



Congregational Information Form

To be completed by congregations seeking new pastoral leadership.

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. Information

A. BASIC INFORMATION AND CONTACTS

1. Name of church Hyde Park Mennonite Fellowship
Address 1520 N 12th St Boise, ID 83702
Church telephone 208-336-9872
hydeparkmf@gmail.com Website: www.hydeparkmennonitefellowship.com
2. Chairperson of search committee Rob Hanson
Address 2061 E Feldspar Ct
Boise, ID 83712
Telephone 208-383-0349 Email: robeerun@aol.com
3. Area church/conference: Pacific Northwest Mennonite Conference
Name of area church/conference minister assisting your church's search committee
Eric Massanari
Address P.O.Box 301036 Portland, OR 97294
Telephone: 316-212-6514 E-mail: eric@pnmc.org
4. Year in which the congregation first began meeting or was organized
Founded 1977, incorporated March 5, 1979

B. MEMBERSHIP

1. **Average Sunday worship attendance during the last 12 months:** 59
Highest attendance during that time: 91 Lowest attendance during that time: 42
2. Total current members Non-resident members
Resident members Children (not members)

Membership at HPMF is a self determination process. All those that feel like they belong and want to call themselves a member, can do so. No roster is established. We have a church directory with 105 adults, 19 children (1 – 18 years) with a range of participation. We also have attendees that choose not to be in the directory. We have an annual fall covenant service indicating a willingness to commit to HPMF and each other. Fifty eight persons signed the commitment card on September 17, 2023.

Some non-residents have participated by Zoom. The weekly church email list has some local and non-residents that do not participate in formalized church activities, but because of prior attendance and Facebook relationships, feel a strong connection to the congregation.

3. Age of members and children.

Age of members and children. Give totals and percentage.

0-12	14	11%	31-45	23	19%
13-18	5	4%	46-64	31	25%
19-30	11	9%	65+	40	32%

4. Occupational profile: (ages 19 to 85). Give totals.

Business/manager/proprietor	11	Homemaker	4
Education/administration/teacher	9	Clerical/sales	2
Craftsman/laborer/operative	8	Student/VS	3
Medical: doctor/nurse/administration	9	Farmer/rancher	0
Church institution/administration/minister	6	Other professional	21

5. Educational level of adults:

Up to and including high school	11%
Some college or college graduate	50%
Graduate school	39%

6. Describe the racial or ethnic composition of the congregation.

We are a white congregation with less than 2% diversity, but welcoming to all.

C. LEADERSHIP

1. Identify the present staff position for which you are seeking a candidate. Pastor
2. Two previous persons in the above position:

Name: Chrisie Dahlin Dates of service: September 1, 2020 – October 31, 2023

Name: Marc Schlegel-Preheim Dates of service: 2012-2020

Comment on the transitions experienced by the above staff persons. What were the reasons for their assignments ending? How were the transitions handled?

After terminating a pregnancy for medical reasons and having to leave the state to do so (because of Idaho's abortion ban), Christie made the decision to move to another state and be closer to family. As she said in her resignation letter to the congregation, her decision to leave had nothing about HPMF or her role there, but her needing to prioritize her family at this time.

Marc decided to leave to take a position with Mennonite Mission in Service Adventure at a location to be closer to family. Because of the pandemic, he did not do that but instead accepted the position as Executive Director of Corpus Christi House, the local day shelter for the homeless.

3. **Did your congregation follow the Pastor Salary Guidelines recommended by the denomination for the previous pastor?** Yes

4. **Identify other staff:** (assistant/associate minister, lay ministers, administrative assistant, custodian, musicians, youth)

Title Administrative Assistant 6-12 hours/week

Specific responsibilities: Administrative support for church – pastor, committees, building use plus digital production for zoom and social media. Years served: 2

Title Custodian We utilize a cleaning service

5. **Describe housing options for the above position: Is there a parsonage or a housing allowance (US) or housing credit (Canada)?**

No parsonage. Housing allowance provided according to MCUSA guidelines.

Is the person free to choose between these options? No

II. 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. (Would recommend that the governing board of the congregation review and sign off on this section)

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- A. **Describe the commitment of your church to Anabaptist/Mennonite faith. How does this contribute to strengthening your ability to join God's mission in the world?**

Being Mennonite provides us an identity that helps define us. We value peace, justice and simplicity. Our congregation is aligned with and guided by the Mennonite Confession of Faith,. But not ruled by it. In our congregation there are varying degrees of familiarity with the details of the Confession.

Our church also seeks to build community with partners around the world. We have a longstanding relationship with a sister church in Puerto Asis, Colombia. We have a more nascent relationship with Albino communities in Tanzania and we partner with MCC in numerous ways and some connect with MDS. We contribute to the broader mission of the Mennonite Church by supporting church agencies such as MMN, MCC, AMBS, etc.

B. What is the vision for your church? What are your priorities that shape the church's ministry?

We began a visioning process a year ago with Credence and have identified many areas for inclusion. We have a Vision Task Force in place.

Our mission includes the development of personal spiritual growth and transformation of its members. We, as a progressive Christian expression of Anabaptist thinking, seek to grow and expand our connection to God, self, and others.

Our mission is also to maintain and nurture the honoring of beauty as expressed (though not limited to) our musical talents. While music is important, we honor all expression of artist expression within our worship, and into the world.

We are committed to the care of creation and environmental sustainability as an expression of our faith.

We are assessing our resources, our space, and our buildings to see the best way to meet our goals.

We would like to hear more from our children and young adults about what is relevant. We would welcome their participation. We want to maintain support for spiritual formation education for our school age children and continue our intergenerational time during worship and at monthly intergenerational evening get-togethers.

C. What is your view of the pastor's role in the church? 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 beyond the congregation?

Our pastor should lead and motivate HPMF to continue and fulfill our visioning process.

Continue to guide youth development programs including an emphasis on young families; Pastor would not need to be the leader but would help create and ensure programs are implemented. Help HPMF evaluate other options to support youth religious education.

Always preach the Gospel. The way the Pastor lives their life as a follower of Jesus is the foundation for being a successful pastor.

Identify, nurture, and develop gifts in others, and provide opportunities to put gifts into service.

Thorough understanding and practice of what it means to be a Mennonite.

Provide spiritual and emotional care for congregants' individual needs, hands on care.

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 appreciate diversity of views. We strive to be an open, welcoming and inclusive congregation. We are sufficiently grounded in the core of our Mennonite identity that we can and do welcome dialogue and engagement within our congregation, with other faith groups, and those on a spiritual journey even though they don't call themselves Christian. We see God in broader/other denominations and congregations, while remaining in Christian fellowship ourselves.

Our church does service in alignment with our beliefs. This service brings us together and helps build community across all our generations. Historically our church has been an important incubator of many ministries within the Treasure Valley. This has come about when individuals and sub-groups within our church have initiated justice work and inspired others (both within the church and within the community at large) to join in. In our justice and peace work we operate out of a "hub" model whereby church is the center out of which our many talents and interests find the support and strength to carry out the gospel's work of healing in the world. We continue to work toward land acknowledgment and nongender pronouns and metaphors for God to help us better see God outside of the patriarchal and dominant culture lens to be more welcoming to those who have been systematically oppressed.

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?

There are no known factions or dividing issues. The current group has a sense of unity. Small disagreements exist, but there is a tolerance for differences in opinion. Some may say we are open-minded and we place a high value on relationships with one another.

Some folks feel and connect peripherally and more could be done to work at inclusion. We do have a certain style about our worship. For example, we use hymnals and don't use praise songs on a projector.

We have a number of people that have been harmed in their childhood or other denominations with literal Scripture interpretation so we try to be sensitive to ways that the church can be healing.

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.

We need to walk with our changing demographics, such as a cohort of folks entering their 60s and 70s and our families with young children.

Continue to assess our resources, our space and our buildings to see the best way to meet our goals.

We want to maintain our connections and caring within HPMF, which may require new ways of supporting each other, communicating, being vulnerable and discussing hard issues.

We would like to bring healing and hope and leadership to our Treasure Valley community through peace building, preventing violence and supporting peace and justice legislation.

III. Organization/Ministry

A. CHURCH STRUCTURE

1. **Identify the primary governing body** (council, board, elders) which represents the church

Name: Leadership Team meets monthly

2 Men – 1 in 60s, 1 in 70s: 4 Women – 2 in 60s, 1 in 70s, 1 in 80s

2. **Identify five other significant leadership/programming bodies:** e.g. trustees, deacons, elders, commissions, councils, boards, committees.

Name: Trustees

Meets as needed, frequently by conversation rather than formal meetings;

9 members;

6 men - 1 in 40s, 1 50s, 2 60s, 1 70s, 1 80s, 3 woman - 1 in 50s, 2 in 60s

Name: Finance Committee

Meets monthly

6 members plus pastor;

3 men – 1 in 40s, 1 in 60s, 1 in 80s; 3 women with 2 in 60s and 1 in 80s

Name: Worship

Meets monthly

5 members plus pastor;

2 men – 2 in 60s; 4 women – 1 in 30s, 2 in 50s, 1 in 60s

Name: Missions

Meets as needed by email

7 members plus pastor;

4 men – 1 in 50s, 2 in 60s, 1 in 70s; 3 women – 1 in 40s, 1 in 60s, 1 in 70s

Name: Congregational Life
Meets quarterly as needed;
4 members;
4 women – 3 in 60s, 1 in 80s;

Adult Spiritual Formation
Meets quarterly
4 members
2 men – 1 in 60s, 1 in 70s

Child Spiritual Formation
Meets quarterly
2 members
1 50s, 1 in 60s

Vision Task Force
Meets monthly
4 members
3 men – 1 in 40s, 2 in 60s; 1 woman in 70s

Pastor Search Committee
Will meet as needed
6 members
3 men – 1 in 50s, 1 in 60s, 1 in 70s; 3 women – 1 is 15 years old, 1 in 30s, 1 in 60s

B. Worship AND MUSIC

1. Describe your worship service

We gather in person and also offer a Zoom alternative.

At our in person service, a worship leader provides transitions and connections in the service. Our components – Usually 6 songs, offering, intergenerational time, report from our Sister Congregation in Colombia or another mission focus moment, a message, occasional sermon response and discussion time, and open mic sharing time for joys and concerns. Several musicians rotate song leading.

2. What role does music play in your congregation?

We have strong musicians. We like to sing. Many people say they come to our church for the music. Many say music is what they miss the most during the pandemic. We infrequently do a cappella. The past three years, we have held “singing school” during the Sunday School hour for a month to help folks learn four-part singing. We sing a range of songs and try some new music. We like praise and high energy, but also thoughtful songs about justice and creation. A few times a year, we use liturgical dance in worship.

3. What song books/collections of music does your congregation use?

We have purchased the new hymnal, Voices Together. We mainly use this hymnal.

We also have available Sing the Story; Sing the Journey; and Sing and Rejoice.

4. Name the musical instruments used in worship and other events (piano, keyboard, organ, guitar, organ, drums, handbells, violin, etc.)

Piano and guitars mostly. Occasional mandolin and banjo. Infrequent - harp, bongos, marimbas, accordion, and cello.

5. Identify choirs and/or music groups

None.

C. CHRISTIAN FORMATION- Describe your approach to Christian Formation

1. Number of children's classes: Monthly evening intergenerational gathering

Attendance: 6 - 15

Number of youth classes 0__ Average total attendance

Number of adult classes 2 Attendance: 8 – 20

There are also member lead short term book and/or Bible study classes held throughout the year.

Our pastor has been leading a weekly Lectio Divina

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What curriculum resources are used by these classes?

Adult Formation class generated by the Spiritual Formation Committee precedes the one hour before worship. Youth used some resources from Children's Sunday School has changed to Intergenerational Time monthly. Resources vary greatly depending on the topic.

2. How does the congregation attend to the formation needs of persons of all ages?

We have a spiritual formation committee that addresses our various ages.

3. What other opportunities are there for growth and transformation?

Many individuals learn through reading books, participation in activities of other churches or organizations, listening to podcasts, multiple service opportunities in the community, and occasional educational tours (for example, MCC Learning tours). Sharing time often includes reports from the above activities.

4. Describe the involvement of youth in the life of the congregation.

We currently only have one teen who participates in adult groups and is serving on our search committee.

Does your church support and send young people to Mennonite camps, area church/conference and colleges?

Yes. Palisades Mennonite camp is about 4 hours away. Drift Creek and Camrec are 7 – 8 hours away.

The lack of connection to the broader Mennonite church reflects partly the interest of the adults to the larger denomination. Attendance at national conventions and PNMC gatherings is 2 – 6 adults.

We do have a policy that if youth volunteer for MVS, MCC, or Service Adventure, we will give a substantial donation for their support.

5. Does your congregation have active small groups? If so, describe the number of groups, focus of the groups and how often they meet.

We have Supper for Several groups with frequent reorganization. We have small group book studies. Currently there are no Bible study based small groups.

6. What men's/women's groups are active?

Men's Bagels meet every Wednesday morning from 8:30 – 9:30, at a local bagel shop. Primarily retired men, about a dozen participate. Several church members have been active in Mennonite Disaster Services. One member served on the MDS National Board.

The Knotty Ladies meet Wednesday mornings from 10 – 12 to tie knots for comforters for MCC.

About a dozen women, mostly retired, participate.

7. What ministries do you have for children, youth and young adults over 18, etc.?

Children – We have monthly intergenerational time on Sunday afternoons.

Youth –Individual members offer seasonal special activities such as an ice cream social, tubing the river and sledding in winter.

In the next five years, do you anticipate membership to increase, to be stable or decrease? Why?

The numbers will probably be stable although the participants will change. We are a typical urban congregation with many folks that consider us their church even if they attend every month or so.

D. OUTREACH AND EVANGELISM

1. Describe how you cultivate the visibility of your church in the community.

We perceive ourselves as visible by justice and social action. The most frequent volunteer location is Corpus Christi, our day shelter for the homeless. Other interests and actions by members include immigration, capital punishment, legislation, refugees, schools, LGBTQ+ rights, Mothers Against Gun Violence, Idaho Peace Coalition, Braver Angels, Alternatives to Violence, Crop Walk & Indigenous Justice Work, a program in prisons, and environmental agencies.

For several years, we have spent considerable time and energy on the annual Idaho Relief Festival, by contributing homemade items for auction, volunteering, and purchasing. Every fifth Thursday we host a Friendship Dinner at the Presbyterian church for those food insecure.

2. Describe how you connect to seekers and make new disciples.

Our promotion and marketing are by our witness and example.

3. Describe your congregation's ministry in and with the community.

Our building is heavily used by an AA group, Braver Angels, The Baroque Orchestra, Music class for under five year olds, Citywide Choir and many other groups. A review of building use and foot traffic in 2018 showed around 47% use by congregation and 53% by community. Individuals in the church volunteer at local agencies mentioned above.

E. HOW DOES THE CHURCH UTILIZE TECHNOLOGY IN WORSHIP, IN TEACHING, AND IN OUTREACH IN THE COMMUNITY?

Worship service – we have a sound system, use a mic, and have a projector. The primary use of technology in worship is for our hybrid service.

We have used videos in our adult education classes and to promote mission opportunities.

We have a Facebook page, maintained by the church admin.

Email is a primary method of reaching the church attendees where our Sunday AM message is posted weekly.

G. CHURCH BUILDING AND PROPERTY

1. Do you own or rent your facility?

Own, no mortgage.

2. Seating capacity of sanctuary or worship area

We have a full sanctuary with about 80 padded chairs. We infrequently add folding chairs when we reach the maximum capacity of 100.

3. Date of construction of church building

1910, originally owned by the Friends

4. Date of last renovation.

2016

We added an external elevator and remodeled bathrooms for handicap accessibility.

What if any building/renovation program is needed or projected?

We have begun plans to install a wheelchair accessible ramp to our side door.

Ongoing maintenance issues:

The kitchen and basement with Sunday School classrooms and main area for dining has not been remodeled for 20 years.

5. Describe the educational facilities.

Basement has movable wooden partitions to form 3 Sunday School rooms. They have weak sound barriers and do not have doors.

6. Describe the fellowship and/or recreational facilities.

The basement is one large room that seats approx. 50 people at tables for fellowship meals.

The basement also has a kitchen, one child-care room used for the nursery, and two non-gendered handicapped accessible bathrooms.

7. Describe the church office location and equipment:

The administrative assistant has a small room off of the sanctuary with a desk, printer, copier, computer, phone, and bookshelves. She is able to work from home most of the time.

The pastor's office is a small room off of the sanctuary with desk, computer, printer and bookshelves

8. Are building and equipment adequate for the needs of the congregation? Describe any special assets or liabilities of the building.

The Hyde Park neighborhood in north Boise is a highly sought-after location for businesses and residences. The church building is old, the office space is small, and the basement is less than ideal, but it functions and has been used by many organizations for decades. The church lacks property space to add any parking. The congregation also owns a small house next door to the church which is in need of repair and focus. Currently, it houses a family that pays rent and utilities.

Major additions and changes to the structure are challenging because of the North End Historic District guidelines.

9. Name the insurance company and describe the coverage for church liability, property, pastor's liability, etc., for the church.

Brotherhood Mutual is our insurer. We carry property insurance, liability for property, professional liability coverage including religious institution counseling.

We have Idaho State Insurance for Workers Comp.

10. Are there community programs or groups who also utilize your church facilities? Who are they and how often do they use the building?

Glass House, an Alcoholics Anonymous group meet in the building five nights a week with approximately 60. The relationship with individuals and the group has been strong, spanning decades. Most interaction is between the organization and the church administrator or pastor

G. CHURCH STEWARSHIP/FINANCES

1. Based upon your last report, identify the previous year's giving of your church.

HPMF Income and Spending October 1, 2022 – September 30, 2023

Total income - \$150,620

Total expenses - \$179,216

Mennonite Church USA - \$ 4,120

PNMC - \$ 6,695

Total Missions budget including PNMC and MCUSA \$22,973

Above budget Missions giving \$10,827 and \$13,000 of that was for a Covid local relief.

Total budget for October 1, 2022 – September 30, 2023 - \$171,285

We do not have MCC in our budget because most people contribute through the relief sale by donations and purchases , donations through MCC related connections such as knotted comforters, our sister church in Colombia, and Albino health in Tanzania.

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

We contribute to the Corinthian Plan. We give \$1000/year to college students regardless of their college of choice, so right now we are giving to Goshen College for one student.

How much do we have in savings?

\$22,940 in socially responsible funds invested with Everence and \$48,027 with Praxis Genesis Balanced Portfolio, also socially responsible. We also have Certificate of Deposit with US Bank in the amount of \$75,356. We have in the US Bank checking account \$14,489. We also have \$201,074 in a U.S. Bank Money Market Account that bears interest at approximately 4.25%.

2. Church budget

Who makes recommendation regarding pastoral and staff salaries?

Treasurer – for pastor’s salary according to MC USA guidelines.

Staff – Finance and/or Leadership Team.

Who determines church budget or makes recommendation to the church?

Each committee is responsible for creating a budget for their tasks, then the Finance Committee presents to the Leadership Team. An annual budget meeting is held each Fall. Budget year is October 1 through September 30. This year we are trying a two-year budget cycle: 2023-2024 & 2024-2025.

What plan is used to challenge the church to Christian stewardship?

We do not have a formal plan and do not use a pledging system.

We do give occasional budget and giving updates in our weekly email newsletter.

Church giving has exceeded expenses most years.

Our congregation is very responsive to giving for special needs. For example, the congregation donated \$13,000 for local needs for Covid relief and has donated generously for Corpus Christi House and our Sister Church in Columbia.

3. Is there church indebtedness?

No

IV. Relationships

A. COMMUNITY

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

Large city (over 100,000)

2. Which best describes this community?

Growing

3. Describe racial or ethnic composition of the community.

89% white, Hispanic or Latinx – 7%, all others – 4%

4. List two or three primary business/industries in the community.

Largest employers in state – St. Lukes Health System, Micron. Albertsons national headquarters.
Industries related to construction.

5. Identify other Mennonite/Anabaptist churches in the community, if any.

“Treasure Valley” churches, the Boise metro area:

Evergreen Heights Mennonite – 30 miles away, attendance around 25;

Meridian Mennonite – 15 miles away

Two more Idaho Mennonite churches – Filer and Aberdeen

What other churches and faith groups are in the community?

Our pastors have connected with several other pastors and denominations through community, social action and peace interests and the Boise Interfaith Coalition.

We have a large Catholic population with Catholic schools and a large LDS population in the community.

6. Name of nearest college or university

Boise State University.

Other institutions within 40-mile radius – Northwest Nazarene University, College of Western Idaho, College of Idaho, University of Idaho – Boise, Idaho State University – Meridian, and Idaho College of Osteopathic Medicine.

In what way does your church relate to this academic community?

We have minimal formal connections. A few church members have attended, graduated, or worked for BSU and CWI. One member is an employee at Boise State and another at College of Western Idaho.

7. Identify significant issues confronting your community.

We have rapid growth in our area with in-migration due to thousands moving here each year from California, Portland, Seattle, and other states. Some are attracted by conservative ideals of low taxes, rights to carry guns, and strong Republican government. The cost for housing, rent and purchasing homes, has increased almost monthly for a few years.

We are a designated refugee city and so we have thousands of immigrants from around the world, although that has almost stopped in the past four years.

8. Describe what you believe to be distinctive assets of your community.

We are urban with great access to outdoor activities of biking, hiking, rafting, skiing, snowshoeing, and more. We have all the major arts, ballet, orchestra, outdoor theater, music, and drama in our community. We are often mentioned in the top in the country for livable and bikeable. We have minor league sports teams with baseball and hockey. Youth sports programs abound.

9. Describe your congregation's ministry in the community.

Individuals in our congregation volunteer in multiple nonprofits including Corpus Christi House which provides day shelter for homeless, the Women and Children's Alliance which works with abused women and children, Dunia Marketplace which was formerly Ten Thousand Villages and started by HPMF 20+ years ago, the Idaho Mennonite World Relief Festival, and several environmental and conservation agencies.

10. How does your congregation work with ecumenical and interfaith efforts?

Participation in the Boise Interfaith Coalition and peaceful legislative protests.
Corpus Christi House, the day shelter for the homeless, is an ecumenical effort.

B. AREA CHURCH/CONFERENCE

1. Describe your relationship with and your participation in the area church/conference.

Pacific Northwest Mennonite Conference.

One of the members of our congregation is currently on the board and other members have been on the board, including a board chair position. We send delegates to the conference meetings held twice a year. Two HPMF members serve as District Pastors for the PNMC.

About a dozen members participate in the biennial West Coast MCC bike ride which becomes a strong way to connect with other Mennonites, mostly from the West.

C. WIDER CHURCH

1. Describe your relationship with and your participation in Mennonite Church Canada/Mennonite Church USA.

Several families received the Mennonite World Review and The Mennonite, now Anabaptist World. One member was on the MennoMedia board for a few years, another on Mennonite Church USA Executive board, and another vice chair of the Constituency Leaders Council.

Attendance at national conventions has varied from 2 – 6 adults present. A couple women have participated in Women Doing Theology conferences. Many members of the congregation are not aware of the MCUSA structures or current issues.

Several members use the services of Everence.

Summary statements

Most members participate in volunteer work and ministry locally or abroad. HPMF was instrumental in starting the Dunia Marketplace (formerly 10,000 Villages) and Corpus Christi (day sanctuary for unsheltered). Currently, the church does not focus on one ministry but instead supports individuals in their personal calling. The storytelling and discussions indicated the multi focus was acceptable and our best way to continue. A “hub” is often mentioned ,meaning we gather as a hub for each of us to gain strength and encourage each other and then do our ministry.

Many folks are active in the outdoors and frequently camp, hike, bike, raft, and do snow sports. Winter retreat is held in the mountains on a lake with assured snowshoeing and skiing. Easter early service is hiking up a nearby foothill and picking up trash along the way.

Since Hyde Park began 40+ years ago, HPMF has had four main pastors and several others that were interim or led us during a pastor sabbatical. Each one was different and brought unique skills and callings. Each one was a gift to us and what we needed at that time. We are grateful to God that each person has been a good fit and we look forward with anticipation to our next pastor.

V. Conclusion

A. Compile your church’s response to the Twenty Pastoral Areas found at <http://manygifts.org/20pastoralareas/> and include summary of the results.

Name of group or persons responsible for completion of this form: Leadership Team
Date of completion: October 2023