
Congregational Information Form



I. Part One - Information

A. BASIC INFORMATION AND CONTACTS

1. **Name of congregation:** Community Mennonite Fellowship

Address: 2985 Broadway Road, Milton, PA 17847

Church telephone: 570-742-7315 **email:** office@cmfmilton.org **website:** www.cmfmilton.org

2. **Chairperson of search committee:** Larry Seibert

Address: 820 Bostian Road, Lewisburg, PA 17837

Telephone: 570-850-8946 **email:** yrral351@gmail.com

3. **Area conference:** Lancaster Mennonite

Name of conference minister/overseer/bishop assisting your church's search committee:

Paul Nisly

Address: 725 Grantham Road, Box 262, Grantham, PA 17027

Telephone: 717-766-4937

4. **Year in which the congregation first began meeting or was organized:** 1953

B. MEMBERSHIP

1. **Average Sunday worship attendance during the last 12 months:** 288

Highest attendance during that time: 409

Lowest attendance during that time: 182

2. **Total current members:** 175

Resident members: 175

Children (not members): 100

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

0-12	55	31%	31-45	37	21%
13-18	10	6%	46-64	58	33%
19-30	30	17%	65+	29	17%

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

Business/manager/proprietor	21	Homemaker	29
Education/administration/teacher	16	Clerical/sales	8
Craftsman/laborer/operative	17	Student/VS	13
Medical: doctor/nurse/administration	28	Farmer/rancher	6
Other professional	8	Other church institution/ administration/minister	5

5. **Educational level of adults:**

Up to and including high school	95%
Some college or college graduate	37%
Graduate school	11%

Describe the racial or ethnic composition of the congregation: Caucasian

C. COMMUNITY

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

Town (under 10,000)

2. **Which best describes this community?**

Stable

3. **Describe racial or ethnic composition of the community served by your church:** The church is primarily Caucasian. The area has a growing Hispanic population.

4. **List two or three primary business/industries in the community:** medical, prison system, food industries, manufacturing

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

Buffalo Mennonite, Derry Mennonite, Agape Fellowship, East District Mennonite

6. **Name of nearest college or university:** Bucknell University, Bloomsburg University, Lycoming College, Susquehanna University, Pennsylvania College of Technology

In what way does your church relate to this academic community? Some students and professors from Bloomsburg University and Bucknell University attend church here. Host families to international students.

- 7. Identify significant issues confronting your community:** Family turmoil, divorce, drug and alcohol abuse, poverty, racial tension, some unemployment
- 8. Describe what you believe to be distinctive assets of your community:** small town charm, activities presented by the various universities, several large community festivals
- 9. How does your church participate in community affairs and interchurch programs?** Ministerium, Volunteers with LOVE INC, Community Harvest Meal, CROP Walk, Hand Up Foundation, National Day of Prayer, Milton Cultural Festival, Milton Harvest Festival Parade, Milton Developmental Services

D. CHURCH ADMINISTRATION AND PROGRAM

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

Elders name	15 x/yr / meets weekly, monthly, quarterly	6 # of members	63 Avg. age	M M - F
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- 2. Identify five other significant leadership/programming bodies: e.g. trustees, deacons, elders, commissions, councils, boards, committees.**

Administrative Team name	bi month/ meets weekly, monthly, quarterly	9 # of members	60 Avg. age	mix M-F
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Ministry Team name	bi month/as needed meets weekly, monthly, quarterly	10 # of members	45 Avg. age	mix M-F
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Worship Ministry name	monthly/ meets weekly, monthly, quarterly	5 # of members	45 Avg. age	m/f M-F
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Pastoral Care name	monthly/ meets weekly, monthly, quarterly	3 # of members	45 Avg. age	m/f M-F
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Property name	quarterly/ meets weekly, monthly, quarterly	2 # of members	72 Avg. age	M M - F
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3. Sunday School

Number of children's classes	5	Total Sunday school enrollment	250
Number of youth classes	2	Average total attendance	165
Number of adult classes	3		

What curriculum resources are used by these classes? Group, MennoMedia, The Gospel Project

- 4. Describe your youth fellowship** Active Jr High and Sr High youth groups

Does your congregation support and send young people to Mennonite camps, conferences and colleges? Yes

5. **Does your congregation have an active small group organization? Describe:** Yes, we have approx. 5 active small groups that meet throughout the week for Bible study, prayer, and fellowship.
6. **What men's/women's organizations are active?** Women: Women's Retreat, Women's Bible Study, Men: rod-building classes, hiking, fishing, other activities, prayer and accountability groups

Other special groups or programs: Jr & Sr High Youth Group, High Point, ConNect for Children, Wednesday night small groups, Encounter (18 & older)

7. **What programs designed for evangelism/outreach to the community does your congregation support and participate in?** Bi-monthly Jubilee Days of Caring (outreach), Faith in Action activities, High Point (for children), and numerous short and long-term missionaries
8. **In the next five years, do you anticipate a membership** x increase stability decrease?

Why? CMF has been on a growth projectory for the last 10 years. Our children's and youth ministries are attractive to the community.

9. Music

Identify choirs:

Worship Teams (2)	8
Adult Choir	15
Children's Bell Choir	
<small>Name of choir</small>	<small>number of participants</small>

Identify musical instruments:

- drums
- guitars
- sanctuary piano
- keyboard & piano
- other – i.e. hand bells

10. **Are there community programs or groups who also utilize your church facilities? Who are they and how often?** Numerous small groups meet throughout the week. No outside groups.

E. CHURCH BUILDING AND PROPERTY

1. **Seating capacity of sanctuary or worship area:** 375
2. **Date of construction of church building:** 1990
3. **Date of last renovation:** 2012 **Describe what was done:** Gym and large youth room, classrooms for grades preschool through 5th were added. Administrative offices were remodeled.

What if any building/renovation program is needed or projected? None, at this time

4. **Describe the educational facilities:** 16 classrooms, large nursery, library, prayer room, pre-school for 3 & 4-year-olds
5. **Describe the fellowship and/or recreational facilities:** auditorium doubles as the worship sanctuary and fellowship hall. There is a large, well-equipped kitchen. We now also have a full-size gym.
6. **Describe the church office location and equipment: printing/copy machine, typewriters, computers, dictation equipment.** 4 ministry staff offices, reception office, 6 computers, copier, 1 all-in-one printer/copier/fax, 2 printers
7. **Are building and equipment adequate for an effective program? Describe any special assets or liabilities of the building.** Yes. Building is handicap accessible, complete with elevator.
8. **Name the insurance company and describe the coverage for church liability, property, pastor's liability, etc., for the church.** Goodville Mutual Casualty Co., includes Pastoral Counseling liability ins.

F. CHURCH FINANCES

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

Local Church

Expenses	330,400	
Local relief and mission	15,500	
Buildings and facilities	141,000	
TOTAL LOCAL CHURCH CONTRIBUTIONS		\$522,000

Note: Denomination refers to Lancaster Mennonite Conference.

Non-Local Contributions

Area conference	5,000	
Denominational total		
Mennonite institutions and agencies	19,500	
Mennonite Central Committee	5,000	
Other Mennonite causes		
Non-Mennonite causes	5,600	
TOTAL NON LOCAL CONTRIBUTIONS		\$35,100

2. **Church budget**

Who makes recommendation regarding pastoral and staff salaries? Personnel Committee, Finance Commission

Who determines church budget or makes recommendation to congregation? Individual ministries, Finance Commission and Administration Team

What plan is used to challenge the congregation to Christian stewardship and to raise the budget? Weekly reports of giving to general fund, occasional updates from Finance Committee

Current total budget \$ 560,072

3. **Is there church indebtedness?** yes **Amount \$** mortgage of \$54,661

How is it being reduced? Building/ mortgage donations

G. STAFF

1. **Identify the present staff position for which you are seeking a candidate:** Lead Pastor

2. **Two previous persons in the above position:**

Name David Martino **Dates of service** 1994-2017

Name Willard Shertzer **Dates of service** 1990-1994

Comment on the transitions experienced by the above staff persons. What were the reasons for termination?

By whom and how were decisions made? Pastor Dave resigned after 23 years to move to Ohio, near his family, and will begin a pastorate at Aurora Mennonite Church. Pastor Will resigned to move to a new pastorate.

3. **Financial support of previous person in the above position: Year** We follow Lancaster Mennonite Conference guidelines. Details available to prospective candidate(s).

Cash salary	42,057
Housing allowance and utilities or parsonage	15,000
Social security cash assistance	4,365
Family medical health plan (deduct amount)	18,176
Retirement/pension plan	5,135
Continuing education	
Other benefits	
Auto expense .50 per mile/kilometer allowance	
Conference expense	
Other professional expenses	2,500

Projected changes for new pastor: negotiable

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

Title	% of full time	Specific responsibilities	Years served
Director of Youth	100		4.5
Admin Assistant	75		5
Director of Ministry Development	100		9
Director of Children's Ministry	50		6

5. **Describe housing options for the above position: Is there a parsonage or a housing allowance? Is the person free to choose between these options?** Having an allowance designation is available to pastors.

II. Part Two - 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.

- A. **Describe the commitment of your congregation to Anabaptist/Mennonite faith. What issues in that faith heritage are important to you?** How does this contribute to strengthening your ability to join God's mission in the world?

We continue to place a high value on Anabaptist/Mennonite understandings of discipleship, biblical community, the authority of scripture, reconciliation in relationships, and witnessing in word and service. Twenty-five years ago, CMF was a congregation in which a large majority of the attendees were people who had grown up in a Mennonite context. However, today, that group is only about 30% of the congregation. Much of the change has come because of outreach efforts into the community. As we have welcomed and integrated persons from various religious and non-religious backgrounds, the influence of other theological streams has become evident as well. Amid this diversity, our engaging and contemporary worship style seems to have played a significant role in unifying the congregation.

Does your congregation cooperate with and participate in:

Mennonite Church USA/ Canada Area conference X

- B. **What is the mission of your congregation? Describe any particular focus or special emphasis which characterizes the church's ministry such as overseas missions, evangelism, peace and justice issues, special ministry to aging, students, families, etc. Has the congregation worked recently at goal setting and with what results?**

God has blessed and equipped CMF to be a servant and a sender to bring the Gospel to where the need is greatest. To preach, teach, heal, build, and equip, carrying the peace of Jesus to the world. Our vision is to become faithful followers of Jesus Christ.

We pursue faithfulness to Jesus by focusing on:

- Becoming Worshipers...by deepening our Spirituality
- Becoming Spiritual Family...by creating Biblical Community
- Becoming Disciples...by growing toward Maturity
- Becoming Ministers...by engaging in Service
- Becoming Messengers...by embracing Faith-Sharing

The priority of Christianity is "discipleship" is strongly emphasized in biblical preaching, teaching, and other ministries. Maintaining a strong sense of "community" is important to many of the people in our church. Our priorities also include children's and youth ministries, as well as missions and community outreach. Support of, and participation in, overseas missions has been a high priority over the years, and we have developed strong connections with ministries in Africa and Central America.

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

We expect the pastor to be a shepherd in the sense of guiding people into a relationship with Christ which continues to mature. We put a high priority on effective preaching and the pastor's ability to communicate effectively and be approachable to persons across wide age and theological spectrums. The desire to connect with a variety of people in different life circumstances and transitions (births, baby dedications, deaths, funerals, visiting the sick, and so forth) are important qualities to us. There is also a desire that the pastor would have a heart for outreach to the community.

The pastor will work closely with the elders and other leadership committees. Our pastor serves as an equal voice on the team of six elders. We hope to find someone who is a convinced Anabaptist, who has the ability in his preaching and conversations to build bridges to those who are from other Christian streams, as well as the unchurched.

There is a church association (Milton Ministerium) in the area where our pastor represents us. There is also the expectation of involvement with Lancaster Mennonite Conference, North Penn District Council, and the District Overseer.

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.

Following Jesus and the teachings of the Bible are the central goal of our congregation. Our understanding is that we have not arrived, but are making progress toward being faithful followers of Jesus Christ. Our Elder Team, including the Pastor, is tasked with giving direction to the spiritual life and well-being of our congregation. This, of course, is an ongoing conversation, especially with the large number of backgrounds, experiences, and theological perspectives which are represented within our congregation.

By assessing our congregational life, we can observe a number of core values that we are embracing (some of which may not be considered theological in nature):

*we hold to the Bible as being authoritative in our faith and practice.

*we believe it's important to care for each other, including newcomers and faith-seekers.

*we want our biblical understandings to allow some room for those who disagree with us.

*we believe in shared leadership which is both responsive and accountable.

*we appreciate and expect dynamic, Biblical preaching.

*we are committed to inviting everyone to receive Jesus as their personal Savior and Lord.

*we want our relationships to be authentic and be able to facilitate difficult discussions and promote reconciliation.

*we seek to experience the presence of God and the working of the Holy Spirit.

*we embrace small groups (among both youth and adults) as doors to discipleship growth.

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?

CMF does well at loving and supporting one another and making people feel welcome. The consensus is that, in general, relationships in the congregation are harmonious. However, walking together as a congregation with diversified backgrounds is not always easy. In recent years, we have had some strenuous, and at times painful, discussions about issues such as sexual ethics, the role of women in church leadership, and the importance of non-violence as a core Christian value. Sometimes, we have concluded that we can agree to disagree, and that we can be at peace without the answer to every issue having been finalized.

Change at CMF generally happens, over time, through proper channels and established processes. Some believe that change is relatively painless to implement, while others see change coming slowly and cautiously. CMF is optimistic and hopeful about where God is leading us and the opportunities for outreach and ministry.

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 desire to stay focused on growing in our faith and serving others, to see more emphasis on discipleship and interacting with a world that needs Christ, and to expect God to radically change us and others, as we follow Jesus.

Due to the fact our previous pastor was with us for 23 years, we purposefully sought an intentional interim pastor to help us set the foundation for a successful ministry. We are using this time between pastors as an opportunity to develop a stronger identity of who we are in Christ. Our focus is on identifying core values that unite us, with the goal of working together despite differing opinions on individual issues. We anticipate once a new pastor is in place, that we will have more opportunities to explore possible growth and changes.

G. Compile your church's response to the insert "Twenty Pastoral Areas" and include summary of the results.

H. Return this original form to the conference minister for your area conference. You may also use copies to send to prospective candidates whom you may wish to interview.

2018 Search Committee

Name of group or persons responsible for completion of this form:

July 2018

Date of completion

Revised March 25, 2002
Office of Ministerial Leadership of Mennonite Church USA
DZB:dlr

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