**Conference Minister**

**Heidi Regier Kreider**

Activities from this past year according to priorities in my job description:

**Develop, build and articulate vision for the WDC:**

Following Executive Certificate in Religious Funding (ECRF) training in 2018, I have been assessing WDC’s annual fundraising ministry as it relates to leadership, institutional clarity, organizational readiness, best practices and theological integrity. This includes data-gathering and conversations with Executive Board, commissions, staff and donors, with the goal of strengthening how we communicate WDC vision and mission, nurture donor relationships, promote planned giving, and encourage a culture of generosity in WDC and its congregations.

WDC and South Central Conference applied jointly for a 2019 Leadership Transformation Grant from Kansas Leadership Center, and received a grant for 40 spots in KLC’s adaptive leadership programs this year. Our focus is on training for youth ministry leaders, pastors, congregational and conference leaders. We continue to build a common leadership “language” and equip WDC members to understand their challenges, care for themselves, energize others and intervene skillfully in complex situations. Training spots are still available for 2019.

In 2019, we began a *Garden* series of congregational snapshots highlighting WDC congregations and how they express WDC’s mission, and a series featuring WDC commissions.

In April I joined others from WDC for a retreat at Camp Mennoscah, *Who cares about climate change: Pastoral responses to denial and despair,”* facilitated by Doug Kaufman and Jennifer Schrock. As follow-up I wrote a *Sprouts* article, presented a case-study at our monthly Leadership Lunch, and facilitated a gathering for retreat participants, and planned for a workshop at annual assembly to generate conversation about creation care as a crucial issue for the church.

**With Associate Conference Ministers, share the responsibility for relating to WDC pastors and congregational lay leaders, consult with congregational search committees about pastoral placement; and be an advocate for pastors and congregations to elected or appointed conference leadership.**

I resourced pastoral transition processes in Southern Hills, Faith, Turpin, Casa Betania, Alexanderwohl, Manhattan, and visited congregations for anniversaries, pastor installations and farewells, building dedication, credentialing services, and preaching invitations. I met with the pastor-congregation review consultants’ group, the interim/transitional pastors’ group and several pastor peer groups, and many visits with pastors related to ministry and leadership concerns, congregational issues, pastor-congregation reviews, and vocational discernment.

**Serve as person responsible for overall organization and operation of WDC; regularly meet with and report to Executive Committee and Executive Board.**

I assisted Executive Committee and Executive Board in planning their agenda, annual delegate assembly and Reference Council. At the Board’s direction, I prepared a working document to guide a Review of WDC Culture and Responsibilities, focusing on five areas for assessment and strengthening WDC ministry: 1) Relationship between WDC and its congregations; 2) Leadership relationships and roles within WDC; 3) Resourcing, support and accountability for credentialed ministers, congregations and congregational leaders for prevention of and response to sexual abuse; 4) Support, accountability and resources for WDC Conference Minister and Associate Conference Ministers; 5) Specific issues regarding MC USA’s *Ministerial Sexual Misconduct Policy and Procedure* and implications for future implementation of the policy and procedure in WDC.

**Maintain overall administrative oversight of conference functions and activities, delegating appropriate tasks to other staff**

Annual WDC staff retreat included training on personality and communication styles using the Process Communication Model (PCM) with trainer Adam Barlow-Thompson from Wichita, KS. Staff have improved office file organization, and implemented a new secure electronic document access for WDC leadership groups, and updated mileage and driving/vehicle policies. I conducted annual reviews and prepared 2019 memos of understanding for staff, and renewed 3-year terms for associate conference ministers Byron Pellecer and Kathy Neufeld Dunn.

**Be familiar with all district committees and serve as the staff liaison as designated; coordinate the allocation of staff time and program budget to these committees; assist committee leadership in seeing their function in relation to a unified conference mission.**

As staff liaison for Ministerial Leadership Commission I helped prepare agenda, facilitate credential interviews, plan ministers’ resourcing events, and implement policy relating to credential files, misconduct procedures and healthy boundary training. I serve as liaison for Staff Relations Committee on matters relating to personnel policies, salary, benefits, and for Gifts Discernment Committee as they select nominees for leadership roles. I also met regularly with Stewardship Commission to support budget preparation and WDC’s fundraising ministry, and joined several commission members to attend a *Creating Generous Congregations* workshop sponsored by Everence. I met with Trustees Task Force to discuss 2500 Place facility repairs and long-term financial and facility resources.

**Be responsible to see that WDC is adequately represented in relation to a variety of external and internal groups, including inter-Mennonite relationships.**

Activities this past year:Served on worship planning team for MennoCon19. Served as WDC delegate to MC USA delegate assembly, representative at Journey Forward Peace Gathering before MennCon19, and representative to MC USA Constituency Leaders’ Council. Served on planning committee for Bethel College presidential inauguration. Attended annual MC USA / Canada conference ministers’ meeting in Los Angeles, installation of MC USA Executive Director Glen Guyton, annual fundraising dinner for IBA (Instituto Biblico Anabautista), local reception for Cesar Garcia (General Secretary for Mennonite World Conference), and presentation by Willi Hugo Perez (director of SEMILLA seminary in Guatemala) at MCC Central States.