically, that permits: participation by video and/or audio, voting, the identification of participants who seek recognition to speak, and the display of motions, subject to any policies regarding participation in an electronic meeting that the MCA Executive may promulgate;

- 2.6.3. A combination of in person and electronic means that satisfies the requirements in subsection 2.6.2.
- 2.7. The Moderator of the MCA Executive shall preside at Delegate Meetings and Special Delegate Meetings. If the Moderator of the MCA Executive is absent or is unable or refuses to act, then the Vice-Moderator shall preside at the Delegate Meeting or Special Delegate Meeting.
- 2.8. Voting must be conducted by a show of hands unless a secret ballot is requested by one (1) or more Delegates. Votes may also be by electronic means.
- 2.9. A quorum for a Delegate Meeting or Special Delegate Meeting (unless a greater number of Members is required to be present by the Act) shall consist of a minimum of 15 Delegates representing at least 50% of the Member Congregations entitled to vote at a Delegate Meeting. If a quorum is present at the opening of a Delegate Meeting, the Delegates present may proceed with the business of the Delegate Meeting even if a quorum is not present throughout the Delegate Meeting.
- 2.10. At any Delegate Meeting, every question and ordinary resolution shall, unless otherwise provided by the bylaws or by the Act, be determined by a majority of the votes cast on the resolution. In case of an equality of votes either on a show of hands or on a ballot or on the results of electronic voting, the Chair of the Delegate Meeting in addition to an original vote shall have a second or casting vote.
- 2.11. A Member Congregation may elect or appoint one (1) Delegate per fifteen (15) members or fraction thereof, to all Delegate Meetings and Special Delegate Meetings. Delegates must present their credentials from their congregation to the secretary of MCA.
- 2.12. A Delegate is entitled to carry one (1) written proxy vote. Floor privileges will be extended at the discretion of the chair.
- 2.13. A Delegate must be a member of a Member Congregation.

3. THE REGIONAL CHURCH

- 3.1. Member Congregations will fulfill the vision, mission and purpose of MCA through General Council and various committees. MCA's authority is derived from the Member Congregations and articulated through the Delegates.

4. PASTORS

- 4.1. MCA is the accredited body that holds the credentials of pastors, chaplains and other credentialed ministers in the Member Congregations, and has the authority to grant or withdraw the credentials of pastors from Member Congregations.

- 4.2. Member Congregations recognize the important role their pastors have in shaping the ministry and health of the congregation and MCA. Member Congregations must:
 - 4.2.1. call pastors who are committed to the covenant shared by Member Congregations;
 - 4.2.2. provide opportunities for pastors to study in Anabaptist Mennonite theology and ministry;
 - 4.2.3. provide opportunities for their pastors to participate in MCA ministries such as Delegate Meetings, Pastors Council, and MC Canada meetings and ministries; and
 - 4.2.4. encourage their pastors to participate in the Pastors Council.
- 4.3. MCA recognizes the importance of supporting pastors and congregations. MCA must:
 - 4.3.1. provide assistance in the areas of pastoral searches, calling, ordination, reviews, credentialing and de-credentialing.
 - 4.3.2. organize regular opportunities to discuss issues of theology, practice and ministry.

5. PASTORS COUNCIL

- 5.1. The Pastors Council is an advisory council to MCA.
- 5.2. The Pastors Council consists of:
 - 5.2.1. the MCA Executive Minister;
 - 5.2.2. the MCA Ministry Staff;
 - 5.2.3. all pastors and spiritual leaders of Member Congregations;
- 5.3. MCA Member Congregations are expected to encourage their pastors, credentialed individuals, and spiritual leaders to be active participants of the Pastor's Council.
- 5.4. The MCA Executive Minister will serve as the chair the Pastors Council. In the event that the office of the MCA Executive Minister is vacant, then the Congregational Leadership Committee will appoint a chair of the Pastors Council.
- 5.5. The purpose of the Pastors Council is to provide a confidential space where pastors and other spiritual leaders may:
 - 5.5.1. discern the leading of the Holy Spirit;
 - 5.5.2. facilitate spiritual enrichment;
 - 5.5.3. share concerns and exploring deeper understandings;
 - 5.5.4. develop skills to deal with significant issues within their congregation;
 - 5.5.5. discuss issues of MCA-wide significance and advise MCA leadership on such issues
- 5.6. Pastors Council will meet at least two (2) times in each calendar year. It is recommended, however, that the Pastor's Council meet more often in order to provide ongoing ministry support and to build relationships between participants.
- 5.7. The Pastor's Council may develop its own policies and procedures concerning its meetings and operations.

6. CONFLICT RESOLUTION

- 6.1. MCA, Member Congregations, and their adherents are expected to address disputes and conflict in a spirit of mutual accountability and submission before Christ. In the event that there is a dispute or controversy among MCA Congregations, the boards of MCA Congregations, the pastor(s) of MCA Congregations or MCA directors, officers, committee members, or volunteers, then the parties in the dispute shall endeavor to resolve it in private meetings by following biblical principles adopting a spirit of Christian love and charity.
 - 6.1.1. The parties involved in a dispute may seek support and assistance from the MCA Executive Minister, who may, in turn, seek engagement from Pastors Council.
 - 6.1.2. If a dispute involves matters determined by MCA Executive to be subject to discipline, suspension, or termination of membership of a member Congregation, the MCA Executive will decide:
 - 6.1.2.1. if steps toward positive resolution will proceed under the procedures outlined in Clause 6.3;
 - 6.1.2.2. if the matter will be referred to the Pastors Council for deliberation outlined in Clause 6.2; or
 - 6.1.2.3. if the matter will be referred to the membership of MCA by ordinary resolution, in accordance with clause 1.11
 - 6.1.3. If a member of MCA Executive is involved in the conflict a neutral third party must be consulted in an attempt to find a resolution.
 - 6.1.3.1. If an acceptable resolution to a dispute is not found, MCA Executive will facilitate steps toward positive resolution, with the Pastors Council serving as a reference and deliberative body.
- 6.2. When a dispute involves matters of faith, theological belief, or church practice the Pastors Council shall lead a process of discernment over the matter proceeding as follows:
 - 6.2.1. The Pastors Council will engage in a process of discernment over the matter
 - 6.2.2. If the Pastors Council cannot resolve the matter, then the MCA Executive will form an ad hoc group for the purpose of resolving the matter
 - 6.2.3. If the ad hoc group cannot resolve the matter, then the issue will be presented at an MCA Delegate Meeting with at least 3 months notice. At that meeting there will be an ordinary motion to initiate a review process which will include the following:
 - 6.2.3.1. a proposed period of study on the particular issues shall be conducted in all MCA Congregations. This period of study shall not exceed one year and shall include one study conference facilitated by either the Pastors Council or the MCA Executive.
 - 6.2.3.2. at the end of the one-year period of study, a decision will be made at a subsequent Annual Delegate Session on each of the following questions:
 - 6.2.3.2.1. Is the stated MCA position on the issue in question basic to who we are as MCA?
 - 6.2.3.2.2. Do we believe that the congregation is holding a position that varies significantly with that adopted by MCA?
 - 6.2.3.2.3. Do we ask the congregation to change its position?
 - 6.2.3.3. If the congregation is asked to change its position, and it chooses not to, the process outlined in clauses 1.11, 1.12, and 1.13 will be initiated

- 6.3. In the event that a dispute or controversy cannot be resolved under the principles outlined in Clause 6.1, then without prejudice to or in any other way derogating from the rights of MCA, MCA Congregations, the boards or pastors of MCA congregations, MCA directors, officers, committee members, employees or volunteers as set out in the By-Laws or the Act, and as an alternative to such person instituting a law suit or legal action, such dispute or controversy shall be settled by a process of dispute resolution as follows:
- 6.3.1. The dispute or controversy shall first be submitted to a panel of mediators whereby the one party appoints one mediator, the other party (or if applicable the MCA Executive) appoints one mediator, and the two mediators so appointed jointly appoint a third mediator. The three mediators will then meet with the parties in question in an attempt to mediate a resolution between the parties. The parties agree that all proceedings relating to mediation shall be kept confidential and there shall be no disclosure of any kind. The number of mediators may be reduced from three to one or two upon agreement of the parties.
 - 6.3.2. If the parties are not successful in resolving the dispute through mediation, then the MCA Executive will make a decision as to whether the matter will continue under the provisions of this clause, be referred to Pastors Council, or in matters of discipline, suspension of membership, or termination of membership be referred to the membership of MCA by ordinary resolution, in accordance with clause 1.11
 - 6.3.3. If the MCA Executive determines the matter will be resolved under the provision of this clause, the parties agree that the dispute shall be settled by arbitration before a single arbitrator, who shall not be any one of the mediators referred to above, and in accordance with the provincial legislation governing domestic arbitrations in force Alberta. The parties agree that all proceedings relating to arbitration shall be kept confidential and there shall be no disclosure of any kind. The decision of the arbitrator shall be final and binding and shall not be subject to appeal on a question of fact, law, or mixed fact and law.
 - 6.3.4. All costs of the mediators appointed in accordance with this section shall be borne equally by the parties to the dispute or the controversy. All costs of the arbitrators appointed in accordance with this section shall be borne by such parties as may be determined by the arbitrators.

7. ADMINISTRATIVE BODIES OF MCA

- 7.1. The Administrative Bodies of MCA in terms of their priority and authority are:
- 7.1.1. The MCA Executive
 - 7.1.2. General Council
 - 7.1.3. Pastors Council
 - 7.1.4. Standing Committees
 - 7.1.5. Ad Hoc Committees
- 7.2. Upon receiving a recommendation from a Member Congregation, a member of a Member Congregation may serve in an appointed or elected position on:
- 7.2.1. the MCA Executive,
 - 7.2.2. the MCA General Council, and/or
 - 7.2.3. Mennonite Church Canada.

- 7.3. Upon receiving a recommendation from a Member Congregation, an adherent or member of a Member Congregation may serve in an appointed or elected position on:
 - 7.3.1. an MCA Standing Committee, and/or
 - 7.3.2. an MCA Ad Hoc Committee.
- 7.4. An adherent or member of a Provisional Member Congregation may not serve in an appointed or elected position on:
 - 7.4.1. the MCA Executive,
 - 7.4.2. the MCA General Council,
 - 7.4.3. an MCA Standing Committee,
 - 7.4.4. an MCA Ad Hoc Committee, or
 - 7.4.5. Mennonite Church Canada.

The MCA Executive Election and Term

- 7.5. The directors of MCA shall constitute the MCA Executive. The MCA Executive shall have a minimum of four (4) directors and a maximum of twelve (12) directors.
- 7.6. The MCA Congregations will elect a minimum of one (1) director at every Delegate Meeting at which an election of directors is required, and the directors shall be elected to hold office for a term of two (2) years and expiring not later than the close of the third Delegate Meeting following the election of the director. Directors must receive a 2/3-majority vote to be elected. A director may be re-elected for up to three (3) consecutive terms for a total of six (6) years.
- 7.7. All directors must:
 - 7.7.1. affirm and support the vision, mission and purpose of MCA;
 - 7.7.2. affirm and support the Confession of Faith in a Mennonite Perspective, as set forth in the Affirmation of Faith above
 - 7.7.3. be a member of a Member Congregation;
 - 7.7.4. subscribe and adhere to MCA decisions, recommendations, policies and procedures;
 - 7.7.5. subscribe and adhere to the decisions, recommendations, policies and procedures of the MCA Executive;
 - 7.7.6. be at least 18 years of age;
 - 7.7.7. not be convicted of a criminal offence, unless the majority of the directors agree that the offense is not sufficiently serious to warrant exclusion from the MCA Executive;
 - 7.7.8. not be the member of a secret society or criminal organization; and
 - 7.7.9. cooperate in the pursuit of the objectives and purposes of MCA.
- 7.8. The office of a director shall be vacated if the director:
 - 7.8.1. is removed from office by ordinary resolution passed by MCA Congregations;
 - 7.8.2. breaches matters that are determined by the MCA Executive to be confidential;
 - 7.8.3. is declared mentally incompetent;
 - 7.8.4. is convicted of a criminal offence and the majority of the directors agree that the offence is sufficiently serious to warrant dismissal;
 - 7.8.5. resigns by written notice to the MCA Executive; or

- 7.8.6. is absent from three consecutive meetings of the MCA Executive without a reasonable excuse or without the MCA Executive's written approval or is absent from more than one-half (1/2) of the meetings of the MCA Executive in each and every twelve (12)-month period following his/her appointment.
- 7.9. The directors may appoint one or more directors, who shall hold office for a term expiring not later than the close of the next Delegate Meeting, but the total number of directors so appointed may not exceed one-third of the total number of directors elected.
- 7.10. Directors shall serve without remuneration, and no director shall directly or indirectly receive any profit from his or her position as such, provided that a director may be reimbursed for reasonable expenses incurred in the performance of his or her duties. A director shall not be prohibited from receiving compensation for services provided to MCA in another capacity.

Duties of the Directors

- 7.11. The duties and responsibilities of the MCA Executive include the following:
- 7.11.1. The MCA Executive shall constitute the policy-making body of MCA and be responsible to govern all MCA ministry activities and business affairs to ensure that the MCA vision, purpose and mission are fulfilled.
 - 7.11.2. The MCA Executive shall have full authority and responsibility for the governance of the entire ministry of MCA, and it is fully accountable to the MCA Congregations at the Delegate Meeting or Special Delegate Meeting.
 - 7.11.3. The MCA Executive shall be the final authority in matters of business and in interpretation of the MCA constitution and bylaws between Delegate Meetings and / or Special Delegate Meetings.
 - 7.11.4. Upon confirmation by the MCA Congregations by ordinary resolution, the MCA Executive may from time to time:
 - 7.11.4.1. borrow money on the credit of MCA;
 - 7.11.4.2. issue, reissue, sell, pledge, or hypothecate debt obligations of MCA;
 - 7.11.4.3. mortgage, hypothecate, pledge or otherwise create a security interest in all or any property of MCA, owned or subsequently acquired, to secure any debt obligation of MCA; and/or
 - 7.11.4.4. sell MCA property, including land;
 - 7.11.5. Clause 7.11.4 is on the condition that MCA does not incur debt for anything except current operating expenses, the purchase and sale of investments, and the administration of the charitable purposes of MCA. In undertaking these activities, MCA will comply with the provisions of the Act.
 - 7.11.6. With a view to furthering the purposes of MCA and without limiting any other power, the MCA Executive, on behalf of MCA, shall have the power to:
 - 7.11.6.1. conduct the affairs of MCA and, in particular, to have full charge of the maintenance and administration of the developed and developing projects;
 - 7.11.6.2. obtain insurance in force covering fire, comprehensive liability, and such other insurable items in such amounts as the directors may require;
 - 7.11.6.3. enter into contracts, commitments, arrangements, agreements on behalf of MCA;

- 7.11.6.4. employ and hire agents and employees of MCA and to fix their remuneration. The appointment of the MCA Executive Minister and the MCA Ministry Staff shall be subject to the ratification of a majority of directors of the MCA Executive;
- 7.11.6.5. engage in fundraising activities to further the objects of MCA, provided that no appeal or solicitation for funds shall be undertaken without the prior consent of the majority of MCA Congregations;
- 7.11.6.6. recommend a non-affiliated auditor semi-annually in even numbered years to be ratified at the Delegate Meeting;
- 7.11.6.7. appoint an archivist for MCA;
- 7.11.6.8. appoint ad hoc committees to fulfill specific purposes and for a specified period of time
- 7.11.6.9. appoint directors of the MCA Executive to serve as representatives of the MCA Executive on Boards of affiliated organizations, such as the Canadian Mennonite or Canadian Mennonite University (CMU);
- 7.11.6.10. be involved in the conflict resolution process, referred to in ARTICLE 6 of these bylaws;
- 7.11.6.11. develop and implement policies and procedures to assist in the administration of MCA; and
- 7.11.6.12. develop and implement policies and procedures to assist in the administration of the MCA Executive.
- 7.11.7. The MCA Executive will appoint a director to be their representative on the following committees and/or boards:
 - 7.11.7.1. the RJC Board;
 - 7.11.7.2. the Community Building and Program Committee;
 - 7.11.7.3. the Nominating Committee;

Calling of Meetings

- 7.12. Meetings of the MCA Executive may be called by the Moderator, the Vice-Moderator, or a majority of the members of the MCA Executive.
- 7.13. The MCA Executive will meet no less than four times per year. Such meetings may occur by video-conference.

Notice of Meeting

- 7.14. Notice of the time and place for the holding of a meeting of the MCA Executive shall be given in the manner provided by telephonic, electronic, or other communication facility to every MCA director not less than seven (7) days before the time when the meeting is to be held. Notice of a meeting shall not be necessary if all of the directors are present, and none objects to the holding of the meeting, or if those absent have waived notice of or have otherwise signified their consent to the holding of such meeting.
- 7.15. Notice of an adjourned meeting is not required if the time and place of the adjourned meeting is announced at the original meeting. Unless this bylaw otherwise provides, no notice of meeting need specify the purpose or the business to be transacted at the meeting.

Regular Meetings

- 7.16. The MCA Executive may appoint a day or days in any month or months for regular meetings of the MCA Executive at a place and hour to be named. A copy of any resolution of the fixing the place and time of such regular meetings of the MCA Executive shall be sent to each director forthwith after being passed, but no other notice shall be required for any such regular meeting. Such regular meetings may occur by video conference.

Votes to Govern

- 7.17. At all meetings of the MCA Executive, every question shall be decided by a majority of the votes cast on the question. In case of an equality of votes, the MCA Moderator, in addition to an original vote, shall have a second or casting vote.
- 7.18. Votes may be by voice, raise of hands, electronic means, or other means pre-approved by MCA Executive prior to the meeting/decision being voted on.

MCA Executive Ad Hoc Committees

- 7.19. The MCA Executive may, from time to time, appoint any ad hoc committee or other advisory body, as it deems necessary or appropriate for such purposes and with such powers as the MCA Executive shall see fit.
- 7.20. An ad hoc committee will follow the bylaw provisions below that apply to ad hoc committees

Officers of MCA Election and Term

- 7.21. The officers of MCA shall include the following:
- 7.21.1. Moderator,
 - 7.21.2. Vice Moderator,
 - 7.21.3. Secretary, and
 - 7.21.4. Finance Chair
- 7.22. The MCA Executive will elect the officers to hold office for a term of two (2) years and expiring not later than the close of the third Delegate Meeting following the election of the officers. An officer may be re-elected for up to three (3) consecutive terms for a total of six (6) years.
- 7.23. All officers must:
- 7.23.1. affirm and support the vision, mission and purpose of MCA;
 - 7.23.2. affirm and support the Confession of Faith in a Mennonite Perspective, as set forth in the Affirmation of Faith above
 - 7.23.3. be a member of a Member Congregation;
 - 7.23.4. be an MCA director;
 - 7.23.5. subscribe and adhere to MCA decisions, recommendations, policies and procedures;
 - 7.23.6. subscribe and adhere to the decisions, recommendations, policies and procedures of the MCA Executive;

- 7.23.7. be at least 18 years of age;
 - 7.23.8. not be convicted of a criminal offence, unless the majority of the Directors agree that the offense is not sufficiently serious to warrant exclusion from the officer position by the MCA Executive;
 - 7.23.9. not be the member of a secret society or criminal organization; and
 - 7.23.10. cooperate in the pursuit of the objectives and purposes of MCA.
- 7.24. The position of an officer shall be vacated if the officer:
- 7.24.1. is removed from office by ordinary resolution passed by MCA Congregations;
 - 7.24.2. breaches matters that are determined by the MCA Executive to be confidential;
 - 7.24.3. is declared mentally incompetent;
 - 7.24.4. is convicted of a criminal offence and the majority of the directors agree that the offence is sufficiently serious to warrant dismissal;
 - 7.24.5. resigns by written notice to the MCA Executive; or
 - 7.24.6. is absent from three consecutive meetings of the MCA Executive without a reasonable excuse or without the MCA Executive's written approval or is absent from more than one-half (1/2) of the meetings of the MCA Executive in each and every twelve (12)-month period following his/her appointment.
- 7.25. In the absence of a written agreement to the contrary, the MCA Executive may remove, whether for cause or without cause, any officer of MCA. Unless so removed, an officer shall hold office until the earlier of:
- 7.25.1. the officer's successor being appointed;
 - 7.25.2. the officer's resignation;
 - 7.25.3. such officer ceasing to be a director (if a necessary qualification of appointment); or
 - 7.25.4. such officer's death.
- 7.26. If the office of any officer of MCA shall be or become vacant, the directors may, by resolution, appoint a person to fill such vacancy.
- 7.27. MCA officers shall serve without remuneration, and no officer shall directly or indirectly receive any profit from his or her position as such, provided that an officer may be reimbursed for reasonable expenses incurred in the performance of his or her duties. An officer shall not be prohibited from receiving compensation for services provided to MCA in another capacity.

Description of the Offices and Duties:

- 7.28. The offices of MCA -- unless otherwise specified by the MCA Executive which may modify, restrict or supplement such duties and powers -- shall have the following duties and powers associated with their positions:
- 7.28.1. **Moderator** - The Moderator of the MCA Executive shall be a director of MCA, and shall, when present, preside at all MCA Executive meetings, Delegate Meetings and General Council Meetings. The Moderator shall have such other duties and powers as the MCA Executive may specify, including but not limited to:
 - 7.28.1.1. being one of the signing authorities of MCA;
 - 7.28.1.2. serving on the MCA Personnel Committee;
 - 7.28.1.3. serving on the Joint Council of Mennonite Church Canada; and

- 7.28.1.4. promoting engagement between MCA Congregations and MCA.
- 7.28.2. The Moderator may implement policies and procedures concerning the operation of this office.
- 7.28.3. **Vice-Moderator** - The Vice-Moderator of MCA shall be a director of MCA. If the Moderator of the MCA Executive is absent or is unable or refuses to act, the Vice-Moderator shall preside at all meetings of the MCA Executive meetings, Delegate Meetings and General Council Meetings. The Vice-Moderator shall have such other duties and powers as the MCA Executive may specify, including but not limited to:
 - 7.28.3.1. being one of the signing authorities of MCA;
 - 7.28.3.2. exercising the duties and powers of the Moderator during a period of time when the Moderator is absent or unable to function in his duties; and
 - 7.28.3.3. performing such duties and exercising such powers as the Moderator may delegate or that the MCA Executive may prescribe.
- 7.28.4. The Vice-Moderator may implement policies and procedures concerning the operation of this office
- 7.28.5. **Secretary** – The Secretary of the MCA Executive shall be a director of MCA. The Secretary shall have such other duties and powers as the MCA Executive may specify, including but not limited to:
 - 7.28.5.1. attending and being the Secretary of all meetings of the MCA Executive, Delegate, and General Council meetings;
 - 7.28.5.2. entering or causing to be entered in the MCA's minute book, minutes of all proceedings at such meetings. In doing so, Secretary will follow the requirements of the Act.
 - 7.28.5.3. giving, or causing to be given, as and when instructed, notices to MCA Congregations, MCA directors and officers, the MCA accountant, members of MCA committees, the members of the MCA General Council, and the members of the MCA Standing Committees. In doing so, the Secretary will follow the requirements of the Act;
 - 7.28.5.4. being one of the signing authorities of MCA;
 - 7.28.5.5. being the custodian of all books, papers, records, documents, corporate seal, and other instruments belonging to MCA. In doing so, the Secretary will follow the requirements of the Act;
 - 7.28.5.6. maintaining a current roster of MCA Congregations, their delegates, pastors, board members, clerks, and treasurers. In doing so, the Secretary will follow the requirements of the Act;
 - 7.28.5.7. preparing and maintaining a list of Member Congregations and their Delegates in attendance at MCA Delegate Meetings. In doing so, the Secretary will follow the requirements of the Act; and
 - 7.28.5.8. performing such other duties as prescribed by the Moderator.
- 7.28.6. The Secretary may implement policies and procedures concerning the operation of this office
- 7.28.7. **The Finance Chair** - The Finance Chair of the MCA Executive shall be a director. The Finance Chair shall have such powers and duties as the Leadership Board may specify, and shall include the following:
 - 7.28.7.1. being one of the signing authorities of MCA;
 - 7.28.7.2. serving as Chair of the Finance Committee;
 - 7.28.7.3. distributing and presenting the financial statements and budget of MCA;

- 7.28.7.4. implementing financial transactions prepared by the MCA Executive.
- 7.28.8. The Finance Chair may implement policies and procedures concerning the operation of this office

Execution of Instruments

- 7.29. Only members of the MCA Executive, who are also officers, are entitled to sign on behalf of MCA. In doing so, the MCA Executive will follow the requirements of the Act.
 - 7.29.1. All deeds, transfers, contracts, engagements, bonds, debentures, and other instruments requiring execution by MCA shall require a minimum of two (2) signatures.
 - 7.29.2. For other documents requiring execution by MCA the number of signees will be determined by MCA Executive.
 - 7.29.3. Where the affixing of the MCA corporate seal is requisite, it shall be affixed by:
 - 7.29.3.1. the MCA Moderator or MCA Vice-Moderator; and
 - 7.29.3.2. any one (1) other MCA director who is also an officer.
 - 7.29.4. Except as aforesaid or as otherwise provided in the MCA bylaws, no MCA officer, agent or employee shall have any power to bind MCA by any contract or engagement or to pledge MCA credit.

General Council

- 7.30. The General Council shall serve as an advisory council to the MCA Executive, the Standing Committees, and the Ad Hoc Committees. The MCA Executive Minister is an ex-officio member of the General Council.
- 7.31. The General Council will meet not less than two (2) times per year. General Council meetings must be held within two (2) months prior to a Delegate Meeting and within two (2) months after a Delegate Meeting. Additional meetings may be called by the Moderator or by any three (3) General Council members.
- 7.32. The duties and responsibilities of the General Council include the following:
 - 7.32.1. implementing decisions made at Delegate Meetings and Special Delegate meetings, and providing administrative assistance related to the same;
 - 7.32.2. collaborating with and supporting the work of standing and ad hoc committees;
 - 7.32.3. advising the MCA Executive in the development of all policies and procedures;
 - 7.32.4. serving as the central coordinating body of MCA; and
 - 7.32.5. reviewing and proposing the program, budget, and resolutions to be presented at Delegate Meetings.
- 7.33. Any member of General Council may be removed from office by a majority (50% plus one) vote of the remaining members.
- 7.34. The MCA Executive will develop policies and procedures concerning the administration and operation of the General Council.
- 7.35. Members of the General Council shall serve without remuneration, and no General Council member shall directly or indirectly receive any profit from his or her position as such, provided

that a General Council member may be reimbursed for reasonable expenses incurred in the performance of their duties. A General Council member shall not be prohibited from receiving compensation for services provided to MCA in another capacity.

Standing Committees

- 7.36. Standing Committees will assist MCA and the MCA Executive in fulfilling the vision, purpose, and mission of MCA.
- 7.37. At the Delegate meeting, the MCA Congregations will elect the members of every Standing Committee. Every Standing Committee member may hold office for a term of two (2) years and expiring not later than the close of the third Delegate Meeting following the election of the officers. A Standing Committee member may be re-elected for up to three (3) consecutive terms for a total of six (6) years.
- 7.38. An individual may only serve on one standing committee at a time;
- 7.39. Standing committees are responsible for internal organization and administration of the committee, including the election of a chair;
- 7.40. Every chair of a Standing Committee must regularly submit copies of all meeting documents, including correspondence and meeting minutes to the MCA Secretary. The submission of committee documents must occur not less than twice a year.
- 7.41. The MCA Executive will develop policies and procedures concerning the administration and operation of Standing Committees. Standing Committee meetings may occur by video-conference.
- 7.42. Members of Standing Committees shall serve without remuneration, and no Standing Committee member shall directly or indirectly receive any profit from his or her position as such, provided that a Standing Committee member may be reimbursed for reasonable expenses incurred in the performance of their duties. A Standing Committee member shall not be prohibited from receiving compensation for services provided to MCA in another capacity.

Ad Hoc Committees

- 7.43. Ad hoc Committees will assist the MCA Executive in fulfilling the duties and responsibilities of the MCA Executive.
- 7.44. The MCA Executive will elect the members of every Ad hoc Committee. Every Ad hoc Committee member may hold office for a term of two (2) years. The MCA Executive may re-elect an Ad hoc committee member for up to three (3) consecutive terms for a total of six (6) years.
- 7.45. An individual may only serve on one ad hoc committee at a time.
- 7.46. The MCA Executive is responsible for the internal organization and administration of an ad hoc committee, including the election of a chair.

- 7.47. Every chair of an Ad hoc Committee must regularly submit copies of all meeting documents, including correspondence and meeting minutes to the MCA Secretary. The submission of committee documents must occur not less than twice a year.
- 7.48. The MCA Executive will develop policies and procedures concerning the administration and operation of Ad hoc Committees. Ad hoc Committee meetings may occur by video conference.
- 7.49. Members of Ad hoc Committees shall serve without remuneration, and no Ad hoc Committee member shall directly or indirectly receive any profit from his or her position as such, provided that an Ad hoc Committee member may be reimbursed for reasonable expenses incurred in the performance of their duties. An Ad hoc Committee member shall not be prohibited from receiving compensation for services provided to MCA in another capacity.

8. HOLDING PROPERTY

- 8.1. All MCA property must be held in the name of MCA. This includes real estate, monies, other properties, legacies and donations held in trust and to be used by MCA.

9. BORROWING

- 9.1. The MCA Executive may borrow money secured against the assets of MCA for the purpose of carrying out the work of MCA. Borrowing must be authorized by a resolution duly passed at a Delegate Meeting. In doing so, the MCA Executive will follow the requirements of the Act.

10. FINANCIAL AND CORPORATE

- 10.1. The fiscal year of MCA is January 1st to December 31st.
- 10.2. Financial procedures must follow the Generally Accepted Accounting Principles (GAAP) of Canada.
- 10.3. Financial records and accounts of MCA must be kept under the direction of the Finance Chair in a location authorized by the MCA Executive.
- 10.4. If a Member Congregation wishes to inspect the financial records and accounts, the process is as follows:
- 10.5. The Member Congregation must appoint an authorized representative to complete the inspection
- 10.5.1. The Member Congregation must request the inspection in writing to the MCA Moderator
 - 10.5.2. The MCA Moderator will review the request and determine an appropriate response within sixty (60) days. The request may be approved, approved in part, or denied.
 - 10.5.3. If the request is approved, the MCA Moderator will arrange for the appropriate documents to be made available to the authorized representative.
 - 10.5.4. Any costs incurred from the inspection will be paid by the requesting Member Congregation

- 10.6. Signing authorities of MCA include the directors of the MCA Executive who are also officers. The MCA Executive may grant very limited signing authority to MCA staff or members of the General Council as necessary. In doing so, the MCA Executive will follow the requirements of the Act.
- 10.7. All payments, including but not limited to electronic transfers, cheques, wire transfers, and bank drafts shall be authorized by at least two MCA signing authorities.
- 10.8. Delegates of Member Congregations will appoint a non-affiliated auditor(s) semi-annually in even numbered years for the purpose of auditing the accounts of MCA.
- 10.9. The MCA Executive will arrange an internal review of the accounts of MCA on a semi-annual basis, in odd numbered years, by a person who:
 - 10.9.1. has not previously served on the MCA Finance Committee; and
 - 10.9.2. was not an MCA signing authority in the two (2) years prior to the said internal review.
- 10.10. The invalidity or unenforceability of any provision of this bylaw shall not affect the validity or enforceability of the remaining provisions of this bylaw.
- 10.11. The accidental omission to give any notice to any MCA Congregation, MCA director, MCA officer, member of MCA General Council, Standing Committee, or Ad hoc Committee, or the non-receipt of any notice by any such person where MCA has provided notice in accordance with the bylaws or any error in any notice not affecting its substance shall not invalidate any action taken at any meeting to which the notice pertained or otherwise founded on such notice.

11. DIRECTORS AND OFFICERS INDEMNIFICATION

- 11.1. MCA shall, to the extent legally permissible, indemnify each person who may serve or who has served at any time as an officer or director, of MCA against all expenses and liabilities, including, without limitation, counsel fees, judgments, fines, excise taxes, penalties and settlement payments, reasonably incurred by or imposed upon such person in connection with any threatened, pending or completed action, suit or proceeding in which he or she may become involved by reason of his or her service in such capacity; provided that no indemnification shall be provided for any such person with respect to any matter as to which he or she shall have been finally adjudicated in any proceeding not to have acted in good faith in the reasonable belief that such action was in the best interests of MCA; and further provided that any compromise or settlement payment shall be approved by a majority vote of a quorum of directors who are not at that time parties to the proceeding.
- 11.2. The indemnification provided hereunder shall inure to the benefit of the heirs, executors and administrators of persons entitled to indemnification hereunder. The right of indemnification under this Article shall be in addition to and not exclusive of all other rights to which any person may be entitled.

12. AMENDMENTS

- 12.1. This Constitution and Bylaws may be amended, rescinded (in whole or in part), or replaced by a Special Resolution with a seventy-five percent (75%) majority vote of the Delegates present at a duly constituted Delegate Meeting.

- 12.2. Notice of any proposed amendments, rescission or replacement must be submitted to the Member Congregations at least sixty (60) days and not more than one hundred fifty (150) days prior to the date of the Delegate Meeting or Special Delegate Meeting, giving the date, place and time of the meeting where such Bylaw or Constitutional amendments are to be presented for approval.

13. DISSOLUTION

- 13.1. In the event that MCA is dissolved or liquidated, and if there is any property remaining after all debts have been paid and obligations have been discharged, such surplus property shall be distributed to registered Canadian charities that are:
- 13.1.1. devoted to Christian evangelism, charitable, or educational purposes, and
 - 13.1.2. have Mennonite programs and affiliation.