

Pacific Southwest Mennonite Conference FY2009 Action Plan

Part One: General Assumptions

1. Pacific Southwest Mennonite Conference and Shalom Ministries will continue to work conjointly on behalf of the common member churches of the two organizations.
2. PSMC Conference Minister Jeff Wright will be a one-half time employee (.50 FTE) of the Conference, effective July 1, 2008¹. His primary roles will be to:
 - a. Supervise the implementation of the Conference Priorities through the work of PSMC-Shalom Ministries conjoint staff, PSMC contracted staff, and volunteers.
 - b. Oversee the spiritual vitality and well-being of both the pastors and congregations of the Conference by assisting in granting/withdrawing of ministerial credentials, pastoral transitions, and establishing guidelines for ministry².
 - c. Be the principal point of contact between the PSMC and MCUSA, and the PSMC and other ecumenical institutions.

Part Two: Action Agenda for FY2009

Implementing PSMC Priorities, FY 2009	Priority: Equipping Pastors and Leaders	Priority: Facilitating Church-to-Church Communication	Priority: Strategizing with Congregations for Missional Vitality
Strategy: Tending to Pastors	<ul style="list-style-type: none"> • Continue to develop and strengthen the School for Urban Mission³ project, making course offerings available across the Conference geography, according to locally expressed interest (Valentina Satvedi/Joel Shenk) • Develop, with Pacific Northwest Mennonite Conference and Mountain States Mennonite Conference, a proposal and funding scheme for a "Western Pastors Road Trip" to MCUSA offices for pastoral orientation purposes (Jeff Wright, with PNMCM and MSMC Conference Ministers) • Extend implementation of the Pastoral Coaching Network among interested pastors in California (Jeannette Slater) • Implement mandatory sexual ethics training for all persons holding ministerial credentials in the PSMC (Melissa Hofstetter) 	<ul style="list-style-type: none"> • Implement Communications Task Force Recommendations: (Summer Intern) <ul style="list-style-type: none"> ○ Establish pulpit exchange opportunities • Develop and implement Weekly eMail to pastors to share information and calendar (Shawna Yoder) • Continue to develop resourcing events for pastors in conjunction with Winter Assembly (Joel Shenk) 	<ul style="list-style-type: none"> • Continue to respond to pastoral invitation to conduct consultative engagements for missional projects (Jeff Wright) • Continue to provide new church planters with access to the Shalom Ministries / CAL <i>Critical Foundations</i> process for new church development (Jeff Wright) • Continue to assist Pastors in New Immigrant Congregations to identify resources to assist members out of status with US Immigration (Mukarabe Makinto) • Continue to provide Biblical teaching on peace & justice issues through arrangement with CAL (Bert Newton)

¹ This represents a change of employment status, and requires a new employment agreement.

² The language for this role is drawn directly from ***A Mennonite Polity for Ministerial Leadership*** (Faith & Life Press, 1996), p. 77

³ School for Urban Mission (SUM) is a program of the Center for Anabaptist Leadership, in association with the Hesston College Pastoral Ministries Program. The current SUM director (to July 30, 2008) is Valentina Satvedi. Joel Shenk will assume the responsibility of leading SUM as CAL Director of Leadership Cultivation (.40 FTE), effective August 1, 2008. In FY 2008, the PSMC budgeted \$5,000 toward the operation of SUM.

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Strategy: Tending to Congregations	<ul style="list-style-type: none"> • Implement Eldering Ministry throughout the Conference (Tom Longenecker) • Respond to long-standing invitation to visit churches in Indonesia to: 1) strengthen PSMC relationships with member Indonesian congregations; 2) increase the capacity of the PSMC to effectively relate to Indonesian churches and leaders (Jeff Wright) • Develop church visitation schedule for Conference Staff and Board (Joel Shenk) 	<ul style="list-style-type: none"> • Implement Communications Task Force Recommendations (tbd) <ul style="list-style-type: none"> ○ Establish sister church opportunities ○ Establish Banner exchange process for Assemblies ○ Establish bulletin insert project • Continue to gather for Delegate Assemblies in Southern California (February 6-7, 2009), and Northern California (June 19-20, 2009) • Continue to facilitate and as needed, arrange for meetings in the PSMC Master Calendar (Joel Shenk/Shawna Yoder) • Continue to publish <i>Panorama</i> at least 3x per year (Doreen Martens) • Continue to coordinate the annual Palm Sunday Peace Parade in Pasadena (Bert Newton) • Develop and implement a plan to encourage youth convention attendance at Columbus 2009 (Rebekka Stutzman) • Develop and assist in implementing a congregational contact calendar for Board and available program staff (Shawna Yoder) 	<ul style="list-style-type: none"> • Continue to assist congregations in pastoral placements, evaluations, and transitions (Jeff Wright, Tom Longenecker, and Elders) • Work with El Remanente Del Senor as a base for next generation Latino & Multiethnic (Mosaic) church planting. (Makinto) • Continue to work with PSMC congregations with existing mortgages through Church Extension Services to remain current, and assist churches seeking funding for building projects to attain church-based funding as possible (Jeff Wright) • Host "summit" on Alternative Ecclesial Communities/New Monastic groups and their active participation in the PSMC (Nathan Slater) • Launch, in cooperation with Center for Anabaptist Leadership, the "Future of Anabaptism" Lecture Series (Jason Evans) • Develop and implement a network of young adults who provide voluntary service among various member congregations (Joel Shenk) • Develop and implement strategies for planting "subversive-emergent" churches using CAL learnings from Anabaptist movement in the United Kingdom (Jason Evans/Jeff Wright)
Strategy: Tending to the Conference & Denominational System	<ul style="list-style-type: none"> • Continue to process Ministerial Leadership Information forms through the PSMC Office with assistance from Shalom Ministries support staff (Valentina Satvedi/tbd) • Review and revise as needed the Conference Assembly Planning Guide (Joel Shenk) • Engage, through the Constituency Leadership Council, the process of MCUSA reorganization (Jeff Wright/Brian Fry/3rd member tbd) 	<ul style="list-style-type: none"> • Implement Communications Task Force Recommendations (tbd) <ul style="list-style-type: none"> ○ Develop DVD of Conference member churches ○ Upgrade website as a resource center • Reassess Mission Strategy and Faith Formation Councils (Board) • Continue to hold the CAL "Concert for the Nations" as the closing event for PSMC Winter Assembly (Makinto) 	<ul style="list-style-type: none"> • Relate to the North American Mission Fellowship (Mukarabe Makinto & Jeff Wright) • Participate in the following MCUSA leadership gatherings: <ul style="list-style-type: none"> ○ Conference Ministers (Jeff Wright) ○ Missional Leaders (Jason Evans) ○ Youth Ministry Council (Rebekka Stutzman)

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	<ul style="list-style-type: none"> • Consult with Executive Leadership/Denominational Minister Gilberto Flores as needed (Jeff Wright) 		<ul style="list-style-type: none"> ○ Others as time and interest allow • Consult with Mennonite Mission Network Liaison Steve Wiebe-Johnson as needed (Jeff Wright)
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Part Three: Staffing Relationships

Staffing Leadership Staff	PSMC Assignment	Shalom Ministries Assignment	Location
Jeff Wright	Conference Minister (.50 FTE)	Shalom Ministries Executive Director & Center for Anabaptist Leadership Lead Consultant (client fee-for-service)	Pasadena
Joel Shenk	Conference Administrator (via contract with Shalom Ministries) (.20 FTE)	CAL Director of Leadership Cultivation (.40 FTE) - Director of School for Urban Mission (w/ partial funding from contract with PSMC - after August 1, 2008)	Pasadena
Tom Longenecker	Lead Elder (.20 FTE)		Pasadena
Valentina Satvedi (<i>completing assignment on July 30, 2008</i>)	Assistant for Credentials Management (by special arrangement until July 30, 2008)	CAL Director of Urban Theological Formation (.50 FTE) - Director of School for Urban Mission (w/ partial funding from contract with PSMC, until July 30, 2008)	Pasadena
Jeannette Buller Slater	Director of Coaching Networks (via contract with Shalom Ministries)	CAL Director of Coaching Ministry (client fee-for-service basis)	Phoenix
Nathan Slater	Elder for Alternative Ecclesial Communities (volunteer)	Mission Associate for New Monastic Mission	Phoenix
Makinto	Director of Latino & Intercultural (Mosaic) Church Development (.20 FTE)	Amahoro International Program Director & Artist-in-Residence (.80 FTE)	Rancho Palos Verde
Mukarabe Makinto		AMI Director of HIV-AIDS & Immigration Ministries (1.0 FTE, through Local Service Agreement with West Coast MCC)	Rancho Palos Verde
Jason Evans (<i>beginning assignment August 1, 2008</i>)		CAL Director of Submergent Church Development (.20 FTE)	San Diego
Bert Newton		CAL Mission Associate for Peace & Justice Ministry – Peace Center @ CAL	Pasadena
Melissa Hofstetter	Pastoral Ethics Trainer (fee for service basis)		Pasadena
Rebekka Stutzman	Youth Ministry Liaison (volunteer)		Reseda

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Support Staff

Shawna Yoder	Christian Education Resource Person (in conjunction with Mennonite Publishing Network)	Executive Assistant (.40 FTE)	Pasadena
to be appointed, effective August 1, 2008	Assistant for Credentials Management (by special arrangement after August 1, 2008)	Assistant for Communications (.40 FTE)	Pasadena
Doreen Martens	Editor, <i>Panorama</i> (Fee for Service per issue)		Toronto, Ontario
Vivian Schwartz	Bookkeeper (Fee for Service)		Phoenix
Dennis Good		Controller (Fee for Service)	Riverside

Part Four: Staff Teams

- Tending to Pastors: Jeff Wright, Tom Longenecker, Jeannette Slater, Melissa Hofstetter
- Tending to Congregations: Jeff Wright, Jason Evans, Makinto, Nathan Slater, Bert Newton
- Tending to Systems: Jeff Wright, Joel Shenk, Mukarabe Makinto, Rebekka Stutzman

Part Five: FY2009 PSMC Contracts with Shalom Ministries

Pasadena Office Share	\$5,000
PSMC Administrator	\$5,000
School for Urban Mission	\$5,000
Urban Ministry Director (routing MMN Funds)	\$7,600

Part Six: Key Metrics of Successful Implementation

1. Equipping Pastors and Leaders
 - a. Each person holding active ministerial credentials in the PSMC has the opportunity to participate in an event or network which equips them for more effective ministry.
 - b. Three-Fourths (75%) of all credentialed persons actually participate in some PSMC-sponsored equipping event or network in FY2009.
2. Facilitating Church-to-Church Communication
 - a. Each congregation receive regular hard and electronic copy of *Panorama*
 - b. Each congregation receive weekly electronic updates from the Conference
 - c. Each congregation receives at least two personal visits to some congregational function from some combination of the following persons:
 - i. District Elder
 - ii. Conference Minister
 - iii. Conference Staff
 - iv. Conference Board of Directors member
3. Strategizing with Congregations for Missional Vitality
 - a. Launch at least 5 new congregational start ups in FY2009
 - b. Bring at least three congregations into full membership in the PSMC by June 30, 2009
 - c. Document member congregations engaging in significant ministry into their community, and explore opportunities to expand the proportion of congregations engaged in missional activity.