

Decision making at TUMC when calling a pastor

- We attempt to make all decisions by consensus, based on communal listening to the Spirit and a clear discernment process (TUMC Constitution, article I.1)
- Members and adherents are welcome to participate fully and equally in consensus decision-making
- If we are unable to reach consensus and a decision is needed, we will vote
- A vote to call a pastor requires a 2/3 (67%) majority to pass (Constitution article I.2)
- In case of a vote on a pastoral call, only members may vote (TUMC By-laws, F.1)

How consensus decision-making works:

- The chair asks for responses to the recommendation
- If there are objections or concerns, we attempt to address the concerns, by modifying the motion if possible
- The chair consults with the listener to confirm that all concerns and objections have been addressed; if so
- The chair declares that we have consensus and the motion is approved

Consensus does not mean that everyone agrees. There are five possible responses to a recommendation or motion:

- I agree with the recommendation
- I don't agree with the recommendation but I can live with it
- I don't agree, or don't agree with some of the details but I am willing to stand aside
- I don't agree, or don't agree with some of the details; I am willing to stand aside but I want my name recorded
- I think that the candidate recommended should not be a pastor at TUMC so I block the recommendation to call the candidate

The first four allow a decision to proceed 'with consensus' – only the fifth response blocks consensus and will lead to a vote on the recommendation to call the candidate to be a pastor at TUMC

Who is an adherent? TUMC Constitution, Article IV.E:

“Persons are adherents of the Church if they freely align themselves with the Church’s Statement of Vision, Identity and Purpose (TUMC Constitution, Article II) and are active in the Church”

TUMC's statement of Vision, Identity and Purpose:

We claim as our own and share the broader vision of Mennonite Church Canada: "God calls us to be followers of Jesus Christ, and, by the power of the Holy Spirit to grow as communities of grace, joy and peace so that God's healing and hope flow through us to the world."

TUMC's purpose is to be an Anabaptist-Mennonite community of faith united in a call and desire to follow Jesus in life.

In listening to the Spirit of God as heard in congregational conversation we have identified several core values and statements that give shape to the identify of TUMC. TUMC is: home, community, worship and music; spiritual formation and transformation, diversity and hospitality; service, peace and justice; in service of our primary call to follow Jesus in life.

We welcome people of all races, ethnicities, sexual orientations, gender identities, faith backgrounds, physical capacities, and gifts. Although we don't always agree with one another, we share a belief in Christ and a desire to be his followers. We invite others to journey with us as we strive to live with integrity and to be a just and faithful Christian community.