
Congregational Information Form

Please attach a recent photograph of
your church building, interior or exterior
or members of the fellowship.

To be completed by congregations seeking new pastoral leadership.

There is an electronic version on this form on the Ministerial Leadership website, www.mennoniteusa.org.

Purpose of this form

This form is to assist a congregation to present information concerning itself to prospective candidates for a pastoral leadership position. Completing the form will also assist the pastoral search committee in self-understanding as they assess the strengths and weaknesses which may exist at the time of pastoral transition.

I. Part One – Information

A. BASIC INFORMATION AND CONTACTS

1. Name of congregation – *College Mennonite Church*

Address – *1900 S Main Street, Goshen IN 46526*

Church telephone – *574-535-7262*

email – *cmc@collegemennonite.org*

website – *collegemennonite.org*

2. Chairperson of search committee – *John Hershberger*

Address – *1706 S 13th St, Goshen IN 46526*

Telephone – *574-533-9982*

email – *jdherish@juno.com*

3. Area conference – *Indiana-Michigan Mennonite Conference*

Name of overseer assisting your church's search committee – *Paul and Ann Gingrich*

Address – *1903 Maywood Court, Goshen IN 46526*

Telephone – *574-534-9762*

4. Year in which the congregation first began meeting or was organized - *1903*

B. MEMBERSHIP

1. Average Sunday worship attendance during the last 12 months - *513*

Highest attendance during that time - *645*

Lowest attendance during that time - *366*

2. Total current members - *1068*

Non-resident members - *285*

Resident members - *783*

Children (not members) - *259*

3. Age of members and children. Give totals and percentage.

0-12 - 193	14 %	31-45 - 113	8 %
13-18 - 85	6 %	46-64 - 351	28 %
19-30 - 87	6 %	65+ - 468	38 %

4. Occupational profile: (ages 19 to 70). Give totals.

Business/manager/proprietor	41	Homemaker	21
Education/administration/teacher	86	Clerical/sales	16
Craftsman/laborer/operative	20	Student/VS	46
Medical: doctor/nurse/administration	51	Farmer/rancher	2
Other professional	21	Retired:	435
Psychology/Social Work	13	Other Church Institution/Administration	26
Computers	12	Ordained, licensed, or commissioned	55

5. Educational level of adults:

Up to and including high school	7%
Some college or college graduate	40%
Graduate school	53%

6. Describe the racial or ethnic composition of the congregation – *We are basically a “white, Caucasian” congregation. We have less than 2% racial diversity.*

C. COMMUNITY

1. Character of community your church serves or in which it is located:

Rural Town (under 10, 000) Large city (over 100,000)
 Village (under 2500) City (over 10, 000) Metropolitan area (over 1,000,000)

2. Which best describes this community?

Growing Stable Declining

3. Describe racial or ethnic composition of the community served by your church – *Our community is experiencing a growing Hispanic population. Currently there are over 30 languages spoken in the Goshen Public School system.*

4. List two or three primary business/industries in the community – *1) Half of Elkhart County's economy is based on manufacturing; until 2009, half of those manufacturing jobs were for the recreational vehicle industry. Although the RV industry has been decimated by the current recession, it may have bottomed out, 2) Another significant part of Goshen's economy relates to a 'geriatric economy.' In addition to three retirement communities, there are several sizable neighborhoods built by private developers specifically for retirement-age people. This large retirement population supports many medical practices and provides economic stability for the city, 3) The largest employer in Goshen is the public school system.*

5. Identify other Mennonite/Anabaptist churches in the community, if any – *There are 27 Indiana-Michigan Conference churches in Elkhart County – not including CMC. There are also an additional six Central District Conference Mennonite churches in the county, all affiliated with MC USA. There is also one large Conservative Mennonite Conference church in Goshen.*

6. Name of nearest college or university – *Goshen College, with several other colleges within driving distance.*

 In what way does your church relate to this academic community? – *College Mennonite Church was formed nearly 100 years ago to serve the students and faculty at Goshen College. Now, however, few faculty members and students (compared to earlier patterns) participate at CMC. We are located on the Goshen College campus and share space in a building we own jointly with the college. A positive relationship between the college and the church is maintained through an Amity Board.*

7. Identify significant issues confronting your community – *With the growing Hispanic population, the community is divided on how to relate to the issues of documented/undocumented population. CMC has worked closely with one local Hispanic Mennonite church to build bridges to the community.*

8. Describe what you believe to be distinctive assets of your community – *Goshen has a very nice park and recreation system, many bike/pedestrian trails and a lovely canal through the south part of town. The downtown area is flourishing with nearly all stores occupied and new businesses arriving. The Chamber of Commerce and the city administration work closely together. There is adequate affordable housing available in the county. Goshen Community Schools is well-managed and recently added the International Baccalaureate Degree to its high school curriculum. Goshen Health System and its cancer care center are nationally recognized for the quality of their care.*

9. How does your church participate in community affairs and interchurch programs? – *Reaching out to the community is a high priority for our people. Historically, several members have been elected to positions in local and state government (one currently). We have many who are members of local service clubs – Rotary, Kiwanis, etc. – and many who serve on local non-profit boards. These include small agencies, such as The Window (food pantry), Interfaith Hospitality Network (lodging for homeless families), Maple City Health Care Clinic, and La Casa (community development association). Church leadership participates in the Goshen Ministerial Association and the Goshen Mennonite Ministerial Council. We have held joint worship services with the local Hispanic churches. We also collaborate with four other Mennonite churches to hold a joint Summer Bible School program.*

D. CHURCH ADMINISTRATION AND PROGRAM

1. Identify the primary governing body (council, board, elders, deacons) which represents the congregation – *The Church Board has been made up of 9 pastors and 9 church members and has met 2 times each month. On June 26, 2009 the congregation voted to adopt a new structure. The new structure can be found on the website www.collegemennonite.org*

2. Identify five other significant leadership/programming bodies: e.g. trustees, deacons, elders, commissions, councils, boards, committees. – *We have had 8 commissions that meet monthly, each with 6-8 members. (See website for new structure).*

3. Sunday school

Number of children's classes - 8	Total Sunday school enrollment 700 ? (estimate)
Number of youth classes - 2	Average total attendance – No records kept
Number of adult classes - 11	

What curriculum resources are used by these classes? – *a variety of resources, including the Uniform Adult lessons.*

4. Describe your youth fellowship – *Our youth fellowship consists of grades 7-12 with 45 youth on the roster with nearly all of them actively participating in some way in the life of the congregation. Our goal for Youth Ministry is to help teenagers grow spiritually. We do this by providing opportunities for students to grow in their relationship with God through NURTURE in Sunday school, through BUILDING COMMUNITY in small groups, social events, and through SERVICE opportunities in the church and community. We work hard at creating an atmosphere where they feel safe, welcomed, nurtured, challenged, and have lots of fun together. CMC places a strong emphasis on youth and cares deeply about their*

spiritual growth. This is shown by having a three-quarter time Youth Pastor, budgeting a substantial amount of money in the spending plan for programming, and by the many ways the congregation welcomes, mentors, and reaches out to the youth in the congregation.

Does your congregation support and send young people to Mennonite camps, conferences and colleges? – Yes. We have a strong Student Aid program that provides 70% of tuition costs to Bethany Christian Middle and High School and 20% of tuition costs to any MC USA Mennonite college. We provide financial assistance for our youth to attend the Mennonite Youth Conference and to work as counselors at a summer youth camp. We pay 100% of tuition cost to Associated Mennonite Biblical Seminary.

5. Does your congregation have an active small group organization? Describe. (See Attachment A)
6. What men's/women's organizations are active? – *Mennonite Women, Men's Bible Study.*
7. Other special groups or programs: (Venture Clubs, young adults over 18, etc.) – *Mentor/Mentee Program, Neighborhood Groups. (See Attachment A for others).*
8. What programs designed for evangelism/outreach to the community does your congregation support and participate in? *Interfaith Hospitality Network, Peace Ministries, Mennonite Disaster Service, AdNet, Jailhouse Sisters, Hunger Concerns, Campus Center for Young Children (a center managed jointly with GC and CMC), Jubilee (a special fund designated to offer financial assistance to the community), International Student Ministry Group (for Students at GC), Deaf Ministries, New Perspectives on Faith, and ministry support for workers in Burkina Faso and Tanzania.*

In the next five years, do you anticipate membership will: – *increase slightly to remaining stable. However, because of our age demographics, we do experience a significant mortality rate.*

Why: *Two of our goals could lead us in that direction. One of our goals is, "we will see a 15% increase in total gathered worship participation by January, 2012." Another goal is, "at least 75 people will have entered into a new relationship with someone beyond CMC."*

9. Music

Identify choirs

KinderChoir: *ages 4 and 5, about 15 in the group.*

Hosanna Choir: *1st and 2nd graders, about 15 in the group.*

Jubilee Boys Choir: *3rd through 6th grade, about 15 boys in the group.*

Jubilee Girls Choir: *3rd through 6th grade, about 8 girls in the group.*

CMC Youth Singers: *7th through 12th grade boys and girls, about 20 in the group.*

Adult Choir: *mixed adults, about 55 in the group.*

Shalom Ringers: *bell choir, primarily for developmentally challenged persons, about 12 in the group.*

Jubilate! Handbell Choir: *bell choir, mixed adults, about 12 in the group.*

Identify musical instruments

Steinway Grand Piano – Sanctuary (2001), Baldwin Grand Piano – Fellowship Hall, Yamaha Studio Upright – Balcony (2003), Yamaha Studio Upright – Gathering Room (2003), Yamaha Studio Upright – Room 108 (2003), Upright Piano – Room 121, Upright Piano – Room 134, Upright Piano – Room 131, Upright Piano – Genesis Room, Tracker Organ – Sanctuary (1969), Handbells 5 octaves, Handchimes 3 octaves, Timpani (3 drums), Various hand percussion instruments

10. Are there community programs or groups who also utilize your church facilities? Who are they and how often?
 - 1) *Goshen College – their Education department offices and classrooms are in our building. They also use our sanctuary two-three times each week.*
 - 2) *Campus Center for Young Children is a childcare operated jointly between Goshen College and College Mennonite Church that uses space in our building from August through May.*
 - 3) *Many community groups use our fellowship space and food services for meetings.*

E. CHURCH BUILDING AND PROPERTY

1. Seating capacity of sanctuary or worship area - 900
2. Date of construction of church building - 1958

3. Date of last renovation – 2007 Describe what was done – *upgrades to the sanctuary, including sound, lighting, environmental controls and roof.*

What if any building/renovation program is needed or projected? *Continuing technology updates.*

4. Describe the educational facilities. – *Excellent classroom space, bright, flexible.*
5. Describe the fellowship and/or recreational facilities. – *Excellent space, flexible, welcoming, handicap accessible.*
6. Describe the church office location and equipment: printing/copy machine, typewriters, computers, dictation equipment. *Very well designed. Copy machine replaced in 2009. New network server in January 2007. Thirteen computers continually upgraded as needed.*
7. Are building and equipment adequate for an effective program? Describe any special assets or liabilities of the building. *Assets: Excellent flexibility of space, building shared with Goshen College, the entire space is handicap accessible. Liabilities: Shared space with Goshen College and childcare program, this is not a typical church building because it is used so heavily (7 days per week).*
8. Name the insurance company and describe the coverage for church liability, property, pastor's liability, etc., for the church. – *GuideOne is our liability insurer. We have Directors and Officers liability coverage. Property insurance is covered as part of the college's insurance.*

F. CHURCH FINANCES

1. Based upon your last report (2008 numbers), identify the previous year's giving of your congregation.

Local Church

Expenses - \$700,211
Local relief and mission - \$124,130
Buildings and facilities - \$183,496

TOTAL LOCAL CHURCH CONTRIBUTIONS - \$1,067,407

Non Local Contributions

Area conference - \$62,498
Denominational total - \$3,707
Mennonite institutions and agencies - \$328,646
Mennonite Central Committee - \$17,054
Other Mennonite causes - \$55,870
Non-Mennonite causes - \$7,616

Note: Denomination refers to either
Mennonite Church USA or Mennonite
Church Canada

TOTAL NON LOCAL CONTRIBUTIONS - \$475,391

2. Church budget

Who makes recommendation regarding pastoral and staff salaries? – *Salary/Personnel Committee, using the MC USA guidelines.*

Who determines church budget or makes recommendation to congregation? – *Finance Commission compiles the requests from all commissions based on their goals, the Church Board and Coordinating Council has a final review before the Finance Commission recommends it to the congregation.*

What plan is used to challenge the congregation to Christian stewardship and to raise the budget? – *Each year the Finance Commission meets with as many adult SS classes as possible to discuss church finance. They also are available at various times to listen to individual concerns/suggestions. They use a variety of methods of communication with congregation members.*

Current total budget - \$1,154,795

3. Is there church indebtedness? – no.

How is it being reduced?

G. STAFF

1. Identify the present staff position for which you are seeking a candidate. – *Pastoral team leader with primary responsibilities such as preaching and pastoral care.*

2. Two previous persons in the above position:

Name – *Firman Gingerich* Dates of service – *1997 - 2007*

Name – *James Waltner* Dates of service – *1986-1996*

Comment on the transitions experienced by the above staff persons. What were the reasons for termination? By whom and how were decisions made?

James Waltner – retired by his choice

Firman Gingerich – accepted a ministry position in Pennsylvania.

3. Financial support of previous person in the above position: Year - *2007*

Cash salary	- \$58,617
Social security cash assistance	- \$ 4,484
Family medical health (deduct amount \$8,000)	- \$10,592
Retirement/pension plan	- \$ 5,862
Continuing education	- \$ 1,250
Other benefits (<i>Health Savings Acc't</i>)	- \$ 2,000
Auto expense (<i>\$0.445</i>) per mile/kilometer allowance	
Conference expense	
Other professional expenses	

Projected changes for new pastor – *Financial support will be based on the MC USA guidelines.*

4. Identify other staff: (assistant/associate minister, lay ministers, office secretary, custodian, musicians, other)

	% of full time	Special responsibilities	Years served
<i>Klaudia Smucker</i>	<i>100%</i>	<i>Pastoral Care, Adult Christian Education</i>	<i>9</i>
<i>Willie Kanagy</i>	<i>100%</i>	<i>Finance and Administration</i>	<i>11</i>
<i>Rosemary Widmer</i>	<i>75%</i>	<i>Children Nurture and Fellowship</i>	<i>26</i>
<i>Lee Dengler</i>	<i>38.5%</i>	<i>Music/Worship</i>	<i>13</i>
<i>Susan Dengler</i>	<i>38.5%</i>	<i>Music/Worship</i>	<i>13</i>
<i>Daniel Yoder</i>	<i>75%</i>	<i>Youth</i>	<i>1</i>
<i>Talashia Keim Yoder</i>	<i>25%</i>	<i>Young Adult</i>	<i>1</i>
<i>Sandra Shenk Lapp</i>	<i>40%</i>	<i>Interim Outreach</i>	<i>1</i>
<i>Lee & Betty Hochstetler</i>	<i>50%</i>	<i>Interim Pastoral Care</i>	<i>2</i>
<i>Ethel Hoffman</i>	<i>100%</i>	<i>Administrative Assistant</i>	<i>7</i>
<i>Sharon Burkholder</i>	<i>80%</i>	<i>Administrative Assistant</i>	<i>9</i>
<i>Kathy Harshbarger</i>	<i>80%</i>	<i>Administrative Assistant</i>	<i>5</i>
<i>Jean Hartzler</i>	<i>100%</i>	<i>Food Services</i>	<i>15</i>

5. Describe housing options for the above position: Is there a parsonage or a housing allowance? – Is the person free to choose between these options? – *We do not have a parsonage. We do provide a designated amount of the cash salary for housing allowance. That amount is determined by individual request.*

II. Part Two – Interpretation

The answers to the questions in this section are more difficult but probably more important in determining the qualifications needed by pastoral leadership. Use a small group to test for consensus on the answers given in this section.

- A. Describe the commitment of your congregation to Anabaptist/Mennonite faith. What issues in that faith heritage are important to you? – *CMC is strongly committed to an Anabaptist/Mennonite identity and theology. High value is placed upon religious and denominational education, adult baptism, mutual aid, music (especially four-part a cappella singing), and worship. Many in the congregation are committed to a Christian ethic that addresses social issues such as war and peace, poverty, healthcare, environmental concerns, hospitality for immigrants and refugees. Key congregational decisions are made in members' meetings using a combination of consensus-building and parliamentary procedures.*

Does your congregation cooperate with and participate in:

Mennonite Church USA/ Canada Yes Area conference *Indiana-Michigan*

- B. What is the mission of your congregation? Describe any particular focus or special emphasis which characterizes the church's ministry such as overseas missions, evangelism, peace and justice issues, special ministry to aging, students, families, etc. Has the congregation worked recently at goal setting and with what results? – *In the fall of 2008 the congregation completed an intensive self-review and strategic planning process under the leadership of an intentional interim/transitional minister. We retained our congregational mission statement: "A community of Jesus Christ, empowered by the Spirit, experiencing and extending God's love and grace." CMC "Core Values" include:*

- *Following Jesus and inviting others to follow*
- *Practicing peace, justice, and anti-racism*
- *Joining in caring community*
- *Worshipping together*
- *Growing in faith*
- *Equipping for ministry*
- *Living generously*
- *Participating in God's reconciling activity in the world*

A new Vision statement was developed in November 2008, which provides broad statements of congregational direction: "By God's grace, CMC will be a congregation in 2012 where our experience of God, with a faith rooted in Jesus, the Christ, is central, dynamic, articulated and celebrated; where relationships within the congregation demonstrate accountability and appreciation for diversity, and focus attention on discerning passion, spiritual gifts and callings; where we are discovering and joining with what God is doing in our community and world because we are intentionally sitting at the table of the other." To make these concepts operational for clarity and accountability, the congregation also adopted in some specific, measurable objectives to be achieved by 2012. Here are a few examples: "By January 2012, 200 people will have engaged in at least four hours of experiential learning in the area of Christian spirituality, spiritual disciplines, etc." "200 people will have participated in at least one 'new' time-limited small group." "At least 75 people will have entered into a new relationship with someone beyond CMC who is significantly different..." The specific measurable statements were developed through a structured small group process that involved broad engagement within the congregation. As expected, the process generated excitement, tension, anxiety, and hope regarding our collective future. We are neither familiar nor comfortable developing specific congregational expectations that can be monitored and evaluated. The experience of the process itself was new and energizing for most participants. The full document "Goals for College Mennonite Church, 2012" is available on the CMC website for review by candidates.

Nurture commitments and programs for children and youth are very strong. We use Herald Press materials for Sunday school classes. We collaborate each summer with several other local Mennonite congregations for Vacation Bible School and for a biannual retreat for upper-class high school students to examine healthy Christian relationship practices. We budget funds to pay for the MYF to attend its national youth convention and biannual service trips.

Special ministry groups in the congregation include: Pastoral Care Visitors, MDS/service trips, Interfaith Hospitality Network (a local service to homeless persons), Jailhouse Sisters (a monthly worship and visitation service for women in the county jail), CMC Peace Center (advocacy, education, special events), choirs for all ages, regular gatherings on Wednesday night for food, fellowship, and special interest activities including a "Passing on Faith Tradition" for youth, a Wednesday Evening Prayer group, several women's groups, a Men's Bible Study, and a contemporary theology study group.

A large number of persons in the congregation have lived, worked, served, and or travelled internationally. They provide a rich and active resource for congregational attention and information regarding our mission and connection with God's people throughout the world.

Given our demographic reality, a major commitment of congregational time, energy, and resources are directed to serve needs of our large older adult population, which is a strong and attractive component of our congregation. However, this reality also presents some uncertainty and anxiety about attracting and relating to students and young adults/families. Our relationship with Goshen College was reviewed during the congregational goal-setting process in late 2008. We realize that the strength of the attachment is more historic than current. We decided clearly we want to improve our connection with Goshen College, but

the implementation is less clear and needs assistance. At present we have a good working relationship with Goshen College through Amity Corporation on formal matters regarding shared facilities and legal responsibilities.

- C. What is your view of the pastor's role in the congregation? Are there special gifts in ministry which you hope will be fulfilled? How do you expect the pastor to be a representative of the congregation? – *As in most congregations, the role and expectations of the pastor(s) are varied, multiple, and unreasonable at times. The Elders developed a job description in March 2009 to provide some general and broad expectations including five "major tasks/responsibilities:"*

- 1) Be a spiritual leader for the congregation;*
- 2) Share in general pastoral responsibilities (e.g. preach 40-70%, assist in pastoral care);*
- 3) Guide and facilitate the pastoral team;*
- 4) Mentor/enable/encourage others;*
- 5) Provide visionary pastoral leadership.*

However, we expect to negotiate and discuss with a candidate priorities and expectations in order to develop a realistic fit. The pastoral candidate will be expected to honor and promote the Anabaptist heritage and the Confession of Faith in a Mennonite Perspective. A successful candidate will be a theologically informed, articulate, engaging witness for the Christian faith in a pluralistic world.

- D. Recognizing our differing theological orientations as persons and as congregations, make a brief statement about your congregation and the overarching theological commitments important to you. – *We do have a wide range of theological beliefs present within the congregation. We manage those differences by not being overly influenced by the polarities. The majority of the congregation would hold to the Confession of Faith in a Mennonite Perspective for theological perspective and guidance.*
- E. Church morale: Assess the spiritual and emotional health of the congregation. Are relationships among members wholesome and harmonious? Is there openness to new ideas and ways of doing things? Would everyone agree with your answers? – *We are tired and hopeful. The intentional transition process began in the fall of 2007. Congregational leaders and pastors worked very hard to promote the transition process while attending to nearly all of the regular duties of congregational life and ministry. More members than usual participated in more activities for greater amounts of time. We are eager for a new pastoral team leader and hopeful that the investment made in the transition process can be translated into new life for the congregation. The transition process demonstrated vividly that the congregation is open to new ideas, albeit not without struggle and tension, which reveal the investment members have for our life together. "Everyone" does not, and would not, agree on any particular item or issue in our congregation.*
- F. What changes or trends do you envision for the congregation over the next five years? Do you have any other comments significant in the process for looking for new pastoral leadership? – *Please refer to statements and comments already provided regarding the intentional transition ministry process through which the congregation has been working since 2007 for details regarding changes and trends anticipated through 2011. A major issue will be managing the congregational anxiety over declining attendance and an aging demographic reality while leading the next phase of our life together.*
- G. Compile your church's response to the insert "Twenty Pastoral Areas" and include summary of the results. – *See attachment of combined data of search committee and church leadership (Attachment B).*
- H. Return this original form to the conference minister for your area conference. You may also use copies to send to prospective candidates whom you may wish to interview.

Name of group or persons responsible for completion of this form:

Pastoral Search Committee

Date of completion

8/25/09

Revised March 25, 2002
Office of Ministerial Leadership of Mennonite Church USA
DZB:dlr

Printed in U.S.A.

Attachment A

- 5 Does your congregation have an active small group organization? Describe. –
Although we have some small groups that have been together more than 30 years, we developed a new small group structure this past year. These new groups are being formed around a specific focus with a designated leader. Their life span can be anywhere from 4 to 18 months. Every group will re-evaluate every 3-4 months. Groups are the primary place where real life and following Jesus intersect. All groups provide basic pastoral care for each other, help discern passion, spiritual gifts and calling, and provide accountability for personal and spiritual growth.

The leader is to draw out those who have group leader skills, and recommend them as group leaders in the future.

We have had 9 new groups with 60 participants. Seven groups are currently meeting and we have begun to train leaders.

6. Other special groups or programs. –
Neighborhood Groups: CMC participants are organized into neighborhoods of 15-25 members. Neighborhoods are geographically based in order for households to become acquainted with each other. Every person who participates at any level in CMC life is included in a Neighborhood Group. When there are crises, such as death, illnesses, job loss, etc., neighborhood coordinators are called to help determine particular needs. They meet 4 times per year.

Pastoral Care Visitors: Pastoral care visitors are commissioned as an extension of the pastoral team to carry out caring ministry in the congregation. They are a group of 20 people who visit those in nursing homes, and those confined to their homes, and provide a grief ministry of books and visits. We also have an individual who makes phone calls following hospitalization to determine if wider congregational support is needed. They meet twice per month, providing encouragement to each other, and training is provided. Some of our topics have been "Active listening," "Losses in Aging," "Dealing with High Maintenance People," and "Boundaries in Pastoral Care." It is a group that has a high expectation and regard for confidentiality.