Structure and Identity Task Force

Recommendations

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Introduction

This document contains a series of recommendations that have been developed by the Structure and Identity Task Force for use by the New Conference that emerges from the reconciliation of the Eastern District and Franconia Mennonite Conferences.

Our recommendations reflect a great deal of prayer, thought, collective discernment, and listening over many months. In this process, we sought to look to the future, developing a structure that would not only reconcile the existing Eastern District and Franconia Mennonite Conferences, but that would also establish a solid foundation for a new, growing, and diverse conference for the next generation. Our guiding motto in this work was *sturdy and flexible*, meaning that we wanted to develop a structure that was sturdy enough to support the work and mission of the new conference and its member congregations, and flexible enough to grow in size, cultural diversity, and geographic reach.

Our underlying assumptions about the work and purpose of the New Conference are summarized in the following draft mission statement:

> *Guided by the life and love of Jesus, the New Conference is a community of congregations that exists to encourage, support, and resource communities of healing and hope. With Jesus as the center of our faith, community as the center of our lives, and reconciliation as the center of our work, we seek to serve our congregations and communities through mutual accountability, building relationships, communal discernment, enhancing diversity, equipping leaders, faith development, and by listening for God's leading in visioning and dreaming.*

In the following pages, we present our recommendations for Annual Assembly, Conference Board Structure, Delegate Representation, Rights and Responsibilities of Member Congregations, and Welcoming New Member Congregations. We present preliminary recommendations related to the Business of the Conference and Conference-Related Ministries and suggest that sub-committees continue to refine these recommendations over the summer.

Finally, we would like to highlight two topics that require further attention. The first is the name of the New Conference. This has consistently emerged as an issue of great importance, and we suggest that a team be established with the specific purpose of addressing this question. Second, we have identified a need to develop an implementation plan, should the reconciliation process be affirmed in the fall. The Structure and Identity Task Force is prepared to take on this task in the coming months.

We hope that these recommendations serve the New Conference well.

Respectfully submitted by the members of the Structure and Identity Task Force

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Recommendations for Annual Assembly

I. Spring Assembly

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A. We recommend that the New Conference does not host a regular Spring Assembly. There are several reasons for this:

1. For a large conference, assemblies are very resource intensive.

2. A second assembly is geographically impractical and may alienate out-of-state congregations.

3. Though it has been suggested that Spring Assembly could serve as a time for required trainings for credentialed leaders, not all delegates are credentialed leaders, making this an impractical solution.

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B. In lieu of a Spring Assembly, the New Conference:

1. Will encourage member congregations to participate in opportunities for equipping and relating to each other throughout the year. These may include regional events, joint services with other congregations, or similar activities.

2. May engage in less formal activities that encourage member congregations to connect with one another. For example, the New Conference may set monthly themes for member congregations, with experiences reported out through the newsletter.

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II. Annual Assembly

A. We recommend that the New Conference organize and host one formal Annual Assembly, which will serve as the business meeting for the Conference.

B. Great care will be taken to ensure that the Annual Assembly is accessible to all member congregations, regardless of geographic location or primary language, whether through the provision of travel funds, technologies that facilitate remote participation, translation services, or similar approaches.

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C. The primary purpose of the Annual Assembly is for the Delegate Assembly to carry out its role as the chief decision-making and oversight body of the New Conference. The Delegate Assembly shall discern the direction of the Conference vision and objectives by conferring together. It shall be the responsibility of the Delegate Assembly to represent member congregations via Delegates as outlined in the bylaws.

D. Specifically, the functions of the Delegate Assembly shall be to:

1. Appoint by affirmation members of the Conference Board, which functions on behalf of the Delegate Assembly.

2. Assist congregations in defining faith and practice by conferring together.

3. Assist congregations in organizing for their internal ministries (the gathered church) and for their external ministries (the scattered church).

4. Serve as a link for communication and resources between the Conference member congregations and churchwide boards and programs.

5. Receive congregations as members of the New Conference.

6. Receive annual reports of the work of the Conference Board and Board Committees (including financial reports).

7. Extend blessing, support, and counsel to those providing leadership within the Conference.

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E. The agenda for Annual Assembly will be set by the Conference Board, and will include, at a minimum, the following items:

1. Collective worship.

2. Reporting on the work of the Conference Board and Board Committees, including financial reports.

3. Time for discernment around business topics.

4. Recognition of new credentialed leaders, and those who have passed away.

5. Appointment of new Conference Board members and delegates, as needed.

6. Welcoming of new congregations, as needed.

Recommendations for Conference Board Structure

I. Purpose of the Conference Board

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    A. The purpose of the Conference Board is to administer the mission and vision of the Conference, with the mission and vision being set by the Delegates. In support of this purpose, the Conference Board is responsible for:

        1. Hiring and overseeing the Executive Minister.

        2. Overseeing the business of the Conference, including Conference finances.

        3. Overseeing Standing Committees that carry out specific functions for the Conference.

        4. Establishing, overseeing, dissolving Special Committees, as appropriate.

        5. Regularly facilitating and engaging in strategic planning and related processes, for the purpose of ensuring that the Conference is maintaining alignment with its vision and following the lead of the Spirit into areas of growth and change.

II. Conference Board Structure

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    A. The Conference Board is composed of nine (9) members and four (4) ex-officio members, with the roles defined as follows:

        1. Moderator, who shall be the Conference Board Chair and Conference Board Executive Committee Chair.

        2. Assistant Moderator, who shall be Conference Board Vice-Chair, Conference Board Executive Committee Vice-Chair, and Nominating Committee Chair.

        3. Secretary.

        4. Six (6) additional at-large members.

        5. Four (4) ex-officio, non-voting members, composed of:

            a) Executive Minister

            b) Chair of the Budget and Finance Committee

            c) Chair of the Ministerial Committee

            d) Chair of the CRM Committee

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B. Terms

    1. Voting Board members are elected for a three-year term, are eligible to serve a maximum of three (3) consecutive three-year terms, for a total of up to nine (9) years.

    2. The Moderator, Assistant Moderator, and Secretary positions will be elected by majority vote of the Conference Board.

    3. A Conference Board member may serve for one three-year term as the Assistant Moderator, and one three-year term as the Moderator.

    4. The Assistant Moderator will ascend to the role of Moderator after one term as Assistant Moderator, with approval from the remaining Conference Board members via a majority vote.

    5. Contingencies:

        a) Moderator and Assistant Moderator roles may be filled by a majority vote of the remaining Conference Board members if they are vacated between terms, if the Assistant Moderator does not wish to ascend to the Moderator role, if the ascension of the Assistant Moderator is not approved by a majority vote, or in other similar circumstances.

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III. Committees

A. The Conference Board may establish committees to carry out specific functions for the Conference.

B. Standing committees will include an Executive Committee, Budget and Finance Committee, Ministerial Committee, Nominating Committee, and Conference-Related Ministries Committee.

C. Policies and procedures may be recommended by committees to the Conference Board for approval. Once approved by the Board, these become policies and procedures of the Conference, though they may be administered and monitored at the Committee level.

D. Committee members are appointed by the Conference Board and should be individuals in good standing in the Conference or, if from outside of the Conference, have gifts or skills of value for the work of the Committee.

E. In nominating and appointing Committee members, the Conference Board will make every effort to ensure that the Committees reflect the geographic, cultural, racial, gender, and historic diversity of the Conference.

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IV.   Appointing new Conference Board Members

    A. When vacancies arise or are anticipated on the Conference Board, the Nominating Committee is responsible for recommending new Board Members to the Delegate Assembly.

    B. The Nominating Committee is chaired by the Conference Board Assistant Moderator, with other members including the Associate Executive Minister, the Chair of the Ministerial Committee, and two additional at-large members.

    C. The Nominating Committee is responsible for ensuring that the Conference Board is balanced in terms of gender, language, geography, culture, and gifting.

    D. The process for nominating and appointing new Conference Board Members is as follows:

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        1. Potential Board members can be nominated by the Nominating Committee, the Conference Board, or by any member congregation or Delegate.

        2. The Nominating Committee is responsible for vetting and discerning potential new Board members.

        3. The Nominating Committee makes recommendations for new Conference Board members at Annual Assembly, for affirmation (or not) by the Delegates.

            a) A biographical summary of each candidate will be submitted to Delegates prior to the Annual Assembly, including information about how the candidate is representative of the Conference.

        4. If vacancies arise unexpectedly, the Nominating Committee may temporarily appoint a Conference Board Member. This Conference Board Member will serve in that role until the following Annual Assembly. The Nominating Committee may choose to present that individual or another candidate to the Delegate Assembly at the following Annual Assembly.

Recommendations for Credentialing and Credentialed Leaders

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I. We recommend that the New Conference follow Franconia Conference's current credentialing requirements (as outlined in the Credentialing Processes document dated March 13, 2019), with the following emphases and modifications:

  A. The Conference will hold the credentials for all credentialed leaders, not the member congregations.

  B. Member congregations must be led by at least one credentialed leader.

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  C. Pastors holding credentials from other denominations or from other Conferences must follow the process for transferring their credentials to the New Conference, as outlined in the Credentialing Processes document.

  D. In Step 7 of the credentialing process (Approval by the Ministerial Committee), the current document states, "During their meeting, the Ministerial Committee will take action regarding the credentialing of the candidate." The language should be altered to allow the Ministerial Committee to submit questions or concerns back to the Leadership Minister, congregational leadership, and/or the Credentialing Committee for comment before taking action.

Recommendations for Delegate Representation

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I. The Delegate Assembly is the chief decision-making and oversight body of the Conference. Policies and directives instituted by the Delegate Assembly are executed and administered by the Conference Board, Committees, and staff.

II. Membership

   A. Conference Delegates are voting members of the Delegate Assembly.

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   B. Delegates are determined as follows:

   1. All credentialed pastors serving in an active pastoral role within a member congregation are Delegates.

   2. All member congregations of the Conference may select two additional members of their congregations to serve as Delegates.

      a) These Delegates are chosen at the discretion of each congregation, and may include lay leaders, credentialed leaders who are not serving in a pastoral role, retired pastors, or Conference Board members.

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   3. Congregations with a membership of over 200 persons will choose one additional delegate from the congregation for every 100 members, up to a maximum of 10 Delegates per congregation, including pastors.

      a) Membership is defined by each congregation.

   4. Conference-Related Ministries (CRMs) are allowed one (1) voting Delegate per member organization. Delegates shall be members of the CRMs Board of Directors or staff and a member of a Mennonite Church USA congregation.

III. Qualifications

   A. Delegates shall be persons who are members of a Conference congregation (or a Mennonite Church USA congregation, in the case of Conference-Related Ministries), and, preferably, who are actively involved in a leadership role within the life and work of the congregation or the Conference, and who manifest spiritual discernment, mature judgment, and a Christ-like lifestyle.

IV. Duties

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    A. The duties of Delegates are to:

        1. Participate fully in worship, conferring, actions, and fellowship at all sessions of the Delegate Assembly.

        2. Represent their congregation or CRM to the Conference.

        3. Interpret the Conference vision and priorities to their congregation or CRM.

        4. Be thoroughly familiar with the Delegate job description and responsibilities and be prepared to fulfill them.

        5. Act as a two-way communication link for information and feedback between their congregation or organization and the Conference.

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    B. In fulfilling their duties, Delegates shall consider:

        1. Their own conscience.

        2. The congregation or organization they have been entrusted to represent.

        3. Discernment, along with the other delegates.

    C. Delegates are strongly encouraged to attend Annual Assembly and fully participate in the business of the Conference. However, if a Delegate is unable to attend Assembly due to travel requirements, illness, emergency or other factors, the Delegate has the option to vote on Conference matters via proxy.

V. Training and readiness

    A. Delegates shall be appropriately trained and prepared to carry out their duties.

        1. Each congregation is responsible for training and preparing its own Delegates, including non-pastor Delegates.

        2. Congregations shall be assisted in this effort by their Leadership Ministers, who will meet with Delegates as needed to provide support, training, or other assistance.

Supporting Policies for Delegate Representation

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Supplemental documents should be developed to detail Conference policies regarding (1) quorum and the mechanics of voting at Assembly, and (2) the process of requesting approval to vote via proxy due to travel requirements, etc. We recommend that proxy voting should be allowed, but only under certain conditions (not for a planned vacation, for example).

Recommendations for Rights and Responsibilities of Member Congregations

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I. We recommend that the New Conference adopt Article III, Sections 1, 2, 3, and 4 of the current Franconia Conference bylaws, with the amendments related to Leadership Ministers and Termination of a Congregation, described below. Please see the current Franconia Conference bylaws for descriptions of the Conference Relationship with the Denomination (Section 1), the Congregational Relationship with the Denomination (Section 2), the Conference Relationship with Congregations (Section 3), and the Congregational Relationships with the Conference (Section 4).

II. We recommend the following additions to the existing Franconia Conference bylaws:

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A. Add a section to the bylaws outlining the role and purpose of Leadership Ministers, as follows:

1. All member congregations are required to work with a Leadership Minister, according to the roles outlined in Franconia Conference's Leadership Accompaniment for Anabaptist Communities document.

2. Ideally, Leadership Ministers should speak the language used in worship at their assigned congregations.

3. Leadership Ministers should not be assigned more congregations than their schedule and workload allow, to ensure that they can carry out their responsibilities fully and well, and that they can be available to meet the needs of their congregations.

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B. Add a process for holding member congregations accountable to the larger community of the Conference, including a process for termination of membership for non-compliant congregations, as follows:

1. Member congregations voluntarily elect to join the Conference, which is a community of congregations. In joining the Conference, member congregations express their support for the values of the Conference community and agree to uphold the policies and agreements of the Conference, which are established by the Delegate Assembly.

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2. The Conference Board and staff are responsible for carrying out the work of the Conference, including holding member congregations accountable for following the direction of the Delegate Assembly.

3. In the event that a member congregation willfully, knowingly, or consistently acts in a manner that is at variance with the community, the process outlined in the **Community and Accountability Policy [see below]** should be followed. This process reflects a respect for the priesthood of all believers and the agency of each member congregation through the Delegate Assembly.

Supporting Policies for Rights & Responsibilities of Member Congregations

Community and Accountability Policy

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A process for responding to a non-compliant member congregation. This process reflects a respect for the priesthood of all believers and the agency of each member congregation through the Delegate Assembly, and a goal of returning congregations to compliance.

1. **Begin the Discernment Process**
   Leadership Ministers will work proactively with all Conference member congregations. Ideally, issues of congregational non-compliance will be worked at with the Leadership Minister before this formal process is initiated.

2. **Confer, Inform, Report**
   When a member congregation willfully, knowingly, or consistently acts in a manner that is at variance with the community, the Leadership Minister will *confer* with the credentialed leader and/or congregational leadership of the noncompliant congregation and *inform* the Executive Minister and Conference Board Chair. The Leadership Minister will then submit a written *report* to the Conference Board.

3. **Appoint a Review Committee**
   When the Conference Board receives a written report of congregational non-compliance, the Conference Board will appoint a review committee of representatives of the Conference Board plus that congregation's Leadership Minister to conduct an interview with the credentialed leader and/or congregational leadership.

4. **Listen to the Congregation**
   The review committee will listen to the credentialed leader and/or congregational leadership to establish clarity and content of the report, to understand the congregation's intentions, and to hear how the congregation is processing its actions. The review committee will make sure denominational and Conference policies are clearly understood. Future intentions should also be reviewed. It is important to gather all pertinent information that will assist the Conference Board in their discernment process.

5. **Submit Written Report to Conference Board**
   The review committee will give a full report of the interview to the Conference Board, along with their counsel and recommendations.

6. **Conference Board Discernment**
   The Conference Board, if it feels further action is justified, may put the question of revoking membership to the Delegate Assembly at the next Annual Assembly.

7. **Removal of a Member Congregation**
   A member congregation can only be removed from the Conference with a two-thirds majority vote of the Delegate Assembly.

Recommendations for Welcoming New Member Congregations

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I. We recommend that the New Conference follow a modified version of the process currently used by Franconia Conference to welcome new congregations.

II. We recommend adding a step to the existing process to create more balance between the Conference and the applicant congregation. Specifically, we recommend adding a step that states, "The Conference Board discerns the fit of the congregation with the Conference vision and the capacity of the Conference to support the congregation. At this point, or any point in the process, the Conference Board may disengage the conversation or adjust the pace of the conversation as needed."

III. This change is outlined in Step 6 of the modified **Welcoming New Communities of Christian Faith document [see below].**

Supporting Policies for Welcoming New Member Congregations

<u>Welcoming New Communities of Christian Faith</u>

**(current Franconia Conference policy document,
with modification to Step 6 described above)**

Step 1: Initial inquiry with Conference staff.

Step 2: Leadership discernment at congregational levels.

Step 3: Meeting with Conference staff and Conference Board member.

Step 4: Honest conversation about alignment of relationships, vision, values. This may include:

- Review of Conference bylaws.

- Teaching sessions on *Confession of Faith in a Mennonite Perspective* and/or *What We Believe Togethe*r from Mennonite World Conference for congregations where English is a second language.

Step 5: Cultivating relationships with other member congregations who may act as a sponsoring congregation and further engagement with Conference Board.

Step 6: The Conference Board discerns the fit of the congregation with the Conference vision and the capacity of the Conference to support the congregation. At this point, or any point in the process, the Conference Board may disengage the conversation or adjust the pace of the conversation as needed.

Step 7: Congregation discerns actual desire to join the New Conference and is expressed in writing to the Conference.

Step 8: Pastoral staff begin process of credentialing with the Conference.

Step 9: Congregation moves toward membership at Annual Assembly or by Conference Board action.

These steps may or may not proceed in a linear fashion. The steps will be guided by a key staff person in working with a congregation most likely the Executive Minister or other Leadership Ministers as assigned.

Priorities:
- Expediency and kindness.
- Transparency and ability to walk together.
- Alignment around *Confession of Faith in a Mennonite Perspective.*
- Capacity of pastoral leaders to go through the credentialing process and agree to collegiality and a willingness to give/receive counsel.
- Openness of the Conference to treat new congregations and adopted congregations with grace/truth and full access to Conference resources as well as full levels of responsibility.

- The process will be relational with staff, Conference Board and other key congregations involved.
- An openness particularly to other MCUSA and MWC recommended congregations who seek to find a home with us in ways that honor our global and local connections.
- Active openness to culturally and linguistically diverse congregations, including the provision of necessary supports throughout the process.

MCUSA on congregations shifting Conferences:
Seeking to move to another conference within Mennonite Church USA

The Executive Board of Mennonite Church USA has outlined the following process (Article III, 3.b of the Mennonite Church USA Bylaws and Membership Guidelines, Part II, No. 12).

A congregation is required to follow a process of discernment with their conference of origin before another conference may formally consider their application for membership.

A. Normally this process will require several meetings of the congregation's leaders with leaders of the conference they wish to leave (at least three meetings are suggested).
B. With their application for membership in the new conference the congregation will present a joint congregation/conference of origin statement to the receiving conference which states:
    1. Reasons why the congregation wants to change area conference affiliation.
    2. When the congregation/conference of origin meetings were held, with a summary of the discussion of the meetings.
    3. How or if this affects any other matters in the conference of origin.
    4. The matters that have been resolved in the congregation and conference of origin relationship along with those that may remain unresolved.

Recommendations for the Business of the Conference

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I. The business of the conference is a broad and complex category that covers financial assets, the use of Conference resources, funding and staffing for Conference operations, and other topics that evolve regularly based on the needs and resources of member congregations.

II. While the Structure and Identity Team explored topics related to organizational governance and structure in detail, we did not have the capacity to develop a tactical operations plan that would adequately address concerns related to the business of the New Conference.

III. As such, to provide congregations and CRMs the information necessary for adoption, **our primary recommendation is to have a sub-committee, which includes current Executive Committee members, develop a clear and coherent budget and operations plan over the summer.**

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IV. This plan should include, but not be limited to, the following integrated items:

    A. A clear list of service offerings to congregations and CRMs. Currently, these services include:

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        1. Credentialing, training, and equipping services.

        2. Leadership Ministers that support and oversee congregations.

        3. Opportunities to cultivate intercultural connections.

        4. Leadership development for youth and young adults.

        5. Facilitating missional partnerships (helping congregations work together in mission, worship, and learning).

        6. Connecting congregations and CRMs.

        7. Fiscal sponsorship.

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    B. A plan for merging the existing financial assets of Eastern District Conference and Franconia Conference.

    C. A financial plan that accounts for property revenues and that includes recommended giving guidelines for congregations based on budget size (with possible corresponding guidelines for CRMs).

    D. A proposed staffing plan and role descriptions.

    E. A detailed organizational chart.

    F. Budget.

Recommendations for Conference-Related Ministries

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I. Outlined below are some initial recommendations for Conference-Related Ministries (CRMs). **However, our primary recommendation is that a sub-committee including representatives from existing CRMs review and revise these recommendations over the summer**.

II. Initial recommendations for consideration by a sub-committee

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    A. Purpose of CRMs within the Conference

        1. Conference-Related Ministries and the Conference maintain a mutually beneficial relationship. CRMs represent an array of extensions of the reign of God into local communities through nurture, witness, care, and discipling. They often serve as the public face of congregations, the Conference, or the denomination, and may serve as cultural brokers to the broader community. The Conference, in turn, offers CRMs a support structure through which they can remain tethered to Anabaptist values, even as their support needs exceed or transcend those of member congregations with which they are affiliated.

    B. Eligibility

        1. Ministry organizations that wish to have an official relationship with the Conference may apply to become a Conference-Related Ministry. These organizations must be in appropriate alignment with the mission and vision of the Conference, congregations, and other related ministries.

    C. Rights and Responsibilities of CRMs

        1. CRMs have established rights and responsibilities as members of the Conference. CRM rights include:

            a) Representation in the life and work of the Conference through a designated Delegate and through the CRM committee.

            b) Access to services available to member congregations, including credentialing and training.

            c) Ability to seek direct giving relationships with Conference congregations.

            d) Access to a community of like-minded ministries and organizations, including opportunities for collaboration.

            e) Public recognition of membership in the Conference, including a listing on the Conference website.

2. CRMs also have responsibilities as members of the conference. Responsibilities of CRMs include:

    a) Meet regularly with the CRM Staff Liaison.

    b) Participation in the Annual Assembly.

    c) Interface collegially with other CRMs.

    d) Act as a representative of the Conference in community settings, when appropriate.

D. Membership in the Conference

1. We recommend that the CRM Sub-Committee consider a two-tier membership model for CRMs. The current model is designed for large-scale, religious organizations, with limited opportunities for small-scale ministries and organizations. A two-tier membership model will allow for broader support of organizations with Anabaptist values working alongside member congregations and will increase the presence of the Conference in the broader communities in which member congregations are located.

2. Specific considerations for a second tier of membership for CRMs could include:

    a) Religious organizations or non-religious outreach affiliates of member congregations.

    b) Independent non-profit organizations or those fiscally sponsored by a member congregation.

    c) Organizations with less direct involvement from the Conference, for which the Conference does not play a role in reviewing or appointing Board members.

E. Delegate Representation

1. Conference-Related Ministries (CRMs) are allowed one (1) voting Delegate per member organization. Delegates shall be members of the CRM's Staff or Board of Directors and a member of a Mennonite Church USA congregation.

F. CRM Committee

1. We recommend that a CRM committee be added as a standing committee of the Conference Board. Broadly, the purpose of the CRM committee would be to ensure that CRMs are formally represented at the Conference level. The Chair of the CRM Committee would serve as a non-voting member of the Conference Board, in keeping with other Committee involvement.

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Supporting Policies for Conference-Related Ministries

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I. Process for welcoming new CRMs

    A. We recommend that the CRM sub-committee develop a process for welcoming new CRMs, similar to that used for welcoming new member congregations. A draft process is outlined here.

    B. Applications shall be made to the Conference CRM Committee, which will discern the appropriateness of each request. The CRM Committee will make recommendations for membership to the Conference Board, who will make final decisions via a majority vote. A memorandum of understanding (MOU) will describe the relationship between the Conference, the CRM Committee, and each related ministry organization. These MOUs will be reviewed and renewed every three years or as appropriate.

    C. The process for welcoming new CRMs into the Conference will be as follows:

        Step 1: Initial inquiry with the CRM Committee, initiated by a letter of sponsorship from a sponsoring member congregation.

        Step 2: Meeting with the CRM Committee to discuss alignment of the applicant organization with the Conference, benefits and expectations of membership for both the Conference and the applicant, and appropriate membership tier.

        Step 3: Recommendation for membership by the CRM Committee to the Conference Board.

        Step 4: Applicant confirms desire to join the Conference and expresses this desire in writing to the Conference Board.

        Step 5: The Conference Board discerns the fit of the applicant with the Conference vision and the capacity of the Conference to support the applicant. At this point, or any point in the process, the Conference Board may disengage the conversation or adjust the pace of the conversation as needed.

        Step 6: The Conference Board, by a majority vote, votes to accept or reject the applicant as a CRM.

        Step 7: The Conference and applicant sign an MOU that describes the relationship between the Conference, the CRM Committee, and the CRM requesting membership.

II. Process for termination of membership

    A. We recommend that the CRM Committee develop a process for termination of membership, similar to the process developed for member congregations.