

Process Design Team Information and Update to the Congregation June 17, 2018

Purpose and Make-up of the Design Team

The Process Design Team was formed by the Church Board in March, 2018 with the following stated purpose:

"We charge the Process Design Team to develop and implement a process to guide congregational discernment about LGBTQ topics, involving all voices, within the Mennonite Church of Normal. This Team will provide regular reports, present plans in advance of implementation, and provide a final report with recommendations to the Board."

Important Note: The Design Team is not tasked with making any decisions or policy changes.

The Design Team was formed by persons who responded to the Church Board's invitation. Members are: Co-leaders Shelly King and Joe Culpepper, Bess Desch, Emily Hershberger, Darrel Miller, Amy Reiman, and Leah Roeschley. Please bring any concerns or questions about this process to a member of the Design Team.

Guiding Congregational Motto

To guide our congregation in this process, we are using the framework already chosen by our congregation as guideposts for our church life:

"Offering Christ's peace to hearts, home, community, and world."

- In offering peace to *hearts & homes* through this process, we want to proceed with the guidance of "graceful engagement." This means we approach each other with the acknowledgment that we all strive to be faithful followers of Christ. We agree that a successful process should result in opportunity for everyone to feel heard.
- In offering peace to *community & world* through this process we consider that we *are* a welcoming church. We may have different understandings of what welcoming means, but we are called to hospitality, to invite everyone to the table, to be committed to intentional conversation and spaces.
- *Peace* does not mean an absence of conflict, but a choice about how we respond to one another when we are in conflict.

Congregational Survey

This survey is a very important step in hearing everyone's voice. We want to gather accurate information about the viewpoints among us to help in moving forward in our discussion together. All ages are welcomed and encouraged to fill out this survey! A link to the survey will be in the midweek and on the main page of the MCN website. Completing online is the preferred method however a limited number of paper copies are available in the library. A French translation of the survey is also available in paper form in the library. Both can be returned to the front office when completed. Please complete the survey by **July 1, 2018**.

Process Design Team Resources

Support Teams and Terminology

Care Team

The people listed below are available to provide care beginning today. They will maintain confidentiality, however, they may share concerns with the Design Team *if given permission by the speaker*. The Listening Team is available to hear general concerns and/or offer emotional support. Allies have specifically identified themselves as supporters of LGBTQ individuals and their families and will provide safe and supportive spaces for conversation and emotional support. Please feel free to make use of these resources.

Pastoral Care	Listening Members	Ally Members
Tim Schrag Jane Roeschley	Lois Hochstetler Holly Zehr Doug Valverde	Abby Warfel David Warfel Sophie Charles (French speaker) Henry Dick Jonah King Jane Roeschley

Helpful Terminology

In the survey and throughout our process the following terms and definitions are being used:

- **Gender identity:** describes how you see yourself
- **Gender expression:** describes the way in which a person expresses their gender identity, typically through appearance, dress, and behavior
- **Gender attribution:** describes how gender is perceived by others
- **Sexual orientation:** an enduring emotional, romantic or sexual attraction to other people.
- **LGBTQ** functions as an umbrella term for various sexual identities and expressions.
 - **Lesbian:** A woman who is emotionally, romantically or sexually attracted to other women.
 - **Gay:** A person who is emotionally, romantically or sexually attracted to members of the same gender. This concept is often, though not exclusively, used to reference male homosexuals.
 - **Bisexual:** A person emotionally, romantically or sexually attracted to more than one gender expression though not necessarily at the same time, in the same way, or to the same degree.
 - **Transgender:** An umbrella term for people whose gender expression is different from cultural expectations based on the sex determined at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.
 - **Queer:** A term people often use to express fluid identities and orientations. Often used interchangeably with "LGBTQ."
 - **Questioning:** A term used to describe people who are in the process of exploring their sexual orientation or gender identity.
- **Cisgender:** A term used to describe a person whose gender identity aligns with those typically associated with the sex determined at birth.