

## **LEADERSHIP DISCERNMENT COMMITTEE REPORT TO MENNONITE CHURCH USA DELEGATE ASSEMBLY 2019**

The Leadership Discernment Committee (LDC) of Mennonite Church USA is pleased to present the slate for affirmation before the delegate body.

Our work began in 2017 after this Assembly met in Orlando, Florida. We waited a few months for our committee to be fully appointed through the Executive Board and Constituency Leaders Council. We met once face-to-face for two days at the MCC Welcome Place in Akron, Pa., and continued with 15 video conference meetings and many emails. After our 13 months of meeting together, praying wholeheartedly and discerning together, we the Leadership Discernment Committee finalized, for your affirmation, a slate of nominees for the boards of churchwide program agencies and the Executive Board.

The task assigned to us, the LDC, by the bylaws of Mennonite Church USA is as follows:

1. To exercise judgment in choosing nominees whose spiritual qualifications, experience, and competence fit them for the position for which they are being named.
2. To assure that the slate provides broad representation of the life and composition of MC USA.
3. To make available a description of each nominee's experience, background, training and present involvement so that this Assembly is adequately informed and acquainted with all nominees.
4. To secure from each nominee a commitment to take the assignment seriously, if affirmed.
5. To emphasize the finding of new leaders, with careful attention to broadening participation in church leadership.
6. To develop appropriate lists of potential nominees by soliciting from each conference and associate group a full slate of suggestions. Suggestions shall also be sought and welcomed from the churchwide program agencies, committees, and constituency.
7. To develop nominees for elected and appointed positions on the following assumptions to the extent reasonably attainable and appropriate in our judgment: 50/50 women to men ratio and 20/80 people of color to Anglo/European.

Here are the details of these ratios: If all new members are affirmed, there will be a total of 52 board members appointed to church agencies by MC USA. (Please note that some board members for some boards are appointed by other denominations or by the agencies themselves.) Of these 52 MC USA-appointed board members, 52% will be men and 48% will be women, and 40% will be people of color.

We are grateful to the many persons who graciously answered our emails, took our reference phone calls and provided us with counsel about potential appointees. We are also thankful when persons agreed to serve on these important positions that support our denomination and God's good work.

As the future unfolds, please share with us names of persons you believe have leadership skills and gifts and might be willing to service MC USA in these various board positions. Suggesting names for the discernment process is easy! Simply complete the form at this link: <https://form.jotform.com/60667071982968>

As the LDC committee, please hold Executive Board and agency boards in your prayers. We covet your prayers for this humbling endeavor in the future as a new LDC forms. We desire to glorify God in all we do and rest in the presence of the Holy Spirit. Please pray with us for God's kingdom to come, especially in these organizations and structures that can do so much good for the church and good in the world.

MC USA staff assisting us were initially Terry Shue and Sarah Chase, then Iris de León-Hartshorn and Shelley Buller. We have been extremely grateful for staff support!

Your Leadership Discernment Committee servants of Christ: Doug Basinger, Kim Friesen, Karen Howard, Nan Kanagy, Sandra Montes-Martinez, Stan Shantz, Sharon Waltner, Cal Zehr (2017-19 chairperson).