



## Interim Council

Mennonite Church Canada

Mennonite Church British Columbia

Mennonite Church Alberta

Mennonite Church Saskatchewan

Mennonite Church Manitoba

Mennonite Church Eastern Canada

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# Listening/Reference Group Terms of Reference

## Purpose

- 1) The Listening/Reference Group will assist the Transition Coordinator. The group is meant to be a place to test the work being done in the transition process. Members of the Listening/Reference group will be broadly diverse along multiple identity markers. The desire is that the results of the transition process be one that makes more space for voices rarely involved in leadership.
- 2) The Listening/Reference Group will report to the Interim Council through the Chair of the Interim Council. The Transition Coordinator will provide assistance as needed in facilitating the direct communication with the Chair and Interim Council.
- 3) In addition the Listening/Reference Group will be asked to reflect on the nature of diversity in the church and its leadership structures and how diversity can be realized in the life of the church into the post-transition future.

## Task

- 1) The Listening/Reference Group will receive documents, plans, and Ideas from the from the Interim Council via the Transition Coordinator as they are produced. These documents will be shared through an online document collaboration tool. Members will be invited to respond to documents and to engage with each other in conversation through the tool.
- 2) The primary task will be:
  - a) To reflect on materials received through the lens of how they impact the diverse group within the church, and how they contribute to strengthening diversity at all levels of the church.
  - b) To raise other ideas and suggestions on helping to ensure that proposed changes are responsive to the needs of diverse groups within the church.
  - c) To consider ways to ensure that the church grows in its ability to be diverse at all levels in ways that respect and value the contributions from a full range of groups within the church.
    - i) In responding to this the Listening/Reference Group may want to consider
      - 1) How they would imagine themselves wanting to be engaged?
      - 2) What they would need to see in order to consider long term engagement with the church, particularly in a leadership role?
      - 3) What would make it possible for them to participate fully in the any level of the church?