

Pastor-Congregation Review 2021-22 - Purpose and Plan Assembly Mennonite Church

Committee: Glenn Gilbert, Lois Kaufmann (chair), Deanna Risser, Aaron Yost, Joel Zwier

Purpose and Grounding

We ground our Pastor-Congregation Review in the good news of God's love as known in Jesus Christ and enter into the review in a spirit of curiosity, mutual care and humility. Our purpose is to listen to God's call to us as a congregation and to support and nurture relationships of trust between pastors and congregation by reflecting on areas of strength for the pastors, the congregation, and individuals; and by pondering together how we might all be challenged to grow.

Plan for Gathering Input

Committee meets with each pastor with a prepared set of questions, referencing job descriptions, as well as reflecting on congregational life from their pastoral experience.

1. Congregants are invited to share their reflections and feedback either via an online form or in two in-person Focus Groups, using a set of questions for the congregation, referencing job descriptions, and reflecting on the life and needs of the congregation.
2. The spouses of our pastors are invited to meet with the committee, using questions similar to congregation's questions, to reflect on their perspective on congregational life. (optional)
3. Former administrative assistants are invited to respond to the congregation's questions.

Timeline

1. November - Meet to form as a team, to root work in the Holy and plan for the review.
2. November, December, early January - Schedule and conduct conversations with pastors, and spouses who have interest in conversation.
3. January – Invite congregation to respond to Review questions online or in Focus Groups.
4. February – Committee reviews and summarizes all responses to the above groups; initial summary reports are drafted.
5. March – Committee chair meets individually with each pastor to offer first feedback and test possible suggestions.
6. Late March – Committee chair and one other member meets with pastors and LG chair to share summary report focused on both pastoral and congregational aspects of the review.
7. April – Committee submits written report and meets with LG.

Communication with the Congregation

1. January congregational meeting – Committee chair (and others) shares the goals and plans for the Pastor-Congregation Review. Summary is shared in the Assemblyline.
2. The Assemblyline, Sunday announcements and shoulder-tapping will be used to invite participation.
3. May Congregational meeting -- Committee chair/committee reports on the process and shares the written report with the congregation.