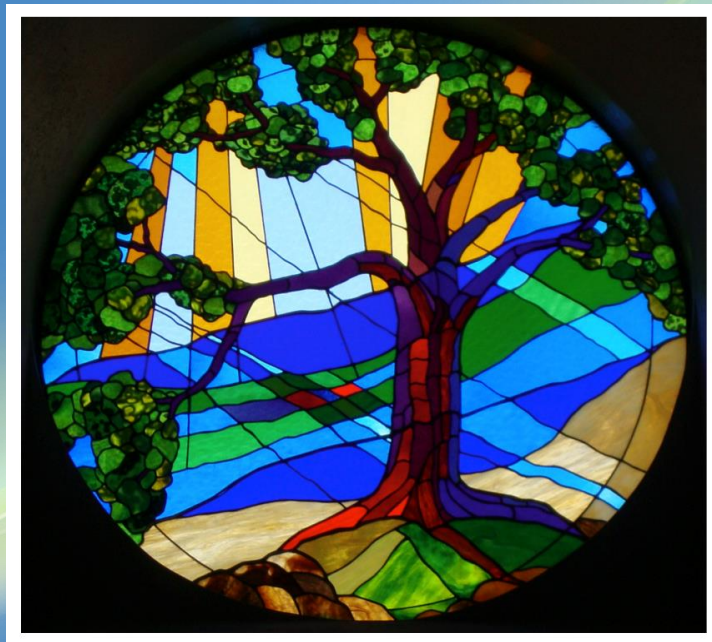


# Community Mennonite Church

## *2015 Annual Report*



December 2015

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## COUNCIL CHAIR REPORT

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2015 was a busy and meaningful year in the life of CMC. Council met monthly to consider various CMC matters and congregational decisions. And many congregational votes on those decisions happened this year.

Membership of Council included chair David Vogel, vice-chair Heidi Derstine, administrative commission chair Ruth Stoltzfus Jost, outreach commission chair Hadley Jenner, worship commission chair Jeremy Nafziger, community life commission chair Louise Hostetter (beginning the year) and Lee Good (assuming the role during the summer), youth commission chair Marsha Thomas (starting the year) and Joyce Peachey Lind (taking over in August) and lead pastor Jennifer Davis Sensenig. Nitsuh Agaje (administrative assistant) attended to keep minutes.

Personnel committee consists of the council chair, vice chair, administrative chair and the lead pastor. This committee met as needed, to adjust our benefits policies according to changing laws and the needs of our staff, and to lead the annual pastoral review process. This year, Pastor Jennifer was in the third year of her four-year contract, and therefore went through a substantial evaluation process that included congregational input. There were many thoughtful comments which both affirmed our pastor's ministry and work here, and also offered meaningful suggestions for 2016. The strong affirmation for Jennifer's pastoral leadership that came out of the review process gave us strong encouragement to renew our call to Jennifer for another four-year term; look for a congregational vote in June, 2016.

Council chair, vice-chair and lead pastor met monthly to plan the agenda for that month's council meeting. At most council meetings Jennifer gave a report on the life of the congregation and her ministry here. Every month one commission chair gave a report, on a rotating basis throughout the year. The finance committee chair also reported quarterly on the state of the budget.

Highlights of council actions taken this year include:

- We launched our Everyone Welcome Campaign (EWC), with the Building Committee and accompanying Development Committee. This followed on the heels of the thorough and informative Building Task Force report from 2014. The first half of the renovation work, creating accessible restrooms and upgrading our HVAC systems and our church offices, nears completion at the end of 2015. The second portion, opening our traffic flow with an enlarged fellowship hall and updating our north and south entries, should be completed by March of 2016; carpeting of the basement classrooms will follow shortly thereafter. In order to pay for all the work now, while waiting for all the EWC pledges to arrive, CMC took out a loan from Park View Federal Credit Union; for us to legally take out a loan we appointed legal trustees to sign the documents on behalf of the congregation.

- In January, we endorsed two Resolutions – on Endless War, and on Israel and Palestine – to be taken up by delegates at the 2015 MC-USA assembly.
- The Safe Church program was approved in the spring, and launched with the Fall Sunday School quarter. The newly-formed Child Protection Committee (CPC) has begun to oversee the training and registration of approved adults.
- The Memorial Garden, after its 2014 launch, has completed landscaping and preparation for burials. All that remains now is to name the Memorial Garden Trustees
- Changes in our long-term rentals, including the departures of both New Bridges from our basement and Bridge of Hope from the Dean House, led to Council creating a Task Force to begin to consider for the long-term how our spaces and buildings are utilized
- At our annual leadership retreat in November, Council met with Pastoral Team to reflect on 2015 events and decisions, and to discern our way ahead for 2016, including our call to discern a Vision for the congregation.
- The annual congregational meeting was also held in November, with many members and regular attenders gathering to affirm new leadership positions and to give thanks to those outgoing, to take congregational action on a change to our bylaws, and to reflect on our scripture for 2016.

As I conclude my years on Council, I am humbled by those thoughtful members and attenders who communicate suggestions, concerns and hopes for ways to do church better; I encourage us all to remain alert and connected in these ways. And I am truly grateful for the many committed individuals who lead and support this community of believers. From those who volunteer in the office each week to ease Administrator Nitsuh Agaje's schedule, to those who serve on our many committees and commissions, and including our dedicated staff who devote many hours to leading us with integrity and faithfulness, presenting a face of CMC that promotes peace, compassion and welcome to our community.

David Vogel  
Council Chair

## LEAD PASTOR'S REPORT

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CMC chose Colossians 3:12-17 as a focus scripture passage for 2015 and a worship series early in the year focused on both God's love and the Christian virtues from this passage. Three times in this passage we are reminded to be thankful. I submit this report with gratitude for CMC--who we are and who we are becoming in Christ.

CMC welcomed 10 new members and 5 babies born this year within our church family. Pastor Dayna sponsored a class for persons exploring church membership. And all three pastors have been active in welcoming new attenders in a series of meals hosted in our homes.

CMC voted to begin a renovation project and called two ad hoc committees (Development Committee and Building Committee) into service this year. These committees required intensive work and facing into the difficulties and opportunities of an aging building, a loyal and engaged congregation, and a tradition of many thriving ministries calling CMC buildings home. I am grateful for the progress in the renovations to date, the largely successful fundraising effort, the prospect of the project's completion during the New Year, and the realization of more efficiencies in HVAC and accessibility so that Everyone Welcome is not only an attitude, but also nuts and bolts.

In January pipes burst during a cold snap and CMCers volunteered in the clean-up, organized the paid labor for the repairs, and managed the insurance claim. In February all staff had computer upgrades (PC laptops), which after learning the new systems improved our efficiencies considerably. In the summer our staff offices were temporarily moved upstairs to accommodate renovations and we plan to move into the renovated office suite in January 2016. I'm grateful for the flexibility and good humor among our congregation as we navigated these changes. I'm also grateful that during months of makeshift surroundings, CMC has not neglected beauty. This year we've enjoyed an original hymn composed by Matt Carlson for Lent (Jesus, I believe you're near), the new plantings and pavers in the Memory Garden (Mike Zook and friends) and a new stained glass window (Zach Nafziger) in the prayer alcove. Though temporary, we also appreciated the installation of an abstract Anabaptist icon series this fall (Katheryn Fenton) and many musical ensembles (vocal and instrumental) that made our hearts soar.

CMC hosted two guest preachers from Mennonite Mission Network and Virginia Mennonite Missions this year. Then during the Advent/Christmas season we were blessed to hear from CMC preachers--not pastors, but other CMCers from a young adult to a retired pastor. We also encouraged church leadership gifts among several young adults in 2015: Lindsay Davis, Matt Naugle, and Jenae Longenecker completed pastoral internships with CMC and I began supervising field education for Maria Hosler Byler whose current focus in her seminary studies is conference-wide ministry.

CMC continues to be an active member in Harrisonburg District and Virginia Mennonite Conference. I led a workshop at the VMC assembly and also spoke on a panel during a

consultation for credentialed leaders. I was one of CMC's three delegates to the Mennonite Church USA assembly in Kansas City this summer as well. More locally, CMC joined a new faith-based justice organization called Faith in Action. I have served on the steering committee of Faith in Action along with fellow CMCers Hadley Jenner and Matt Carlson. The September launch drew people from many faith communities and CMC had the largest representation. The issue in focus for this first year is still being clarified within the larger scope of "justice for our immigrant neighbors" which has been timely, given the anti-immigrant, anti-refugee and anti-Muslim rhetoric across the country. I have personally had opportunities to hear from many more local immigrants about needs within our community that could be addressed through changes in the policies and practices of Harrisonburg and Rockingham Co.

In the late fall CMC launched a Vision Process which I'm facilitating with the collaboration of other CMC sponsors representing Council, Pastoral Team, senior adults, young adults and youth. We will be engaging the congregation over about 10 months including visits with small groups, listening sessions, reporting and developing plans together.

At the conclusion of the year, CMC conducted a major review for me. I've served here for 7 years and feel very blessed to be CMC's Lead Pastor. Based on the Personnel Committee's conversation with me, the review material, and my own discernment, especially during my annual week of silent retreat during Advent, my primary areas for focus in the year ahead will be: Preaching, Worship (in 2017 we anticipate Pastor Dayna will work with this area, so 2016 will be a transition year), Staff, a pilot year for a CMC Leadership Development Process, CMC Vision Process, and Faith in Action.

Dave Graybill completed three years of thoughtful service with Pastoral Team in December and CMC affirmed Esther Stenson to begin a term with Pastoral Team in January. While preaching, leading and teaching are public aspects of our work, behind the scenes there is considerable pastoral care, planning and discernment. I am grateful for this team and our shared responsibilities. As your lead pastor I hope to be more pastorally available on Sunday mornings in the year ahead and welcome your appointments with me through the week. I will continue my spiritual disciplines of daily prayer, scripture reading, and regular retreat time for seeking God's voice, amid the many voices. I am also grateful to continue a prayer and visitation ministry with clients from Patchwork Pantry. Although the pantry took a break during renovations, returning to this weekly engagement has been a blessing.

For 2016 CMC has chosen a short verse from Jeremiah:

**Thus says the LORD:  
Stand at the crossroads, and look,  
and ask for the ancient paths,  
where the good way lies; and walk in it  
and find rest for your souls. (6:16)**



My hope is that this verse will speak to us throughout the Vision Process and be a guide for both our action (walk in it) and our reflection (rest for your souls) as 21st century disciples of Jesus Christ.

Jennifer Davis Sensenig  
Lead Pastor

## **PASTORAL CONGREGATION RELATIONS COMMITTEE**

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Members: Doug Graber Neufeld (chair January-July), Jennifer North Bauman, Maria Rodriguez (chair August-December), Richard Stoltzfus

It was a year of transition for PCRC as Doug, chair of PCRC, left the committee in July. Maria took over as interim chair for August-December.

PCRC met the following 6 times during the year, with the following individuals and groups:

February- Jason

March- Jennifer

June- council chairs

September- Elders

October- All pastors

November- Roy Hange

In addition, PCRC was involved with organizing Pastor Appreciation Month in October. Church attendees were encouraged to take pastors a meal or to express appreciation and affirmation in other ways. We continued to organize supportive activities, such as recognizing pastors' and elders' birthdays and pastors' wedding anniversaries (on behalf of the congregation). Gifts typically include gift certificates to a restaurant or book shop.

Most meetings involved the participation of individuals from outside the committee, and focused on listening to what those individuals had to say about their roles, and about the church in general. In particular, we included times when pastors, elders, or church council members could share recent highlights and challenges in their lives and ministries. PCRC gave suggestions, affirmation and support where appropriate, and attempted to discern where it would be most appropriate for the committee to contribute in a positive manner. PCRC sought to be in tune with congregational concerns and affirmations regarding the ministry of pastors.

Maria Rodriguez  
Pastor-Congregation Relations Committee Chair

## **GIFTS DISCERNMENT COMMITTEE**

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Sue Cockley: Chair, responsible for the gifts survey, leadership positions such as council chairs, commission chairs, pastoral elders, PCRC, and other needs as they arise.

Jim Yoder: Administration Commission

Matt Gingerich: Community Life Commission

Shannon Sneary: Outreach Commission

Kristina Yoder: Worship Commission

Andrea Wenger: Youth Commission

Monica Carlson: Sunday school teachers

This year we have worked steadily to fill open positions, with extra effort being put into the Administration Commission. The remodeling work has put strain on the Property Committee and the approval of the Memory Garden proposal has resulted in a new position – Memory Garden Trustee. Jim Yoder has been in conversation with many people to more clearly identify the needs in this area and find people to fill the open positions.

As usual, there were several open leadership positions. We have a new Elder – Esther Stenson – and we are still looking to fill the Council Vice-Chair position.

The Gifts Discernment Survey had a rather small response rate, and we received single paper copies for a couple months afterward.

Sue Cockley  
Gifts Discernment Chair

## **ADMINISTRATION COMMISSION**

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Primary functions of administration are oversight of property, finance, and rentals.

### **PROPERTY**

Property has begun to meet regularly under the leadership of Mike Zook. This has been a very big year because of building renovations, establishment of the memory garden, and the challenge of flagging and coordinating major maintenance needs, such as HVAC, which were folded into our Everyone Welcome Campaign.

### **FINANCE**

Finance, chaired by Dave Stenson, also faced complex tasks with renovation-related budget issues. That report is separate.



This year we resourced finance committee by assigning Heidi Derstine with her accounting expertise to assist. (I took her place as personnel chair.)

We are at a point in our congregational size and our organizational and functional complexity that we may need to consider using outside expertise as a supplement to our finance committee.

## **RENTALS**

Bridge of Hope and New Bridges relocated this past year.

We continue to rent to El Camino Discipular, Patchwork Pantry, The Table, Community Preschool, and a 7<sup>th</sup> Day Adventist start-up. Skyline Literacy has temporarily relocated during our renovations and will be evaluating their needs before returning.

A task force is being formed for rental of the Dean House for the coming 12 months while CMC determines longer range goals through the visioning process.

## **OTHER**

Custodial tasks for our current and newly renovated spaces have been clarified and will continue supervised by Nitsuh Agaje, church administrator.

As Administration Commission chair I also served on the Development Committee this year.

Ruth Stoltzfus Jost  
Administration Commission Chair

## ***Finance Committee***

Our major source of financing comes from our annual tithing/giving, of course, but in 2015 we can also see other means of financing at work. This year's budget relied on past giving to meet the goals of our budget expenditures. This can be seen plainly when looking at the comparative budgetary summary at the bottom or end of that schedule. The other major aspect of finances for 2015 was the borrowing of moneys to assist in paying for our much needed building renovations. CMC didn't have enough in reserves to cover all the costs upfront and the Everyone Welcome Campaign funds will be received over a three year period.

So we see here two means of finance that helps us work with current/annual giving; reach into the past, that is, the reserves from past giving and borrow money with reliance on future giving.

For 2016, the portion of our mortgage payment related to the renovations will be paid out of the Everyone Welcome Campaign with our operating budget continuing to pay for the amount allocated to the Dean House mortgage. Once the Everyone Welcome

Campaign is over, the remaining costs will become a part of the annual budget. In the meantime, Finance Committee will work diligently to pay down the loan and look for ways to make this transition in 2 years smooth.

David Stenson  
Finance Committee Chair

### ***Church Administrator***

2015 has been an eventful year here at CMC. One of the main and perhaps the most noticeable changes at CMC this year has been the renovation of the building, which began in August and is still going on. Prior to the beginning of this project, we had to move all the church offices upstairs. This required a lot of packing, unpacking and rearrangement on my part. Initially, this change was a little challenging for me and some church members who came to the church office, but with time I have settled into the new space and members know exactly where to find the office. As a result, I must say the transition was smooth.

With regards to my work, I have been busy setting up the Everyone Welcome project fund, entering the pledge information and handling the financial transactions. I have also been responsible for the day to day office work, handling the finances, updating the media and assisting the pastoral team, commission and committee members.

During this year, I was privileged to have two member of CMC who served as volunteer receptionists one day a week for three hours. I would like to thank Martha June Graber and Lois Kauffman for your willingness to serve as volunteers at the office. Martha June and Lois helped in answering phone calls and entering individual family information for our online directory.

I will also like to thank the pastoral team members, council members and the finance committee members for your contribution in helping and facilitating the work I do. I wish you all many blessings in the New Year.

Nitsuh Agaje  
Church Administrator

### ***Grants Committee***

Members: Cindy Lamb, Melissa Rudacille, Steve Cessna, Millard Osborne, Chair.

There are two major parts to our committee's responsibility and it is with a deep sense of joy that we are able to share in providing financial assistance to our members and regular attenders. One part is our Compassion Fund for special needs or emergencies which come up and give stress to personal budgeting. The second part is managing educational grants for our students in Mennonite/Anabaptist schools.

A. Compassion Fund is for helping our own active CMC members, or regular attenders. Financial needs are presented to Grants Committee for consideration from small groups, pastors, or Sunday School classes. Each request is confidentially considered

on an individual basis. Requests larger than \$600 will be taken to Church Council for approval. There is a limit of \$1,200 per family per calendar year. These grants are not loans, but given as gifts. If a person wishes to replenish the Compassion Fund, they are free to do so at any time.

#### B. Educational Grants – Mennonite Undergraduate Institutions

CMC will provide \$1000 each year to students who attend a Mennonite/ Anabaptist Church college or university. Students and/or parent(s) must be full or associate members at CMC for 10 months prior to the school year for which they are requesting grant money, and currently be attending CMC. Students must be enrolled full-time in school, and may receive grant money for 4 years while getting their first degree.

The total number of undergraduate students this 2015-2016 school year has been 14 with the following detail: EMU – 7, Goshen College – 3, and 1 each at Bethel, North Newton KS; Hesston College; Canadian Mennonite, Winnipeg MB; and Juniata College, Huntingdon PA.

In addition we have two graduate students at Eastern Mennonite Seminary.

#### *Educational Grants – Eastern Mennonite School*

Children and youth of CMC whose guardian/parent(s) are members of CMC are eligible for educational need-based grants to attend Eastern Mennonite School (Kindergarten to Grade 12). Completed CMC application forms may be submitted to request funds. The amount of each grant is determined by the household's demonstrated financial need through a third party financial aid agency and the FAST eligibility form. The full amount of eligible financial need for each student is met by CMC (50%) and EMS (50%).

For the current 2015-2016 school year there are 10 students at EMS whose families are eligible for financial aid.

Summary – Again, we are thankful that we are able to share in the particular needs of others in our church family and encourage each of our children and youth in pursuing their educational goals.

Millard Osborne  
Grants Committee Chair

#### ***Property Committee***

With the current “Everyone Welcome Campaign” in full swing this has been an exciting and busy year for the Property Committee. We have worked with the Building Committee and alongside Herr & Company in an effort to save money on various portions of the renovation project. Committee members, volunteers and some hired help (reduced laborers from church) have saved a nice chunk of money and hope to continue to assist as this project wraps up in 2016. It will be our goal to make sure proper maintenance/cleaning is setup and completed with the all the upgrades.

Despite having a nice new portion of our church there is still plenty of the “old” church to maintain. We look forward to the great improvements in our entire heating/cooling system which will reduce work on our end and increase savings to the church. We will continue to try and tighten things up and make improvements as needed throughout the church.

The Memory Garden was a nice addition to the outside of the church and now offers members a place for cremains burial on site. Many members have already reserved plots which will allow for money to keep this area maintained and looking nice. Additional lighting and plantings will be added in the upcoming year.

It has been a big weight off our shoulders ever since Kent Davis Sensenig has taken over the rental manager side of things with the multiple organizations groups that use our facility. Due to the fact that New Bridges is no longer using our facility as well as some new space being opened up or improved with the renovation it would be our recommendation to sell the Dean House. While this property is a neat, historic home we feel it requires a lot of maintenance and is not being used enough by church members and is receiving minimum income from renters. We feel there is sufficient space in our current facility and the money from the sale of the Dean House (a decent offer on the table) could be used to continue making improvements on the main CMC building.

Lastly, the property committee is working to put together a better way for members to identify needs/wants throughout the building. In the near future, look for work order forms (paper & internet) to be available. This will be a way for members to report items throughout our building and give us a better paper trail. Too often we feel members report issues and aren't being heard or don't get any follow-up with their requests.

Current property committee chairperson is Michael Zook with Ray Horst acting as CEO and Roberta Fernandez as President of Church & Community Relations. We are excited to have the wisdom of Mark Sawin and mad skillz of John Murch join us in the new year. If you ever have any concerns feel free to contact any of the following folks.

Thank you for your efforts to keep the many running parts of CMC going on a daily basis.

Mike Zook  
Property Committee Chair

## ***Building Committee***

At the congregational meeting in November 2014, CMC got its first overview of a report from the building task force. In January 2015, that report was accepted by council, and we held a speakeasy. An architect and an engineer were hired in January, a project manager in March, a general contractor in April. In May, church council gave final approval to the scope of the work, and the Everyone Welcome capital campaign began. A permit application, complete with plans, was submitted on June 24, and approved on August 10. Construction started on August 11.

As 2015 closes, all this has been completed: the north hallway with new restrooms, a new nursery, and improved church offices, as well as heating and air conditioning throughout the building. That was part 1, if you will, but that seems like remarkable work in a short time, going from an idea to completed work in a year.

Along the way, the project discovered more work that could or should be done. Where it was necessary, we went ahead with the "should be done's." When it was a close question of access available with construction already going on, noticeable needed improvement, or things of that line, we sometimes bent our scope, sometimes declined to expand the scope, and sometimes did small extras within our scope. Church council approved an additional \$75,000 of spending, raising the construction budget to \$625,000, and the committee remains hopeful that the final bill will be at or near that amount. The committee is being careful and conscientious, which sometimes results in spending more money and sometimes in spending less.

Yet to come: the centerpiece of the project is the fellowship hall, which will be closed for the first two months of the year while the old restrooms are removed and the old church's brick altar wall is exposed. The carpet in the fellowship hall (and, later, in the basement) will be replaced. When the fellowship hall is done, we will complete the floor in the new north hall.

The south entrance to the fellowship hall, which is really nice now with new steps outside and no step inside, will be fitted with a new door. The bike rack will move to that side of the church. On the opposite side of the building, a new ramp will be built.

In the sanctuary, there will be a new speaker system and a permanently installed projector and screen. The lighting there will improve, and it can all be controlled from the sound booth. Below, the old furnace room will be made useful with storage areas, a ceiling that's not prone to catching fire, and a beam to hold up the kitchen floor. Finally, we'll finish the prayer alcove and heat it, and, in cooperation with the regular property committee, fix the plumbing in the kitchen and install exterior lighting.

This was a big job, made smaller by the incredible amount of time so many people from CMC have invested in it. Jack Rutt and Johann Zimmerman are the project manager and engineer, respectively. We're surely not paying them what they have earned. The building committee, volunteers, consists of David Vogel, Jennifer Davis Sensenig, Jeremy Nafziger, Joe Yoder, John Murch, Julia Alderfer Stauffer, Mike Zook, Ray Horst,

and Teresa Yoder. John and Mike, especially, donated many hours beyond the regular meetings. Linda Martin Burkholder directed the painting in the north hall area, saving us money in the process, and various skilled CMCers like Jay Hartzler and David Kreider did work that the contractor didn't have to bill us for. Many others have contributed time and ideas, and speaking of contributions, Stuart Showalter directed a successful fundraising campaign.

All told, I look forward to writing this report next year, when it will mostly be in the past tense. And I look forward to the improved use, accessibility, and soundness of our building in the future.

Jeremy Nafziger  
Building Committee Chair

## COMMUNITY LIFE COMMISSION

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Individual Committee Chairs:

Adult Education - Kent Davis Sensenig

Small Groups - Andrea Schrock Wenger

Greeters - Sue Swartz

Hospitality - Jennifer Ulrich and Rosemary Good

Retreat - Greg Yoder

New Attenders Ministry - currently unfilled, being handled by Dayna Olson-Getty

Pastoral team representative: Dayna Olson-Getty

Gifts Discernment liaison - Matthew Gingerich

Community life continues to thrive and is an accurate reflection of the general health of the congregation. I am deeply appreciative of the many hours volunteered by committees on Community Life Commission to facilitate a welcoming, growing congregation and coordinate activities, which enhance our congregational life. LIT (Learning Interesting Things) continues to be incorporated into Monthly Gatherings, and is currently being coordinated by Pastor Dayna Olson-Getty. LITs continue to have inconsistent attendance which may be due to conflicting schedules, or the need to use that time during Monthly Gatherings for conversation, fellowship or committee meetings. That time during Monthly Gathering will continue to be available for CMC attendees to share significant life events, resourcing, or fellowship time with table games.



I am thankful for the work of Community Life Commission committee members who have completed their terms of service in 2015: Andrea Wenger (small groups), Greg Yoder (retreat), and Sue Swartz (greeters).

Lee Good  
Community Life Commission Chair

### ***Hospitality Committee***

Jen Ulrich and Rosemary Good co-chairs with Joan Kauffman, Shelby Hertzler, Roberta Fernandez, and Kathy Stoll formed an outstanding team.

A second set of wheeled cabinets with a mixture of pull out drawer and shelf storage area arrived last December. Both the Third Tuesday Taco meal crew and those who have helped with potluck meals have noted how the increase in counter space has helped with the flow of food into and out of the kitchen while also providing for more space for dishes that come out of the sanitizer.

Sunday mornings- Provided coffee in the months with Sunday school and cold beverages in the summer months

The committee provided food for the congregational meeting in November. The committee decided to serve a simple meal of chili, rice, veggies and cookies. Members of the congregation helped by providing chili and cookies.

Potlucks were held monthly with June - September being held at Morrison Park. With the upcoming 2 months that will be required to stay out of the fellowship hall for renovations, we anticipate needing to be creative with coffee fellowship time, and will likely hold Guess Who's Coming to Dinner in February.

Jennifer Ulrich  
Hospitality Committee Co-Chair

### ***Retreat Committee***

CMC's Annual Retreat was held October 16 - 18 at Camp Brethren Woods in Keezletown, VA. The theme for the weekend was Play it Again, Sam: How God Speaks to Us through Play. Throughout the weekend we explored the ways in which play and laughter can bring joy to our shared life, allow us to enter deeply into imagining a different reality than the one we currently inhabit, to take delight in God's creation, and to lose ourselves in the joy of creative activity. The retreat was intentionally designed to foster intergenerational relationships, to allow CMC adults to play with and learn from CMC children, and to allow time and space for joining in God's love, delight, and joy in creation.

Friday evening began with board games, conversation, snacks and hot drinks around the Pine Grove fireplace. On Saturday morning, keynote speaker Melissa Florer-Bixler focused on ways that play can be subversive in the face of destructive powers and principalities.

Breakout sessions included a variety of planned activities including line dancing and disc golf, as well as time to spontaneously join in a conversation or play a board or outdoor game. A Saturday evening coffeehouse-style variety show wrapped up the evening and was followed by a fund-raising dessert provided by the MYF. Free time was used by CMCers young and old to refresh, reconnect, and revel in the blessings of our relationships with one another.

Attendance up from last year, with around 187 people participating in at least some part of the weekend and 75 people overnighting. Once again the traditions of popcorn and donuts were cornerstones of the retreat, thanks to the hard work and generosity Wayne Gehman who took over the cauldron from Terry Burkhalter. A big thanks to everyone who pitched in and made retreat happen this year. It was a wonderful, laughter and joy-filled, powerful time of being church together.

Greg Yoder  
Retreat Committee Chair

### **CMC Small Groups**

Small groups continued to play a vital role in the life of the congregation in 2015. Pastor Dayna Olson-Getty served as pastoral rep who visited many small groups individually to get to know them.

Between 20 and 25 groups met regularly throughout the year, sharing food, fellowship, fun, service activities, mutual support and more. A small number of groups met frequently, as often as once per week. More commonly, groups met bi-weekly.

Small groups played a role in marking members' life events (weddings, baby showers, moves, deaths); served with Patchwork Pantry, Open Doors and other ministries; and wrestled with tough issues.

A few new groups were formed. Other long-time CMCers stepped out of small group participation for a time. As a committee, we continue to believe that the diversity of group styles is healthy and a reflection of the various degrees of support and intentionality that people seek. No one model is held up as "better" than another small group model.

Processing of small group requests continued to present a challenge as communication between pastoral reps, committee members, existing small groups and prospective members is time consuming. We did not make the hoped for progress in strengthening the process of integrating new people into groups. Some people waited months for movement after a request to join a group.

We posted resource ideas and information about particular small groups on the bulletin board in the fellowship hall.

Andrea Wenger  
Small Group Committee Chair

## **Welcomers**

CMC Welcomers greet and welcome all who come to worship on Sunday mornings. The following persons were on the rotation for 2015: Rebeca Barge, Wilma Gingerich, Ken and Martha June Graber, Hadley and Jan Jenner, Sharon Miller, Millard Osbourne, Gloria Rutt, Keaton Shenk, Sheri Smucker, Shannon Sneary, and Sue Swartz.

Sue Swartz made the schedule and represented the group at Community Life Commission meetings. Welcomers were reminded by the church office when they were “on duty,” and notified the office when they made changes to the schedule. Dayna Olson-Getty served as the pastoral team representative for the group and worked on updating the job description.

Sue Swartz  
Welcomers Coordinator

## **Adult Christian Education**

Our committee (Kent Davis Sensenig; Reta Halteman Finger; Shirley Showalter; Esther Stenson; and Dayna Olson-Getty) found 2015 an enriching and rewarding one. We continue to develop three new class offerings per quarter, loosely linked to our three guidepost “Ws” of Word (scriptural study), Walk (ethics in daily life/contemporary society), and Worship (spirituality), alongside our on-going, Sunday-morning fellowship groups like Men’s Donuts and Quilting and Conversation.

A particularly popular highlight this year were classes on “calling and career,” adeptly facilitated by Adam Yoder in the spring quarter and carried forward successfully by Shirley Showalter in the fall. Over the course of these two quarters we heard from more than 20 of our CMC comrades-in-Christ, as they thoughtfully shared something of their own vocational journeys thus far in life. Bible studies ranged widely from Romans to Deuteronomy to the Gospel of John, while other classes explored healthy Christian sexuality; a rich tradition of Christian poetry; and contemporary issues like climate change and justice for our immigrant neighbors.

We were also glad to support other-than-Sunday-morning discipleship-formation classes for CMCers like Financial Peace money-management and Prepare and Enrich marriage-enrichment groups. Pastor Dayna led an “Exploring Membership” class this fall, as well. Ongoing challenges include making classes inviting, engaging, and accessible enough for everyone who seeks to go deeper into the Christian tradition and further on their own faith pilgrimage alongside other CMCers, as well as drawing out the participation and leadership of the full range of CMC’s personalities, gifts, and life-stages and ages.

Our committee is always eager to glean, gather, and develop initiatives from the congregation for classes and teachers, so bring it on! We are also always looking for new committee collaborators.

Kent Davis Sensenig  
Adult Christian Ed. Committee Chair

## OUTREACH COMMISSION

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The Outreach Commission oversees CMC's work both locally and globally and consists of seven members of varying terms with Jason Gerlach as the Pastoral Team representative. Additionally, many representatives to local organizations in the community periodically report to the Outreach Commission. The members of the Outreach Commission currently serving are; Michael Ann Courtney, Ben Wyse, Nelly Moreno Shenk, Sara Kiser, Katrina Swartz, Michael Snell-Feikema and Hadley H. Jenner, Chair. There has been a good bit of turnover on the Commission and it is good to see younger members of CMC now serving.

We continued the trend from last year of hearing from the various Outreach representatives to local organizations so that we develop an understanding of the scope of those organization's involvements and their particular needs. We committed to having 5th Sunday presentations by local groups we support together with offering collections dedicated to that group to better communicate Outreach Commission activity. This year we heard from People Helping People, Bridge of Hope, Big Brothers/Big Sisters and Skyline Literacy.

The Everyone Welcome Campaign includes a mission component (10% of the original \$500K budget or \$50K) to support local needs. That was taken on by the Outreach Commission to review and recommend to Council. After an initial review, we recommended and Council approved a CMC contribution of \$15,000 to support the kitchen rehabilitation project at Our Community Place (OCP). These funds will enable OCP to develop a viable lunch & catering business that will employ some of the folks from difficult life circumstances that OCP serves. We expect to recommend further contributions in the coming year to fully utilize the remaining \$35K in the Everyone Welcome mission support.

While much of the work of the Outreach Commission has been listening to reports and giving away CMC funds, a concern has grown in the last few months for better understanding and articulation of "mission." This also coincides with CMC's Vision process recently begun. Jason has gathered some statements about mission and some recent discussion at Outreach meetings has focused on what we understand as our assumptions for mission support. We will continue to reflect on what "mission" means for CMC and keep you posted!

Faith in Action is a new, local interfaith network of congregations organized to work for justice in the Harrisonburg/Rockingham community. CMC has been very active in the

work to create this new voice, including Jennifer Davis Sensenig, Matt Carlson and Hadley on the initial Steering Committee as well as Art Stoltzfuss, who interned with Faith in Action this past year. Several other CMC members attended workshops and training sessions that Faith in Action organized in 2015. This led to our “public launch” in September at Blessed Sacrament with about 40 CMCers present. Now, our two Faith in Action Congregational Representatives, Rick Yoder and Boris Ozuna, represent CMC on the Board. The theme that Faith in Action adopted for its focus in the coming year – Local Justice for our Immigrant Neighbors – will be further defined and acted upon in the coming year.

The Peace, Justice and Climate Action Committee (led by Michael Snell-Freikema and Valerie Serrels), recently worked with other local civic and faith groups for a climate action rally (CMC was one of many local sponsors) and have overlapped with Faith in Action given their recent listening to the concerns of immigrant poultry plant workers.

The Outreach Commission budget at \$55,170 comprises just over 12% of the 2016 Budget but about 62% of the Commission total is dedicated to various Mennonite institutions based on current membership (e.g. Mennonite Church, USA; Virginia Mennonite Conference, Virginia Mennonite Missions, Harrisonburg District, and Inter Anabaptist Partnerships). The Inter Anabaptist Partnerships includes CMC’s contribution to Mennonite World Conference, Mennonite Central Committee and Christian Peacemaker Teams.

We spend most of our Outreach time on that portion of the budget that is primarily local (i.e. that 38% of the Commission total budget or \$20,400 for 2016. Included in that \$20,400 is support for the following agencies; Patchwork Pantry, New Bridges, Our Community Place, Semilla Seminary, Fairfield Center, Open Doors, Highland Retreat, Gemeinschaft, Bridge of Hope, Mennonite Hispanic Initiative, Harrisonburg Rockingham Free Clinic, Medical Suitcase Clinic, People Helping People, Faith in Action, Community Preschool, Skyline Literacy, and Big Brothers/Big Sisters. Also included in this local portion of the Outreach Commission Budget is support for Service Grants given to recent high school graduates.

Do feel free to speak to any of us on the Outreach Commission if you have any questions.

Hadley H. Jenner  
Outreach Commission Chair

## **Everence**

Timothy and Ruth Stoltzfus Jost served as Community Mennonite's Everence Representatives again this year. CMC received \$3000 in Everence Sharing Grants. Of this, about \$2000 was used to supplement Compassion Fund grants for the needs of individuals affiliated with our congregation, while the remainder was used to assist the Harrisonburg Free Clinic, Open Doors, New Bridges, and the Medical Suitcase Project. Timothy attended Everence training events, referred individuals to Everence for

services, and placed announcements of Everence events and services in the CMC newsweekly. A number of CMC members attended Everence seminars on retirement or other topics.

Timothy and Ruth Stoltzfus Jost  
Everence Representatives

### ***Community Preschool***

Community Preschool continues to meet in the CMC basement area (directly under the stage area). Classes continue to be held for 3-year olds on Tuesday and Friday mornings and for 4-year olds on Monday, Wednesday and Thursday mornings and afternoons. This past year we had 2 sessions of children with 15 students in each group and one session with only 14 in that group. Later a child was added to make the 15. The preschool continues to be a 501 © (3) entity separated from CMC and the Board continues to want to maintain ties with the church.

The playground continues to be used regularly by the preschool children as well as the children of the church. We appreciate the care and respect of the church's children for the work the preschool continues to do to improve the playground.

This year we paid for delivery and work to add the additional mulch during the December school break. This spring new landscape ties were added and contributed by a wonderful parent business person and crew.

The Preschool Board continued with the same group working together: Eliot Swartz as President, Eileen Gingrich as treasurer and Joyce Osborne as secretary.

Three parents represented the 3 sessions of children and Pat Martin a retired teacher and Donna Heatwole continued on the board. In February, the registration for the new year was opened to CMC families before the general public had registration.

We had a major change when on January 16, Friday 2015, a water pipe burst above the Preschool and first floor behind the sanctuary. This caused major damage to the structure of the room, as well as the electrical fixtures and therefore, many items were damaged and needed to be discarded or dried. CMC's insurance helped to make major structural repairs with new kitchen\ cupboards and many other things. At that time separate heating and cooling and electrical plans were added. This means that Community Preschool not only is assessed a monthly rental fee but also separate utility bills.

We appreciate so much the Sunday School teachers allowing us to use Sunday School rooms during the renovation.

The Preschool Board has been working at finding financial support to meet these new expenses. Since our budget has been in the bare-bones area, we are needing to look



for major help with contributions. Our parents have contributed and have been willing to see increases in tuition and other expenses.

Betsey Branner joined Jennifer Runion and Lisa Moomaw in July 2014 to continue the excellent work of teaching the children.

CMC continues to offer limited assistance for 1-2 or possibly 3 families who are unable to afford full tuition. This past year we helped a family with a child who spoke no English when she came to the school. We enjoyed the 4 CMC children who attended during this school year. In 2015-2016, we have 6 CMC children registered at this point.

We look forward to another full and rewarding school year 2015-2016. Two of the three sessions are full with actually 16 children in the two-day class. We are pleased that all three of the teachers will be able to attend the annual Conference in Virginia Beach this summer. At this conference, they are able to get nearly all the 16 credit hours they need for each year.

As we begin the 2015-2016 school year, we are celebrating 33 years of serving children.

The Board has already replaced the parent representatives who are moving on. We appreciate so much the involvement of the parents in so many ways.

Again, the Community Preschool teachers and Board look forward to continuing good working relationship with Community Mennonite Church.

Written at the conclusion of School year 2014- 2015.

Joyce Osborne  
Secretary of the Board

## **WORSHIP COMMISSION**

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We all worship at Community Mennonite Church. In reports, it's more customary to phrase what should be the verb in a sentence as noun: we all "participate in worship"; we all "contribute to worship"; we all "come to worship." Those are not wrong, but they're needlessly hedged.

With that said, worship does not spontaneously generate in a relatively large church on a weekly basis, but happens when elements are prepared in order to allow it to occur. The Worship commission does not plan it in detail, but rather tries to make it possible and to arrange the conditions that allow us to worship. This means discussing some things we will do in a given series of services, who we will ask to lead them, what you will see in the church and around the altar when you come, whether the sound system works, whether the aisles are wide enough for communion.

Each service is planned, in that context, by the preacher, the worship leader, the song leader, and others. This year at CMC, 18 people have led worship, and 16 have led singing. More than 20 people played preludes and offertories, not counting the several times that groups played or sang. One Sunday in Advent, a group of 20 instrumentalists played during communion—strings, winds, brass, and piano. More than 40 of you read scripture, either directly from the Bible or in dramatic paraphrases. In addition to our own pastors' preaching, we have heard from several guests and, in Advent, from our fellow members. Worship arts have changed with the season, with beautiful work from our own committee as well as an extended display of Anabaptist icons by local artist Kathryn Fenton. The dedicated group of ushers have made us comfortable and prepared.

Attendance at worship was well behind that of the last three years (which were very close to one another) for most of the first eight months of the year before beginning to catch up. With two Sundays remaining at this writing, the average will likely be around 225, down from 235 in 2014. Offering totals have remained almost identical to last year.

Terry Burkhalter completed his term on Worship commission this year, having offered many smart ideas in our meetings. Jim Bishop will no longer be in charge of the ushers (but plans to continue as an usher); he notably approached the ushering job more as the head of a guild than as someone who merely volunteered. I thank them both for their service.

Jeremy Nafziger  
Worship Commission Chair

### **CMC Ushers Committee**

*"This is the church, this is the steeple . . . open the door, and see all the people."*

And who is most likely the first to see all these people? Why, the steadfast, faithful coterie of ushers, stationed like soldiers – perhaps the wrong word choice for a pacifist congregation – on guard duty, greeting each celebrant with a smile, word of greeting and the tools required – hymnal(s) and bulletin – for active participation in the upcoming worship service. Any wonder I declare unequivocally that "ushering in the kingdom" plays such a vital role in helping to set the tone for all that is to follow on any given Sunday morning?

So, just whom is this gallant group who gave themselves wholeheartedly to this task week after week? Glad you asked: Alden Hostetter, Dorothy Jean Weaver, Ben Bailey, Matt Gingerich, Teresa Boshart Yoder (for part of the year, then relinquished the post to take on another committee assignment, succeeded by whatzisname, Lonnie Yoder), Dan/Tina Beachy, Matt Ruth and yours truly. "On call" as substitute ushers were Shelby Hertzler, Brandon Roth, Kurt Ferdinand and Justin Sneary.

Four ushers, with one of the four carrying head usher responsibilities, followed a spreadsheet schedule that mapped out the entire year. The group also helped with special duties along the way, i.e., distributing ballots and program flyers, devices for

hearing impaired, wheelchair assistance (Paul Longacre) and other services on request throughout the year.

Usher coordinator Jim Bishop held a “training session” early in the church year to review the ushering duties and checkpoints (document available) and to carry out a “walk-through” of the church building and Dean House. Some creative adjustments were required when the church building renovation program got under way, especially related to traffic flow and handicap access issues.

Only those who have served in this capacity really understand or appreciate when I say that the head usher puts in a long day – upwards to five “missional” hours – as head usher, which involves arriving by 8 a.m. to unlock doors in the church and the Dean House, turn on lights, arrange the hymnal racks, straighten rows and double-check the main auditorium and be stationed with the other three ushers at the sanctuary doors, ideally by 8:40 a.m., do an attendance head count and consult with the worship leader on the offering procedure. Then, the same person needs to reverse the entire process following Sunday school and exhibit considerable patience for doing lockup as parishioners linger in the fellowship hall into the noon hour (apparently not everyone is running home to a roast beef, mashed potatoes and creamed peas Sunday dinner).

Borrowing a word that seems to be popular in our denomination these days – *forbearance* – I beg that of you as I once more spin the same broken record – or should I say cracked compact disc – of continuing frustration over the ongoing penchant for a third to nearly half of the congregation being late for the start of the 9 a.m. worship service, week after week. Often, persons are still floating in at 9:15-9:20 and acting surprised that there are few or no open seats in the sanctuary. I’ve brought this conundrum up in a variety of settings and apparently few others feel it is a problem, at least not one that anyone is willing to address. So, I mention it one more time and then . . . let it be, let it be.

Things are so much easier all around when persons are willing to enter promptly and be willing to follow the usher’s invitation to sit closer to the front rather than slipping into the back rows (where it’s often difficult to see or hear). And, in my wildest dreams, the balcony would not be opened until the main auditorium is full (that’ll be the day!).

I have asked to be relieved of the usher coordinator role at the end of this year, hard-pressed to say how long I’ve held this position. I’ve indicated my willingness to take on another term as a “regular” usher because I enjoy it – a prerequisite to any endeavor in the church.

I close this discourse as it began, with profuse thanks and a flick of the Bishop’s mantle for the assiduous efforts of our collection of ushers who sought to provide an atmosphere in which congregants could readily declare, “I was glad when they said unto me, ‘Let us go into the house of the Lord.’”

Jim Bishop  
Usher Coordinator

## YOUTH COMMISSION

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Youth Commission at CMC continues to be very active. A highlight of the year's activities by committee is as follows:

### *Sunday School Superintendent*

We have approximately 120 children and youth at CMC (nursery through MYF), and ten additional children who are away from us while their families are living away from Harrisonburg. Monica Carlson recruits teachers, and has worked to find teams willing to work together to teach for the whole year. We use *Shine* curriculum materials from Mennonite Media. Our fall offering money was given to My Coins Count. Since the MCC Relief sale, offering money supports the work of Jay and Sheri Hartzler, and Nathan Hershberger and Kaitlin Heatwole.

In the fall, youth commission implemented a new idea to have "church recess" during the last part of the church service and through the break between church and Sunday school. Several volunteers take children outside to play (or to the fellowship hall during inclement weather), then accompany them to Sunday school. The response to this initiative has been positive and children arrive at Sunday school ready to focus. We are grateful to the volunteers who have made this possible.

Betty Simensen

### *Nursery*

The nursery moved to the basement during the renovations and the space is working well for our needs. We are anticipating sorting through all the toys/equipment before moving into the new nursery space to reduce clutter, etc. Rachel Reesor will be taking over as chair of the nursery committee in January.

Sara Gingerich

### *Library Committee*

During 2015 the library "committee" occasionally circulated children's books on the book cart and updated adult resources on the shelf in the back of the sanctuary. Several new children's books were bought from CMC member recommendations. Choice books offered free books at the end of their business year, some of which were shared with Patchwork Pantry patrons.

Linda Gnagey

### *Venture Club*

Sponsors who served this year were Jonathan Tieszen, Greta Kreider, Gretchen Cessna, Lindsey Fast and Erika Metzler Sawin. Venture Club welcomed new members in the fall at the Murches' donut party. We became accustomed to gathering a small group for activities on Tuesday evenings after the taco meal. Those included game nights, joining MYF, and Christmas crafts. We continued many traditions like an annual

overnight lock-in at church, distributing cookies to college students, and snow-tubing. All of our sponsors are in the process of becoming approved adults.

Greta Kreider

### *Jr MYF*

Our sponsors during this year have been Rosemary Good, Adrienne Griggs, Harold Shenk, Michael Ann Courtney, Steve Cessna and Kent Davis Sensenig. We got off to an encouraging start, with twenty kids showing up to our first monthly gathering! Beyond our 7-8 p.m. hour together during the monthly Tuesday evening gatherings, we try to plan one other event/outing/activity each month. We had a pretty impressive turnout for the Virginia Conference middle-school retreat held at EMS, with about fifteen kids (and two sponsors). The resource people were excellent, and it was a good day with a variety of activities. Even though it might not have been quite as exciting for the kids as an over-nighter at Smithland Lake (what has happened in past years), it was a wonderful, well-planned, (and very local!) option. Other events included helping out at the hamburger/hotdog stand at the MCC Relief Sale, and an after-church hike in early November (plus connecting at church retreat, in-between those two events).

Kent Davis Sensenig

### *Senior MYF*

The events listed below only give a glimpse into youth group life, and its many activities.

Since our last report, four seniors have graduated, and we've welcomed the following freshman: Zachary Bauman, Renee Flory, Kerinna Good, Oliver Hertzler, Eliza Johnson, Rebecca Murch, Augusta Nafziger, Noah Siderhurst, Robin Vogel, Ben Yoder, and Tobias Yoder.

Joe Yoder, Sandy King & Steve Witmer have continued in their roles as youth sponsors. After years of great service, Jessica Hostetler decided to release the role, so we're currently looking for a female replacement. Throughout the year, youth group sponsors have deeply enriched the experience of weekend and weeklong trips as well as weekly activities.

Sunday school in 2015 included the following instructors and topics: During the spring, Jason Gerlach taught the MYF Sunday school class focusing on *Generation Change* (Dave Ramsey's material for youth). During this fall, Jason Gerlach once again taught the MYF Sunday school class focusing on a curriculum titled *Test of Faith: Does Science Threaten Belief*.

The Senior High MYF spent the first weekend of December at Highland Retreat for our annual Snow Camp weekend. This year we combined our retreat with Park View Mennonite Church. Throughout the weekend, Jaime Miller led sessions in which he shared songs, poems, and invited youth to write their own laments, based on biblical Psalms. Park View MYF shared one game with us, and CMC returned the favor.

The youth group continues to meet regularly on Wednesday evenings, and maintains a rotation of input sessions, local service events, and fun activities – this rotation helped pattern the gatherings each month which often took place the first, second, and fourth Wednesday of the month. The variety of activities has been greatly appreciated.

The youth group has participated in Community Mennonite Church's "Monthly Gathering" and has been thankful for the opportunity to eat supper with the whole congregation as well as meet as a group during the second hour.

For the third year, CMC has participated in Virginia Mennonite Conference Bible Quizzing. This year CMC had two teams consisting of the following youth (Kerinna Good, Augusta Nafziger, Jonathan Murch, Maarten McDonald, Luisa Miller, Joseph Lockey and Elsje McDonald). All of these youth quizzed well both locally and in the tournament in West Liberty, Ohio during the last weekend of March. This year's quizzing material was the gospel of Mark (and the first five chapters of Acts), which was enjoyable for quizzing because the questions were based on the life and miracles of Jesus. Wayne Gehman helped coach again this year; his expertise was deeply appreciated throughout the local season and the tournament.

This year CMC graduated four seniors. Those seniors were recognized during the second hour of a Monthly Gathering, they each had an opportunity to present a little about their lives during this event.

Over the summer months, youth traveled broadly. Some traveled through school functions or with their family. Eighteen members of the youth group (including sponsors) spent a week in Kansas City, Missouri attending the Mennonite Church USA Youth Convention. The time in Kansas City was very rewarding because the theme encouraged us to consider who we are becoming as we follow Jesus *On the way* (Convention theme, based on Luke 24). The schedule provided many opportunities to meet youth from across the US as well as time to process as a group the significant diversity within the broader church. Additionally, the group enjoyed participating in a service project at *Rainbow Garden*, connected to Rainbow Mennonite Church, in which we built two raised beds as well as weeded all of their many garden plots.

In sum, we have grown closer as a group and closer to our Lord, Jesus Christ. We have been blessed with the opportunity to meet, with an adequate meeting room, and capable leadership in sponsors, and the sense of a strong blessing from the entire congregation. Thus, we thank all of you who are praying for each member of the youth group, as well as for your financial support and kind words of encouragement to each member of the 2015 youth group.

Jason Gerlach, Joe Yoder, Sandy King & Steve Witmer



### ***Mentor/Mentee Coordinator***

We had nine children going from 5<sup>th</sup> to 6<sup>th</sup> grade, and all of them joined the Mentor program. There was a well-attended Mentor/Mentee picnic in the fall. There are seven children who have been attending CMC who arrived after the normal time to join the Mentor program. We are actively working to get these children paired with mentors. Hopefully in the spring we will have another Mentor/Mentee event.

Tom Sawin

### ***SafeChurch Program***

CMC Safe Church Core Team continued its work in 2015 under the guidance of the Collins Center and the Safe Church Program. The team assisted in educating the congregation regarding child sexual abuse with the hope all CMC adults would have the necessary information and tools to protect all vulnerable persons in our building. The team also worked closely with Council for affirmation of a comprehensive policy regarding child sexual abuse, and a policy was passed by Council in April to be implemented from May 2015 through 2016 with oversight from Council. Subsequently, the Core Team assigned itself with the following responsibilities during the implementation year:

- Communicating policy related information to the congregation
- Making provisions for adult volunteers to become Approved Adults
- Developing a system for administration of the Approved Adult process and related paperwork
- Creating the Child Protective Committee
- Reviewing the Circle of Grace curriculum and determining how to integrate it into the Sunday school year

To date, twenty CMC volunteers are now Approved Adults for working with CMC children and youth as stipulated under the guidelines of the policy, with many other volunteers at some point in process. A committee is in place to monitor any comments and concerns expressed by the congregation as the policy is implemented, and to make recommendations to the Core Team and Council for any revisions during the implementation year. Finally, the comprehensive nature of the policy has served CMC well in this first year with additional portions of the policy being referred to as need has arisen.

Marsha Thomas

Joyce Peachey Lind  
Youth Commission Chair

Above all, clothe yourselves in love,  
which binds everything together in perfect harmony.

***Colossians 3:14***