



## Delegate Quick-Reference Guide

Indiana-Michigan Mennonite Conference

The Delegates of Indiana-Michigan Mennonite Conference (IMMC) make up the decision-making body of the conference. We rely on the generous commitments of delegates to make the work of IMMC possible. The guide below is to help you, as a delegate of IMMC, to understand your part and role as a delegate.

### Anabaptist Leadership Principles

#### **Calling Leaders From Within –**

Anabaptists believe that all people are gifted for ministry and service in the Body of Christ. The church calls out individuals to a variety of leadership ministries, each serving as an important piece of the leadership body.

**Shared Leadership** – While certain people may be given specific roles, no one person makes all the decisions. Instead, a group of those called by the church serve together to lead. In IMMC, we call these delegates.

**Discernment** – In making decisions, delegates work together to listen for the wisdom of the Holy Spirit in one another, with the Scriptures as their guide. In speaking, delegates engage with openness to both affirmation and correction.

**Consensus** – Consensus is a practice of seeking agreement to move forward together (more on this below). In the process of discernment, delegates are encouraged to patiently engage with one another while seeking the Holy Spirit's guidance toward consensus.

## Discernment Practices

1

### Be Heard

Listen to understand the others' points of view rather than to prepare your own response. Listen more than you speak.

2

### Be Fully Present

Bring your whole self to community discernment. Focus on the process, from beginning to end, and the conversation in your group.

3

### Assume Best Intentions

Is there something someone said that you want to understand better? Be curious instead of being judgmental or making assumptions

4

### Build Understanding

Even more than problem solving or absolute agreement, the goal of discussion is to increase understanding between individuals.

5

### Examine Multiple Perspectives

Consensus will not always be unanimous agreement. Other times, we seek to acknowledge different views while seeking a way forward together.

## Conference Processes

### The Holy Spirit Inspires

An individual, group, leadership team, or congregation brings forth an idea to conference for discernment.

### Leadership Discusses

The Missional Leadership Team (MLT) takes ideas, input from staff and others in the conference, and creates a proposal to bring before the delegate body.

### Delegates Give Input and Discern Together

The idea or proposal is concerned by the delegate body. If consensus is found in this body it is approved for conference-wide use.

### Actionable Items are Assigned and Carried Out

The MLT, other leadership teams, and staff endeavor to carry out what the delegates have discerned and approved.