



**Mennonite
Church
USA**

**Mennonite
Church
Canada**

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 *Hesston Mennonite Church*
 Address *309 S. Main, Hesston, KS 67062*
 Church telephone *620-327-4885*
 Email hesstonmc@hesstonmc.org
 Website www.hesstonmc.org

2. Chairperson of search committee *Mike Lamb*
 Address *36 Park View, Hesston, KS 67062*
 Telephone *620 327 2422* Email foursheep@cox.net

3. Area church/conference *South Central Conference*
 Name of area church/conference minister assisting your church's search committee
Clarence Rempel
 Address *1004 W. 10th St., Newton, KS 67114*
 Telephone *316 650 0223* E-mail clarencempel13@gmail.com

4. Year in which the congregation first began meeting or was organized : *1909*

B. MEMBERSHIP

1. Average Sunday worship attendance during the last 12 months: *318*
 Highest attendance during that time *550*
 Lowest attendance during that time *225*

2. Total current members *636* Non-resident members *238*
 Resident members *393* Children (not members) *104*

3. Age of members and children. Give totals and percentage.

| | | | | | |
|-------|----|-----|-------|-----|-----|
| 0-12 | 71 | 15% | 31-45 | 45 | 9% |
| 13-18 | 20 | 4% | 46-64 | 103 | 21% |
| 19-30 | 60 | 12% | 65+ | 194 | 39% |

4. Occupational profile: (ages 19 to 70). Give totals.

| | | | |
|--------------------------------------|----|--------------------|----|
| Business/manager/proprietor | 34 | Homemaker | 6 |
| Education/administration/teacher | 33 | Clerical/sales | 14 |
| Craftsman/laborer/operative | 19 | Student/VS | 18 |
| Medical: doctor/nurse/administration | 17 | Farmer/rancher | 1 |
| Church institution/admin./minister | 11 | Other professional | 37 |

5. Educational level of adults:

| | |
|----------------------------------|-----|
| Up to and including high school | 17% |
| Some college or college graduate | 73% |
| Graduate school | 10% |

6. Describe the racial or ethnic composition of the congregation. *Predominately Caucasian. Ethnic representations: Asian, Hispanic, African American*

C. LEADERSHIP

1. Identify the present staff position for which you are seeking a candidate.
Pastor of Worship, Outreach and Administration
Provides leadership, energy and direction to the Hesston Mennonite Church congregation in the areas of vision, worship, preaching and outreach to equip others in Christ's ministry. Communicates the openness, interest and commitment of the HMC congregation to those not yet involved in a congregation.

2. Two previous persons in the above position: Previous incumbents were Lead Pastor positions.

 Name *John C. Murray* Dates of service *1999-2016*
 Name *Ann Schowalter* Dates of service *1997-1999*
 Comment on the transitions experienced by the above staff persons. What were the reasons for their assignments ending? How were the transitions handled? *Murray resigned to pursue a new vocation. Schowalter completed a term as interim pastor.*

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- *Pastor of Congregational Life 1 fte* Specific responsibilities:
Provides leadership, energy, direction and support in faith development and formation for young children and their families and those age 40 and above in the congregation. Communicates openness, interest and commitment of the HMC congregation to those not yet involved in a congregation. Years served -6
Completing service, effective 9-9-18.

Title *Pastor of Youth & Family Min. 1 fte* Specific responsibilities *Provides leadership, energy, direction and support in faith development and formation for youth and their families. Communicates openness, interest and commitment of the HMC congregation to those not yet involved in a congregation.*
Years served- 5

Title *Office Manager .75 fte* Specific responsibilities *Pastoral & office support*
Years served 2

Title *Finance Sec..5 fte* Specific responsibilities *Offerings/payables/payroll/reports*
Currently filled by a congregational volunteer.

Title *Custodial (3 part-time) .5 fte total* Specific responsibilities *Cleaning & minor maint.* Yrs. served 1

5. Describe housing options for the above position: Is there a parsonage or a housing allowance (US) or housing credit (Canada)? *Housing Allowance (no parsonage).*

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)

- 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?

The congregation identifies closely with the Mennonite Church. Congregational worship incorporates the use of traditional Mennonite resources (hymnal) as well as contemporary resources. The budget reflects an ongoing commitment to financially support the work of the wider Mennonite Church, including Mennonite Mission Network, Mennonite Central Committee and South Central Conference, college scholarships for members attending Mennonite and other than Mennonite colleges and the use of Everence sharing funds. This congregation is well represented at South Central Conference and Mennonite Church USA gatherings and has hosted SSC events since completion of our new facility in 2007. The MYF regularly attends regional and national youth conventions with support of the congregation. The youth and congregation also participate in area service opportunities. The congregation includes numerous members who are current or former members of MCUSA organizations, including Hesston College, Bethel College, Mennonite Mission Network, South Central Conference, MCUSA executive board and Menno Media.

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

The HMC vision statement is "A community of God's people, seeking and following the way of Christ, experiencing and sharing the good news of healing and hope."

Emphasis is place on local programming. Children and youth have Wednesday evening programming, in addition to grade-specific Sunday School. There are seven adult Sunday School classes, with occasional topical class and Bible study options. HMC is an active participant in a community-wide Vacation Bible School program supported by the Hesston churches. HMC also relates intentionally to a large elderly population at nearby Schowalter Villa with live video broadcasts of Sunday morning services. HMC is located adjacent to Hesston College, which uses the sanctuary for chapel services. Hesston College also helped fund part of the new sanctuary and organ in 2007. Members of our congregation volunteer with Mennonite Central Committee, Mennonite Disaster Service, the Newton Et Cetera Shop, the Kansas Mennonite Men's Chorus and the Hesston Resource Center. The congregation has a history on intentional and ongoing relationships with and support of international missionaries, the Newton Homeless Shelter and Menno Clinic India.

- 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?

Hesston Mennonite Church values a culture of collaboration and teamwork among its pastors. Each pastor cares for the needs of the congregation, with a focus on the specific ministries defined in their job title and description. While pastors give priority to the ministries for which they hold responsibility, they also have the opportunity to experience a full range of pastoral work within the church. In addition, each pastor seeks to advance the missional movement of the congregation in bringing God's healing and hope to the community and beyond. The pastors are called to carry out the work of Christ alongside the congregation. We value relationships of integrity, accountability and transparency. Pastors are viewed as spiritual leaders and are expected to stimulate growth in Biblical understanding and Christian discipleship. Pastors are expected to listen to the diverse voices within the congregation while helping to guide the congregation on an intentional and focused faith journey. Pastors should engage and support lay leadership in the congregation, participate in congregational conversations and affirm the discerned decisions of the congregation. Consistent with congregational response to the "20 Pastoral Tasks" survey, the primary qualities for the pastor in this position are Preaching and Leadership/Administration.

- 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.

God created all things, including humanity in God's image, and it is very good. Creation is fallen and has become less than God intended. God, through Jesus, brings grace, forgiveness, healing and guidance to be made new, growing toward restoration of God's original intention. We live in hope of the completeness and fulfillment of that restoration of all of creation. We believe that God is sovereign, that Jesus is Lord, and that those basic tenets, along with the guidance of the Holy Spirit and the counsel of the Christian community will affect how we live. We believe the Bible to be inspiring and authoritative, that it is to be studied seriously by the gathered church, and that it is to be understood within the context from which it emerged.

- 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?

Within the context of traditions in staff structure, volunteer leadership, worship style and music, HMC is a diverse congregation. We have relatively new and long-standing members with varying degrees of maturity on the spiritual journey. After a long tenure with a well-liked lead pastor, the congregation is working to find stability and direction in the transition after his departure. In the period from February 2017- February 2018, the congregation struggled to define the roles of our three pastors, ending with 80% affirmation of new job descriptions. During this period, we have lost focus on several key areas including how to reengage local members who no longer attend worship services, how to expand our reach with the Hesston College community and how to connect with the non-churched of Hesston.

- 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?

Attendance at HMC has been in a slow, steady decline; not uncommon in MCUSA churches and in many denominational churches. HMC average attendance:

*2000 400
2010 350
2015 326
2017 318*

While a decline in regular worship service attendance may be a trend across the U.S., we are not resigned that this must be our reality. We continue to bring new families into HMC, but we realize that we are also losing families from our congregational community. A weakness of this congregation is that we have not had a structured way to track and reach-out to members and regular attendees who begin to disengage from HMC. Our new pastor will have a key role in helping to restore energy to this congregation and to help continue to offer meaningful fellowship, community and spiritual support to the congregation.

III. ORGANIZATION/MINISTRY

A. CHURCH STRUCTURE

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

Name *Elders* meets biweekly, avg. age 58 M – F 3-3
Name *Council* meets monthly, avg. age 48 M – F 5-4

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

Outreach meets monthly avg. age 57 M – F 4-1
Worship meets quarterly avg. age 47 M – F 2-4
Gifts Discernment quarterly avg. age 62 M – F 3-2
Finance meets monthly avg. age 57 M – F 3-2
Facilities meets quarterly, avg. age 56 M – F 9-0
Education and Fellowship & Service commissions meet as needed.

B. WORSHIP AND MUSIC

1. Describe your worship service

Following a printed bulletin, the service includes community life, prayer, congregational singing, the reading of scripture, a children's story, sermon, offering and response hymn. The structure of worship has varied little in recent years.

2. What role does music play in your congregation?

Music is a regular and appreciated part of the weekly worship service.

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

Hymnal: A Worship Book

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

Andover Organ (installed 2007)
Steinway Piano- sanctuary
Steinway Piano- community center
Malmark Handbells

Worship music often includes strings, bass guitar & drums on occasion.

5. Identify choirs and/or music groups

| | | |
|-------------------------|------------------------|-------------------------------------|
| Name <i>Bell Choir</i> | Age range <i>25-70</i> | Number of participants <i>15</i> |
| Name <i>Adult Choir</i> | Age range <i>20-80</i> | Number of participants <i>15-30</i> |
| Name <i>Music Teams</i> | Age range <i>10-80</i> | Number of participants <i>~20</i> |

The Music Team assists in leading congregational singing at each Sunday worship service. The Bell Choir and Adult Choir perform on occasion during the year.

C. CHRISTIAN FORMATION- Describe your approach to Christian Formation

1. Number of children's classes 6 Total Sunday school enrollment 278
Number of youth classes 3 Aver. total attendance *not tracked*
Number of adult classes 7

What curriculum resources are used by these classes?

Primary-Middler: SHINE; JYF-MYF: Bible Study; Adults: MennoMedia Sunday School materials, various book studies and other input.

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

Adult Sunday School classes (7)

Adult Bible studies

Children's Sunday School

Wednesday night programming for grades K-12

Youth programming for middle school and high school

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

Occasional service opportunities and attendance at regional and national church conferences.

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

Children participate in worship in several ways on a consistent basis. Each service includes a children's story time that is centered around the worship and sermon theme. Children participate in offering with their own offering gifts placed in a globe on the platform at the same time that offering plates are passed in the congregation. These offering monies are targeted to missions and needs that the children Sunday School classes are involved with. Children also participate weekly in lighting the peace lamp and Christ candle during the beginning of the service.

The youth fellowship participates in facilitating the worship service on an occasional basis, often as a response to camp or conference attendance.

Does your church support and send young people to Mennonite camps, area church/conference and colleges? *Rocky Mountain Mennonite Camp (Colorado) summer youth camps and snow camps. Support for transportation to RMMC; Camp Mennoscah (Kansas); regularly attend Mennonite Youth Convention; scholarship program to support youth attending Mennonite Colleges.*

5. Does your congregation have active small groups? If so, describe the number of groups, focus of the groups and how often they meet. *Circle Ministries are a form of small groups gathered around shared interests. Missional Discipleship Triads are groups of three members who meet to study scripture, prayer and accountability. For many, the Sunday School class serves the role of small group.*

6. What men's/women's groups are active? *Dorcas Circle (Mennonite Women), Prayer Shawl Ministry Circle, Primetimers (adults over 65), Wednesday Evening Adult Activities occasionally meet during Wednesday children's programming.*

7. What ministries do you have for children, youth and young adults over 18, etc.?)
SHINE: approx. 60 children combined from HMC and community, Pre-K to 4th grade, meets weekly on Wednesdays following the school calendar; RAY: 25 youth combined from HMC and community, grades 5-8, weekly activities in addition to Sunday school; MYF: 9 high school youth meet for Sunday school, weekly Wednesday meetings, service project on alternate year to Mennonite Youth Convention.

8. In the next five years, do you anticipate membership will increase, remain steady or decrease. Why?
Based on recent history, if no changes are made, our membership will likely continue to decline. If we are able to better engage our own members, the Hesston College community and the unchurched of Hesston, we can reverse this trend.

D. OUTREACH AND EVANGELISM

1. Describe how you cultivate the visibility of your church in the community.
Financial and/or volunteer support for Community Vacation Bible School, Hesston Resource Center, Harvey County, Homeless Shelter, Et Cetera Shop in Newton, Schowalter Villa, facility for Hesston/Bethel Performing Arts series.

Hesston Mennonite is engaged in outreach with the New Hope Homeless Shelter in Newton and the offering of summer noon meals to children in the community who may not have access to adequate nutrition when school is not in session.

Children's Wednesday evening activities include groups for elementary and middle school aged children. There is a high number of children who attend these evening sessions who are not tied to Hesston Mennonite Church through their parents.

2. Describe how you connect to seekers and make new disciples.
Occasional pastoral article in faith section of local newspaper, invitation to other children and youth to participate in Wednesday evening programs.

3. Describe your congregation's ministry in and with the community.
See #1. above

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

Multiple cameras provide live feed of Sunday morning worship services to Schowalter Villa and record the service for later web site viewing. Projection equipment allows for use of video, photographs and other images to be projected

during worship services. Worship music is often projected. Audio equipment provides for augmented sound services for the hard-of-hearing.

F. CHURCH BUILDING AND PROPERTY

1. Do you own or rent your facility? Own If rent, describe the type of space.
2. Seating capacity of sanctuary or worship area *650 in fixed pews, 700 with folding chairs.*
3. Date of construction of church building
2007- sanctuary, nursery, library, kitchen, offices, music room and remodeling of former sanctuary into community center. 1953- Education Wing, 1978- Education Hall
4. Date of last renovation. 2007 Describe what was done: Construction of new sanctuary and related spaces noted in #3 above, remodeling of former sanctuary into community center.
What if any building/renovation program is needed or projected?
Carpet replacement in Community Center.
5. Describe the educational facilities. *Multiple indiv. rooms for children, youth and adult classes.*
6. Describe the fellowship and/or recreational facilities. *Large community center and fellowship hall. Outdoor playground for children.*
7. Describe the church office location and equipment:
Church office located on the primary church site includes individual offices for pastoral staff, reception area, work room and conference room. Apple and PC computers are used by staff and wi-fi access is available. Copiers in the main office and education office.
8. Are building and equipment adequate for the needs of the congregation? Describe any special assets or liabilities of the building. *Yes, Main floor of facility is handicap accessible. Sanctuary and community center are equipped with projection and sound equipment.*
9. Name the insurance company and describe the coverage for church liability, property, pastor's liability, etc., for the church. *Allied Insurance Co.*
10. Are there community programs or groups who also utilize your church facilities? Who are they and how often do they use the building?
Hesston College, Hesston/Bethel Performing Arts Series, South Central Conference, Kansas Mennonite Men's Chorus. Hesston Community Childcare, Circles of Hope.
What interaction do you have with them? *Scheduling*

G. CHURCH STEWARSHIP/FINANCES

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

Local Church

| | | |
|---|---------|------------------|
| Expenses | 656,531 | |
| Local needs and outreach | 29,471 | |
| Buildings and facilities | 65,593 | |
| TOTAL LOCAL CHURCH CONTRIBUTIONS | | \$751,595 |

Non Local Contributions

| | | |
|--------------------------------------|--------|-----------------|
| Area church/conference | 0 | |
| Denominational total | 0 | |
| Mennonite institutions and agencies | 8,055 | |
| Mennonite Central Committee | 8,942 | |
| Other Mennonite causes | 8,210 | |
| Non-Mennonite causes | 18,213 | |
| TOTAL NON LOCAL CONTRIBUTIONS | | \$43,420 |

2. Church budget

Who makes recommendation regarding pastoral and staff salaries? *Personnel Council, using Mennonite USA salary guidelines.*

Who determines church budget or makes recommendation to the church? *Finance Commission completes a budget that is approved by Church Council to recommend to the congregation. Finance Commission Chair presents the recommendation to the church.*

What plan is used to challenge the church to Christian stewardship *Recent Stewardship worship series.*

Current total budget \$ 632,080

3. Is there church indebtedness? Yes x No Amount \$618,000
How is it being reduced? *Our church indebtedness is member loans for our building and basement remodel. We budget \$72,000 a year and also have designated giving to pay the loans and interest.*

IV. RELATIONSHIPS

A. Community

- Character of community your congregation serves or in which it is located:
 Rural Village (under 2500) X Town (under 10,000) City (over 10,000)
Large city (over 100,000) Metropolitan area (over 1,000,000)
- Which best describes this community?
X Growing Stable Declining
- Describe racial or ethnic composition of the community.

Primarily Caucasian, with representation from various minority groups

4. List two or three primary business/industries in the community.
*AGCO- Agricultural manufacturing (1,200 employees)
Excel Industries- Commercial / Residential zero-turn mowers (925 employees)
Hesston College (442 student headcount)
Schowalter Villa- Healthcare, Life plan retirement community and Intergenerational center (510 employees, 156 skilled nursing, 64 assisted-living beds, 485 retirement units. All figures incl. Kidron-Bethel Village)*
5. Identify other Mennonite/Anabaptist churches in the community, if any.
*Whitestone Mennonite Church, Hesston Mennonite Brethren Church,
What other churches and faith groups are in the community?
Hesston Methodist Church, Kingdom Life Ministries, Grace Baptist Church, Garden Community Church, Highland Trinity United Church of Christ.*
6. Name of nearest college or university - *Hesston College (adjacent to church)
Hesston College uses the HMC sanctuary for chapel service and the organ for their music program. Students and faculty/staff attend HMC. HMC space is used during the year for special college events.*
7. Identify significant issues confronting your community.
The Hesston community continues to grieve the mass shooting at Excel Industries in 2016 and is working on affordable housing options following the purchase and closing of a local mobile home park. The community was supportive of a recent bond issue that funded the construction of a new swimming pool, baseball field and softball field that opened in the spring of 2018.
8. Describe what you believe to be distinctive assets of your community.
Due to the large tax base supported by Agco and Excel, the City of Hesston has a stronger tax base than expected for a town of 4,000. The result is a better public library, better parks, police, fire and EMS equipment, better public schools. The town also benefits from the academic, fine arts, athletic and diversity resources provided by Hesston College and by the health care and retirement services of Schowalter Villa.
9. Describe your congregation's ministry in the community.
*Financial and volunteer support for the combined Vacation Bible School efforts of the community. HMC participates in occasional all-community worship services.
Community-wide summer youth lunch program hosted and partially funded by HMC.*
10. How does your congregation work with ecumenical and interfaith efforts? *HMC pastors collaborate with the Hesston Ministerial Alliance.*

B. AREA CHURCH/CONFERENCE

1. Describe your relationship with and your participation in the area church/conference.
Financial support and active attendance (and occasional hosting) of South Central Conference meetings.

C. WIDER CHURCH

1. Describe your relationship with and your participation in Mennonite Church USA
Regular attendance and financial support of the bi-annual meets of MCUSA.

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. (See p.10 below)
- B. Send a copy of this form to your area church/conference minister. You may also use copies to send to prospective candidates whom you may wish to interview.

Name of group or persons responsible for completion of this form: Pastoral Search Committee with input from HMC staff and approval by the HMC Church Council.

Date of completion: *June 22, 2018*

| Hesston Mennonite Church | | | | | |
|--|------------------------------|--|---|---|--|
| Ministerial Leadership Information - Twenty Pastoral Tasks Survey Results | | | | | |
| High Priority Rank # | Task Statement Letter | Category: | Percent High Expectation/ Priority (6 & 7) | Percent Medium Expectation/ Priority (3, 4, 5) | Percent Low Expectation/ Priority (1 & 2) |
| 1 | I | Preaching - 58 | 91% | 7% | 2% |
| 2 | A | Leadership/Admin - 40 | 63% | 32% | 5% |
| 3 | L | Teaching - 32 | 50% | 42% | 8% |
| 4 | R | Healthy Communication - 28 | 44% | 48% | 8% |
| 5 | Q | Missional Leadership - 26 | 40% | 45% | 15% |
| 6 | N | Crisis Care - 22 | 35% | 55% | 10% |
| 7 | P | Christian Spirituality - 22 | 34% | 59% | 7% |
| 8 | G | Dedications, Baptisms, Marriages, Funerals - 20 | 31% | 56% | 13% |
| 9 | F | Evangelism - 19 | 30% | 49% | 21% |
| 10 | C | Ministry in the Community - 19 | 29% | 61% | 10% |
| 11 | B | Christian Formation - 17 | 27% | 56% | 17% |
| 12 | J | Peace and Justice - 16 | 25% | 59% | 16% |
| 13 | M | Congregational Care - 14 | 23% | 67% | 10% |
| 14 | E | Counseling - 14 | 22% | 61% | 17% |
| 15 | D | Broader MC Relationships - 13 | 21% | 59% | 20% |
| 16 | T | Actively Calls Out and Develops Spiritual Gifts - 10 | 15% | 56% | 29% |
| 17 | S | Mentoring Youth/Young Adults - 8 | 13% | 32% | 55% |
| 18 | H | Worship/Music Planning - 7 | 11% | 49% | 40% |
| 19 | O | Work with Small Groups - 5 | 8% | 29% | 63% |
| 20 | K | Stewardship/Finances - 3 | 4% | 39% | 57% |
| September 2016 | | | | | |