



On Giving and Receiving Counsel

A process of discernment for a Mosaic Mennonite Conference credentialed leader alleged to be acting at variance with the Confession of Faith in a Mennonite Perspective

1. **Begin the discernment process**

Leadership ministers will work proactively in considering any alleged actions that are at variance with the Confession of Faith in a Mennonite Perspective. This conversation should happen long before it is brought as a concern to the Conference Board Ministerial Committee.

2. **Confer, Inform & Report**

The Leadership Minister shall confer with the credentialed leader alleged to have acted in a way that is at variance with the Confession of Faith in a Mennonite Perspective, and inform the Executive Minister of Mosaic Mennonite Conference, the Ministerial Committee chairperson, and the credentialed leader's congregational leadership chairperson of this meeting. The Leadership Minister shall then submit a written report to the Ministerial Committee.

3. **Appoint a Review Committee**

When the Ministerial Committee receives a written report of an alleged action at variance with the Confession of Faith in a Mennonite Perspective, the committee will appoint a review committee of representatives of the Credentials and the Ministerial committees plus that credentialed leader's Leadership Minister to conduct an interview with that credentialed leader. A representative of his/her congregation shall also be invited to the interview. The chair of the Credentials Committee will be asked to chair the meeting. The Conference Board shall be informed that a review committee has been established for a discernment process of the credentialed leader.

4. **Listen to Credentialed Leader**

The review committee will listen to the credentialed leader to establish clarity and content of the report, to understand his/her intentions, to hear how he/she processed the decision and with whom. The committee shall make sure denominational (Membership Guidelines) and conference policies (noted above) are clearly understood. Future intentions should also be reviewed. It is important to gather all pertinent information that will assist the Ministerial Committee in their discernment process.

5. **Submit Full Report to CBMC**

The review committee will give a full report of the interview with the credentialed leader to the Ministerial Committee along with their counsel and recommendations. The credentialed leader's Leadership Minister is recommended to participate with the Ministerial Committee in

the discernment of this matter. The credentialed leader will be invited to this meeting.

6. CBMC discernment

The Ministerial Committee will receive the report and discern further actions which may include discipline in line with Mosaic Mennonite Conference and Mennonite Church USA policies as noted above. The broader counsel of the congregation, conference and denomination's leadership may also be sought.

7. Recommended actions

Actions recommended may include:

- a. Probation for a specified period with close supervision;
- b. Suspension of credentials for a specified period with steps toward restoration;
- c. Withdrawal of credentials for non-compliance with stated policy;
- d. No Action

8. Conference Board Discernment

The Ministerial Committee is accountable to the Mosaic Mennonite Conference Board who will approve or disapprove actions recommended by the Ministerial Committee. The Conference Board shall also decide if, how and when these actions will be conveyed to the broader constituency.

I have read and understood the above statement.

Candidate signature: _____

Printed name: _____

Date: _____

January 26, 2015