



Melissa Manriquez  
Deputy Clerk

# Pima County Clerk of the Board

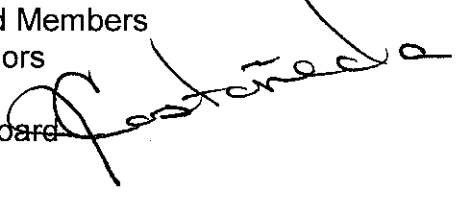
Julie Castañeda

Administration Division  
130 W. Congress, 5<sup>th</sup> Floor  
Tucson, AZ 85701  
Phone: (520)724-8449 • Fax: (520) 222-0448

Management of Information & Records Division  
1640 East Benson Highway  
Tucson, Arizona 85714  
Phone: (520) 351-8454 • Fax: (520) 791-6666

## MEMORANDUM

TO: Honorable Chairman and Board Members  
Pima County Board of Supervisors

FROM: Julie Castañeda, Clerk of the Board 

DATE: November 19, 2019

RE: Petition for Relief of Real Property Taxes – Shalom Mennonite Fellowship

Pursuant to A.R.S. §42-11109(E), Shalom Mennonite Fellowship, filed a petition on October 14, 2019, for relief of their 2019 Real Property Taxes as follows:

### Pending Tax Payment:

<u>Parcel No.</u>	<u>Year</u>	<u>Taxes due</u>	<u>Interest</u>	<u>Total*</u>
131-12-0260-1	2019	\$ 591.49	\$ .00	\$ 591.49
131-12-0260-2	2019	\$ 591.49	\$ .00	\$ 591.49
131-12-028A-1	2019	\$ 7,383.15	\$ .00	\$ 7,383.15
131-12-028A-2	2019	\$ 7,383.15	\$ .00	\$ 7,383.15
<b>Total</b>		<b>\$15,949.28</b>	<b>\$ .00</b>	<b>\$15,949.28</b>

The Assessor's review indicates that if the affidavit had been filed timely, the exemption would have been granted.

\*Totals as of October 31, 2019.

/jc

### Attachments

- Notice of Hearing
- Treasurer's Tax Reports
- Assessor's Review Form
- Shalom Mennonite Fellowship submission



Melissa Manriquez  
Deputy Clerk

# Pima County Clerk of the Board

Julie Castañeda

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November 6, 2019

Shalom Mennonite Fellowship  
Attn: Barry Hieb, Elder  
6044 E. 30<sup>th</sup> Street  
Tucson, AZ 85711

RE: Petition for Relief of Taxes – Parcel Nos. 131-12-0260 and 131-12-028A

Dear Mr. Hieb:

Please be advised that your Petition for Relief of Real Property Taxes for tax year 2019, has been scheduled before the Pima County Board of Supervisors on Tuesday, November 19, 2019, at 9:00 a.m., or thereafter, at the following location:

Pima County Administration Building  
Board of Supervisors Hearing Room  
130 West Congress, 1st Floor  
Tucson, AZ 85701

If you have any questions regarding this hearing, please contact this office at 724-8449.

Sincerely,

A handwritten signature in black ink, appearing to read "Julie Castañeda", is written over a horizontal line.

Julie Castañeda  
Clerk of the Board

/jc



## PIMA COUNTY TREASURER'S OFFICE

**Beth Ford, CPA**  
**Pima County Treasurer**

240 North Stone Avenue  
Tucson AZ, 85701-1199  
(520) 724-8341

### ACCOUNT BALANCE

SHALOM MENNONITE FELLOWSHIP INC  
6044 E 30TH ST  
TUCSON AZ 85711-6819

ACCOUNT: 131120260  
PROPERTY TYPE: Real Estate  
PROPERTY LOCATION: 6054 E 30TH ST  
LEGAL DESC: CRAYCROFT ANNEX N2 LOT 1 BLK 2

#### Account Balance as of October 22, 2019

Tax Year	Cert No	Interest Date	Interest Percent	Amount	Interest Due	Fees Due	Penalties Due	Total Due
2019 - 1		11/2/2019	16.0	591.49	0.00	0.00	0.00	591.49
2019 - 2		5/2/2020	16.0	591.49	0.00	0.00	0.00	591.49
<b>Totals</b>				\$1,182.98	\$0.00	\$0.00	\$0.00	\$1,182.98

If you have any questions about the items on this statement, please contact our offices.



## PIMA COUNTY TREASURER'S OFFICE

**Beth Ford, CPA**  
**Pima County Treasurer**

240 North Stone Avenue  
Tucson AZ, 85701-1199  
(520) 724-8341

### ACCOUNT BALANCE

SHALOM MENNONITE FELLOWSHIP INC  
6044 E 30TH ST  
TUCSON AZ 85711-6819

ACCOUNT: 13112028A  
PROPERTY TYPE: Real Estate  
PROPERTY LOCATION: 6046 E 30TH ST  
LEGAL DESC: CRAYCROFT ANNEX LOT 2 & N160' LOTS 18 & 19  
BLK 2

#### Account Balance as of October 22, 2019

Tax Year	Cert No	Interest Date	Interest Percent	Amount	Interest Due	Fees Due	Penalties Due	Total Due
2019 - 1		11/2/2019	16.0	7,383.15	0.00	0.00	0.00	7,383.15
2019 - 2		5/2/2020	16.0	7,383.15	0.00	0.00	0.00	7,383.15
<b>Totals</b>				\$14,766.30	\$0.00	\$0.00	\$0.00	\$14,766.30

If you have any questions about the items on this statement, please contact our offices.



**Melissa Manriquez**  
Deputy Clerk

# Pima County Clerk of the Board

**Julie Castañeda**

**Administration Division**

130 W. Congress, 5<sup>th</sup> Floor

Tucson, AZ 85701

Phone: (520)724-8449 • Fax: (520) 222-0448

**Management of Information & Records Division**

1640 East Benson Highway

Tucson, Arizona 85714

Phone: (520) 351-8454 • Fax: (520) 791-6666

## Petition to the Board of Supervisors - Review Form

Pursuant to ☐ A.R.S. §42-11104(G) (educational/library property) or  
☒ A.R.S. §42-11109(E) (religious property)

Taxpayer Shalom Mennonite Fellowship

For tax year(s) 2019 - Parcel No. 131-12-0260

- 1) Did the organization file an affidavit as required by A.R.S. §42-11153?  
☐ Yes ☒ No
- 2) Was the affidavit filed on or before March 1 of the tax year as required by A.R.S. §42-11153?  
☐ Yes ☒ No
- 3) If the affidavit had been filed timely, would the Assessor have granted the exemption?  
☒ Yes ☐ No
- 4) If the answer to Number 3 is "No", why was the exemption denied?  
☐ The required ownership of the property was not in effect during the time period required by statute.  
☐ The property was not being used for the exempt purpose during the time period required by statute.  
☐ The requesting church, educational or library property did not furnish the required documents requested by the Assessor at the time of application per A.R.S. §42-11152(3)&(B)  
☐ Other:

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Completed by: Maria L Acedo Date: Oct 22, 2019

c: Honorable Bill Staples, Pima County Assessor



**Melissa Manriquez**  
Deputy Clerk

# Pima County Clerk of the Board

**Julie Castañeda**

**Administration Division**

130 W. Congress, 5<sup>th</sup> Floor

Tucson, AZ 85701

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Phone: (520) 351-8454 • Fax: (520) 791-6666

## Petition to the Board of Supervisors - Review Form

Pursuant to ☐ A.R.S. §42-11104(G) (educational/library property) or  
☒ A.R.S. §42-11109(E) (religious property)

Taxpayer Shalom Mennonite Fellowship

For tax year(s) 2019 - Parcel No. 131-12-028A

- 1) Did the organization file an affidavit as required by A.R.S. §42-11153?  
☐ Yes ☒ No
- 2) Was the affidavit filed on or before March 1 of the tax year as required by A.R.S. §42-11153?  
☐ Yes ☒ No
- 3) If the affidavit had been filed timely, would the Assessor have granted the exemption?  
☒ Yes ☐ No
- 4) If the answer to Number 3 is "No", why was the exemption denied?  
☐ The required ownership of the property was not in effect during the time period required by statute.  
☐ The property was not being used for the exempt purpose during the time period required by statute.  
☐ The requesting church, educational or library property did not furnish the required documents requested by the Assessor at the time of application per A.R.S. §42-11152(3)&(B)  
☐ Other:

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Completed by: Maria L Acedo Date: Oct 22, 2019

c: Honorable Bill Staples, Pima County Assessor



6044 East 30th Street  
Tucson, AZ 85711  
Phone: 520-748-7082  
Email: [info@shalommennonite.org](mailto:info@shalommennonite.org)  
Web: [www.shalommennonite.org](http://www.shalommennonite.org)

October 12, 2019

Pima County Assessor's Office  
240 N Stone Ave  
Tucson, AZ 85701

To whom it may concern:

We are writing on behalf of Shalom Mennonite Fellowship, a church located at 6044 E 30<sup>th</sup> St. We are requesting the restoration of the church's tax exemption, since we failed to file the annual claim for tax exemption earlier this year, due to an oversight.

The property in question consists of two parcels: book 131, map 12, parcels 028A and 0260. Parcel 028A was purchased on March 22, 1974. The adjoining parcel 0260 was purchased on September 30, 1997.

Shalom Mennonite Fellowship has used this property since 1974 for its religious services and related activities. We have a weekly worship service and education hour, with an average attendance of approximately 70. We also have a Friday morning prayer service, a monthly mid-week potluck meal, monthly Sunday noon potlucks and a variety of irregularly scheduled meetings for various church activities. The church has been active in supporting events of the regional and national Mennonite church (border educational activities, peace promotion meetings, environmental consciousness, etc.)

Since 1982, Community Home Repair Projects of Arizona (CHRPA) has located its facilities on a portion of our property. There are also two housing units located on our property. One of them has been used for many years as housing for Mennonite Voluntary Service (MVS) unit volunteers. This past summer, the MVS house became empty, so we are currently using it to provide housing for a family of refugees from the Congo, charging only minimal rent to assure that costs are covered for this short-term mission. Shalom has used the other housing unit for a variety of ministry activities over the years, for instance, as a peace center, a place to receive church guests, a "Girls with tools" club, storage and Sunday School space.

The property includes a community garden. In the past, the church has also hosted a neighborhood bicycle club on the property.

For the past 9+ years, we have rented the worship space to Church of God a Worldwide Association (COG-WA) congregation for their weekly services.

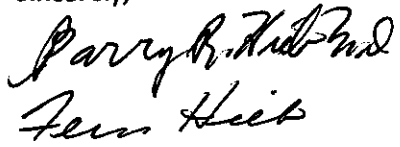
OCT 14 1990 291 P C A K Q F RD



Based on all the above, we are requesting restoration of our church's tax exemption.

Thank you for your consideration.

Sincerely,

Handwritten signatures of Barry Hieb and Fern Hieb. Barry's signature is in cursive and appears to be 'Barry B. Hieb'. Fern's signature is also in cursive and appears to be 'Fern Hieb'.

Barry Hieb, Elder

Fern Hieb, deacon

Agents acting on behalf of Shalom Mennonite Fellowship

cc: Carol Rose, Co-Pastor; Tina Schlabach, Co-Pastor; Becca Cordes, Administrative Elder





# Pima County Board of Supervisors

PETITION FOR REDEMPTION OF PROPERTY TAX EXEMPTION WAIVER  
Pursuant to A.R.S. §42-11153(B) and BOS Policy C4.3

Date: Oct. 10, 2019

**TAX YEAR: 2019**

Name and Address of Applicant:

Hieb Fern  
Last Name First Name  
2515 E 7th St. Tucson AZ 85714  
Address City State Zip

Mailing address, if different from above:

6044 E 30th St.  
Shalom Mennonite Fellowship Tucson AZ 85711  
Address City State Zip  
520-321-4080 barryfern@cox.net  
Phone Number Email Address

Parcel/Roll Number or License: Book 131 Map 12 Parcel 0284  
Book 131 Map 12 Parcel 0260

Exemption type: ☐ Personal: (select one) ☐ Disabled ☐ Widow/Widower

☒ Non-Profit Organization Shalom Mennonite Fellowship  
Name of Organization

My affidavit for property tax exemption was not filed before the March 1st deadline.

This is a request that the waiver of the property tax exemption be redeemed by the Pima County Board of Supervisors under A.R.S. §42-11153(B). **NOTE: If taxes have become due, this application will not be processed and is hereby denied in conformance with Statute A.R.S. §42-11153(B) and Pima County Board of Supervisors Policy C4.3.**

Signed,

Fern Hieb

Please return this form to:  
Pima County Clerk of the Board of Supervisors  
130 W. Congress St., 5<sup>th</sup> Floor  
Tucson, AZ 85701  
or  
Email to: COB\_mail@pima.gov

**Clerk of the Board's Use Only**

Approved at the Board of Supervisor's Meeting:

Date: \_\_\_\_\_

Clerk's Signature: \_\_\_\_\_

This Approved redemption waiver should be included  
with your application to the Assessor's Office.

# NON-PROFIT AND RELIGIOUS ORGANIZATIONS

## Property Tax Information and Questionnaire form

CLAIMS FOR EXEMPTIONS FROM PROPERTY TAXES AND/OR PERSONAL PROPERTY TAXES PURSUANT TO A.R.S. Title 42, Chapter 11, Article 3 - EXEMPTIONS

### **COPIES OF THE FOLLOWING DOCUMENTS MUST BE SUBMITTED WHEN MAKING APPLICATION**

I.R.S. TAX EXEMPTION LETTER

BY-LAWS

ARTICLES OF INCORPORATION

FINANCIAL REPORT

LETTER OF SPECIFIC INTENT – DATE PROPERTY WAS ACQUIRED,  
DETAILS OF ALL ACTIVITIES CONDUCTED ON SITE.

AN INVENTORY OF PERSONAL PROPERTY WHEN APPLYING FOR  
PERSONAL PROPERTY EXEMPTION ONLY

IF PROPERTY OR BUILDING IS BEING HELD PRIMARILY FOR RELIGIOUS  
WORSHIP, SUBMIT A MINIMUM OF **THREE** DOCUMENTS THAT SHOW  
INTENT.

\*\*\*\*\*

EXEMPTION APPLICATIONS WILL BE ACCEPTED FROM JANUARY 2<sup>ND</sup> UNTIL  
MARCH 1<sup>ST</sup>. APPLICATIONS WILL NOT BE ACCEPTED AFTER MARCH 1<sup>ST</sup>  
UNLESS THEY ARE ACCOMPANIED BY AN APPROVED REDEMPTION OF WAIVER  
LETTER FROM THE CLERK OF THE BOARD.

Failure to file a claim for property tax exemption within this time period waives all  
rights for the exemption for that calendar year.

DIRECT ALL CORRESPONDENCE AND INQUIRIES TO:

PIMA COUNTY ASSESSOR'S OFFICE  
EXEMPTION SECTION  
240 N Stone Ave  
Tucson, Arizona 85701

724-7500

**COMPLETE THE QUESTIONNAIRE ON THE BACK OF THIS  
FORM**

OCT 14 1990 2:21 PCD KTF RD

**NON-PROFIT AND RELIGIOUS ORGANIZATIONS**  
**Property Tax Information and Questionnaire form**

**QUESTIONNAIRE FOR PROPERTY TAX EXEMPTION**  
**ALL QUESTIONS MUST BE ANSWERED TO BE CONSIDERED FOR EXEMPTION**

1. Name & Address of Organization:  
Shelom Mennonite Fellowship  
6044 E 30th St.  
Tucson AZ 85711
2. Under which section of Title 42, Chapter 11, Article 3 does your organization claim exemption? 42-11109  
(Arizona Revised Statutes can be found at: [www.azleg.gov](http://www.azleg.gov))
3. Are there any type of business activities such as snack bars, cafés or restaurants operating on the premises? Yes ☐ No ☒
4. Is the organization exempt from Federal and/or State income taxes?  
Yes ☒ No ☐
5. Is the Organization a 501 (C)? Yes ☒ which type (3) No ☐
6. Give day, month, and year deed/title was acquired by applicant.  
Day 22 Month 3 Year 1974
7. Claimant is: Owner/Operator ☒ Owner only ☐ Operator only ☒
8. Exemption is claimed on:  
All land ☒ Buildings & Improvements ☒ Personal Property ☐
9. Is any portion of the property used as a place of residence? Yes ☒ No ☐  
If yes, state number of individuals occupying the premises and the duration of the occupancy. one house has 11 occupants (3 months in residence)  
one house has 1 occupant (3 years in residence)
10. Does applicant receive any income? (other than free will offerings in connection with this property) Yes ☒ No ☐
11. Is any portion of the property being leased or rented to a non-profit and/or a for-profit organization(s)? Yes ☒ No ☐ If yes, please list the name(s) of the organization(s) Community Home Repair of Arizona (CHRPA)  
Projects
12. List date of occupancy: Month \_\_\_\_\_ Day \_\_\_\_\_ Year 1983

EXEMPTION TYPE: religious organization

**ORGANIZATION NAME:** \_\_\_\_\_

Shalom Mennonite Fellowship

**Mailing Address:**

6044 E 30th St  
Tulsa AZ 85711

**EXEMPTION TYPE:**

RELIGIOUS ORGANIZATION	<input checked="" type="checkbox"/>	NON-PROFIT ORGANIZATION	<input type="checkbox"/>
CHARITABLE ORGANIZATION	<input type="checkbox"/>	EDUCATIONAL PROPERTY	<input type="checkbox"/>
VETERANS ORGANIZATION	<input type="checkbox"/>	CEMETERY	<input type="checkbox"/>
OTHER (SPECIFY TYPE)	<input type="checkbox"/>		<input type="checkbox"/>

**2019**  
**AFFIDAVIT FOR ORGANIZATIONAL TAX EXEMPTION**  
**Pursuant to A.R.S. §§ 42-11101 through 42-11155**

CONTACT INFORMATION (Address if different than Applicant)	
NAME:	Carol Rose (Co-Pastor)
ADDRESS:	6044 E 30th St.
CITY:	Tucson
STATE:	AZ
ZIP CODE:	85711
TELEPHONE # FOR APPLICANT:	312 933-8986
Contact Email:	
NOTES:	

**NOTE: SIGNATURE MUST BE NOTARIZED OR SIGNED IN THE PRESENCE OF ASSESSOR'S OFFICE PERSONNEL**

[illegible]

STATE OF ARIZONA / PIMA COUNTY

I HEREBY CERTIFY UNDER PENALTY OF PERJURY THAT I HAVE  
READ OVER THE FOREGOING FACTS BEFORE SUBSCRIBING MY  
NAME HERETO AND THAT ALL MATTERS HEREIN STATED ARE  
TRUE TO THE BEST OF MY KNOWLEDGE.

X \_\_\_\_\_  
PROPERTY OWNER / AGENT                      DATE

**X**  
**DEPUTY ASSESSOR / NOTARY      COMMISSION EXPIRES**

## INSTRUCTIONS FOR FILING EXEMPTION BY MAIL

Pursuant to A.R.S. §§ 42-11101 through 42-11155

Failure to comply with any of these requirements waives all rights for Exemption for this year. Affidavits will not be considered for exemption unless filled out according to instructions.

- ❖ Section A- List all real and personal property.
- ❖ Section B- List specific usage of all real and personal property.
- ❖ When requesting exemption on motor vehicles bring vehicle license renewals directly to our office with a signed affidavit.
- ❖ Notify our office of any changes.

Return signed and notarized affidavits prior to March 1st 2019 to:

Pima County Assessor's Office  
Exemption Section  
240 N Stone Ave  
Tucson, Arizona 85701  
724-7500

### ASSESSOR'S OFFICE USE ONLY

501	_____	Letter of Intent	_____	Field Check Date	_____
Articles of Incorporation	_____	Questionnaire	_____	Approved	_____
By-Laws	_____	BOS	_____	ARS 42-	_____
Financial Report	_____	Intent Document	_____	Denied	_____

ARTICLES OF INCORPORATION

OF

EVANGEL MENNONITE CHURCH OF TUCSON, ARIZONA

RECEIVED  
DEC 10 PM 9 03  
ARIZONA  
CORPORATION  
COMMISSION

KNOW ALL MEN BY THESE PRESENTS:

That the undersigned have on the 10th day of September, 1975 met at Pima County, Arizona, and associated themselves for the purpose of forming a non-profit corporation, pursuant to the Provisions of Title 10, Chapter 1, Article 16, of the Arizona Revised Statutes, and have adopted the following Articles of Incorporation:

ARTICLE I

The name of the corporation shall be Evangel Mennonite Church of Tucson, Arizona; it shall commence upon the issuance of a Certificate of Incorporation by the Arizona Corporation Commission, and continue for 25 years thereafter.

ARTICLE II

The principal location of the said corporation shall be Pima County, Arizona.

ARTICLE III

The names and addresses of the Incorporators are as follows:

- Rev. Elster Wallace, 4558 E. Sylvane, Tucson, Arizona
- Rev. Nathan Oglosby, 4560 E. Rex Street, Lot B, Tucson, Arizona
- Joyce Leichty, 6734 E. Calle Herculo, Tucson, Arizona
- Dwight Leichty, 6734 E. Calle Herculo, Tucson, Arizona
- Gloria Wallace, 4558 E. Sylvane, Tucson, Arizona
- Clayton J. Cole, 4542 E. 25th Street, Tucson, Arizona
- Deborah Oglesby, 4560 E. Rex Street, Lot B, Tucson, Arizona

ARTICLE IV

This corporation shall not engage in any form of trade or commerce, or carry on any activity which will result in a remunerative profit to the corporation or to its members. Subject to the foregoing limitations,

the object, business or pursuit of this corporation shall be as follows:

1. To promote the glory of God by advancing the moral, spiritual and religious welfare of the members, the community and the world; to win lost souls for Jesus Christ; to help nurture the spiritual life of the believers through worship and Christian fellowship and by fostering a deeper knowledge of the Word of God; to awaken and to maintain an interest in missions and in other projects which shall glorify our blessed Lord.
2. To purchase, receive, possess, own and dispose of real and personal property as may be necessary or convenient to carry out the objects of the corporation and to invest or reinvest the moneys as may be necessary or proper; to borrow money, with the consent of the members of the corporation, by mortgage on church properties or by bonds or notes or otherwise and to propose and carry to execution plans for raising moneys for church purposes.
3. The foregoing enumeration of specific powers shall not limit or restrict the powers of the corporation but it shall have all powers, privileges and immunities provided for by law and the Constitution of the Evangel Mennonite Church of Tucson, Arizona.

#### ARTICLE V

There shall be no capital stock of the corporation. Participation in its affairs shall be limited to membership in the corporation as provided in its by-laws and Constitution.

#### ARTICLE VI

The Officers of the corporation shall be a Chairman, Vice-Chairman, a Secretary and a Treasurer, who shall be elected by a Board of Trustees

at each annual meeting thereof, and shall serve according to the by-laws and Constitution of the corporation.

#### ARTICLE VII

The affairs of the corporation shall be conducted by a Board of Trustees of not less than three nor more than twenty-five persons who shall be elected from the membership of the corporation at each annual meeting of the membership. The exact number of Trustees shall be provided in the by-laws and Constitution of the corporation and all Trustees are to serve according to the provisions of the by-laws and Constitution.

#### ARTICLE VIII

In the event that a vacancy shall occur in any office or in the Board of Trustees, such vacancy shall be filled by the Board of Trustees as provided by the by-laws and Constitution of the corporation.

#### ARTICLE IX

At the first meeting of the members of the corporation, which was held on September 10, 1975 at 6044 E. 30th Street, Tucson, Arizona, the following persons were elected to serve as members of the Board of Trustees until the annual meeting of the members of the corporation in the year 1976:

Rev. Elster Wallace, 4558 E. Sylvane, Tucson, Arizona  
Rev. Nathan Oglesby, 4560 E. Rex Street, Lot B, Tucson, Arizona  
Joyce Leichty, 6734 E. Calle Herculo, Tucson, Arizona  
Dwight Leichty, 6734 E. Calle Herculo, Tucson, Arizona  
Gloria Wallace, 4558 E. Sylvane, Tucson, Arizona  
Clayton J. Cole, 4542 E. 25th Street, Tucson, Arizona  
Deborah Oglesby, 4560 E. Rex Street, Lot B, Tucson, Arizona

#### ARTICLE X

The annual meeting of the members of the corporation shall be held on the first Monday of August of each year commencing in 1976.



#### ARTICLE XI

The purposes of the corporation do not have pecuniary profit as their object, and the members of the corporation shall have no individual or separate interest in any of the property or assets of the corporation.

#### ARTICLE XII

The private property of the members of the corporation shall be forever exempt from corporate debts and no member shall be individually liable or responsible for any debts or liabilities of the corporation. ✓

#### ARTICLE XIII

Philip Jones of 4777 East 5th Street, Tucson, Arizona, who has been a bona fide resident of the State of Arizona for more than three years last past, is hereby appointed the lawful and statutory agent of the corporation to accept and acknowledge service of all necessary process. The Board of Trustees may, at their discretion, revoke such appointment and designate another qualified person to serve as statutory agent of the corporation. ✓

#### ARTICLE XIV

The members of the corporation shall adopt by-laws and a Constitution of the corporation which may be amended from time to time in a manner to be provided in the by-laws and Constitution. The by-laws and Constitution shall provide the qualifications of members in the corporation.

#### ARTICLE XV

The total indebtedness of the corporation at any given time shall be limited to the sum of \$500,000.00. ✓

#### ARTICLE XVI

These Articles of Incorporation may be amended by the affirmative vote of a majority of the members present at a meeting duly called for that purpose, a quorum being present. Notice of proposed amendment, and filing

recording and publishing of the same, shall be in accordance with Arizona  
Revised Statutes.

IN WITNESS WHEREOF, we have hereunto set our hands this 24<sup>th</sup> day  
of September, 1975.

Rev. Elster Wallace  
Rev. Elster Wallace

Rev. Nathan Oglesby  
Rev. Nathan Oglesby

Joyce Leichty  
Joyce Leichty

Dwight Leichty  
Dwight Leichty

Gloria Wallace  
Gloria Wallace

Clayton J. Cole  
Clayton J. Cole

Deborah Oglesby  
Deborah Oglesby

STATE OF ARIZONA )  
COUNTY OF PIMA ) ss.

On this 24<sup>th</sup> day of September, 1975, personally appeared Rev. Elster  
Wallace, Rev. Nathan Oglesby, Joyce Leichty, Dwight Leichty, Gloria Wallace,  
Clayton J. Cole, and Deborah Oglesby, who subscribed and swore to the fore-  
going instrument, and acknowledged that they executed the same for the  
purposes contained therein.

Philip Jones  
Notary Public

My Commission Expires:

9-16-78

⊗

**CONSTITUTION**  
**BY-LAWS**  
**AND**  
**ADDITIONAL DOCUMENTS**  
**AND INFORMATION**

**Shalom Mennonite Fellowship**  
**6044 East 30<sup>th</sup> Street**  
**Tucson, Arizona 85711**  
**(520) 748-7082**

**January 7, 2018**



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# **The Constitution of Shalom Mennonite Fellowship**

## **ARTICLE I. Name**

The name of this organization is Shalom Mennonite Fellowship.

## **ARTICLE II. Affiliation**

The organization is affiliated with Mennonite Church USA (MCUSA) and with Pacific Southwest Mennonite Conference (PSMC), and their boards and agencies.

## **ARTICLE III. Purpose**

The purpose of this organization shall be to support participants to follow Jesus.

## **ARTICLE IV. Statement of Faith Identity**

We are an Anabaptist Christian congregation.

## **ARTICLE V. Membership**

A. The membership of this organization shall consist of persons who accept the commitments of this organization along with one of the following:

1. Letter of transfer from another Christian congregation.
2. Baptism into this church.
3. Confession of faith in Jesus Christ.

B. Membership in this organization shall end under the following conditions:

1. Death.
2. Letter of transfer.
3. Forfeiture of membership as provided for in the Word of God (Matt. 18:15-17) and described in by-laws.
4. Formal request by the person involved.

## **ARTICLE VI. Church Leadership**

- A. Four elders will be called by the congregation to be the primary authority to guide and, together with pastor(s), to lead the congregation in vision, mission and spiritual matters and in conducting the affairs of the organization.
- B. The congregation has the final authority in all decisions.
- C. The officers of the corporation shall be the administrative elder, the treasurer, and the secretarial elder.

## **ARTICLE VII. Annual Meeting**

There shall be an annual meeting of members as provided for in the by-laws. At this annual meeting, a financial report shall be presented.

## **ARTICLE VIII. Quorum**

A quorum for congregational business meetings shall consist of those members present at meetings for which there has been proper notification.

## **ARTICLE IX. Amendments**

This constitution may be amended by a two-thirds majority vote of members present at the meeting, providing proper notification of a congregational meeting has been made. Two notices of time, place, and motion must be given beginning at least two weeks prior to the date of the meeting, the second notice

given one week before that date.

# **The By-Laws of Shalom Mennonite Fellowship**

## **ARTICLE I. Elders and Deacons**

### **A. Elders**

The four elders meeting with the pastor(s) shall be the decision-making board of the congregation. Any member or attender who desires to attend an elders' meeting may do so as a nonvoting participant. The elders shall have the following responsibilities:

1. Meet regularly and as needed to coordinate the operation of the church. Provide oversight and leadership for the congregation in the areas of administration, worship, community life and peace, justice and wide welcome. Call ad hoc committees into being as needed (e.g. for pastoral selection, or other purposes). Be the communication hub and connection to persons in various roles within the congregation. Maintain the church calendar.
2. Call quarterly congregational meetings. Set meetings and bring proposals (including recommending an annual budget, bringing nominations to fill vacancies in the elders and deacons, recommending wording for new policies...).
3. Provide oversight and support to other congregational bodies, including with the deacons as they fill vacancies other than elders and deacons, periodically appointing someone other than the treasurer to review the books, and approving gifts or loans in excess of \$200 granted by the deacons and large facilities-related expenses.
4. Supervise and be a sounding board for the pastor(s). Manage pastor(s) employment procedures (e.g. updates to annual covenant of understanding, vacation, sick leave, leaves of absence, etc.)
5. Appoint contact persons as needed (e.g. for conference, Mennonite Disaster Service, Mennonite Central Committee, Supportive Congregations Network).
6. Approve time-sensitive public statements, sponsorship of events, and endorsements on behalf of the congregation. Approve congregational practices that are either time-sensitive or not significant enough to bring to the whole congregation.
7. Appoint a Secretarial Elder. Maintain and share minutes of Elder and congregational meetings.
8. Assure that decisions made in elders' and congregational meetings are implemented by the designated person or group.
9. Appoint positions of administrative elder, community elder, worship elder and peace, justice and wide welcome elder.
10. Serve as members of the Board of Directors of Shalom Mennonite Fellowship, Inc.

### **B. Deacons**

The deacons shall have the following responsibilities:

1. Administer the Deacons' Fund responding to financial needs within and outside the congregation.
2. Offer visitation and caring support to church members and attenders.
3. Encourage and support the formation of small groups.
4. Work with pastor(s) to prepare for reception of new members. Maintain the membership list when the pastoral position is vacant.
5. Work with pastor(s) to facilitate gift discernment, the filling of needed congregational roles including discernment of the members of the Pastor-Congregation Relations Committee (PCRC).

### **C. Qualifications of Elders, Deacons:**

1. Shall be members of the congregation and an example to the congregation in spirituality and devotion to the Lord's work. (I Tim. 3:8-13).



2. Shall reflect the gifts of the Spirit in accordance with the responsibilities of the position.

**D. Elder Terms**

Each of the four elders shall be elected by the congregation in accordance with Article IX for a staggered two-year term and shall be eligible for two consecutive terms.

**E. Deacon Terms**

Each of the three deacons shall be elected to serve in accordance with Article IX for a staggered three-year term. Each shall be eligible for two consecutive terms in office.

**ARTICLE II. Pastoral Ministry**

**A. Pastors(s)' Responsibilities**

The pastor(s)' responsibilities will be delineated in their job descriptions. They include leadership in conjunction with elders in areas of vision, identity and ministry of the congregation, participation in meetings of the elders and being an ex-officio member of all commissions. The pastor(s) receive new members on behalf of the congregation. Other responsibilities include such areas as leading in spiritual formation, worship, pastoral care, peace, justice and wide welcome, care for congregational structures/administration and facilitation of congregational connections to community in this region and the broader Mennonite community.

**B. Pastoral Calling and Notice Due**

Initial pastoral appointment shall be determined by working closely with conference representatives and by the approval of three-fourths of members attending a congregational meeting called with notice of that agenda. The pastor(s) as well as the congregation are requested to give a 90-day minimum notice if either desires to terminate this appointment, unless pastor(s)' call is ended for cause as determined by the elders and/or the congregation.

**C. Pastoral Accountability**

The pastor(s) shall provide an accountability plan for their work each year. Appointed pastor(s) shall serve on an open-ended term and shall be accountable to the elders, who will provide ongoing supervision.

**ARTICLE III. Treasurer**

The treasurer shall be selected through the gift discernment process. The treasurer shall be selected for a two-year term and be brought to the congregation for affirmation.

The treasurer shall have the following responsibilities:

- A. Provide oversight for all financial assets and responsibilities of Shalom Mennonite Fellowship.
- B. Insure that all monies received by the church are channeled to the treasurer or the treasurer's designee.
- C. Disburse church monies according to approved budget. Unbudgeted expenses and line item overruns may be approved by the treasurer, in consultation with the administrative elder. Expenditure of unplanned surpluses shall be decided by the congregation on the recommendation of the treasurer and the administrative elder.
- D. Maintain custody of all monies, securities, and investments of the church.
- E. Report the financial status of the church to the congregation yearly and to the elders quarterly or as

needed, including receipts and disbursements.

- F. Work with the elders to prepare an annual budget for congregational approval.
- G. Provide an annual report after December 31 to known contributors of his/her contributions.
- H. File timely reports with Arizona Corporation Commission and State and Federal agencies, as needed.
- I. Serve as Treasurer of Shalom Mennonite Fellowship, Inc.

#### **ARTICLE IV. Commissions, Committees, Working Groups**

Commissions, committees, working groups, and individuals will aid in the coordination of church ministries. Areas of work include: spiritual formation, fellowship, peace, justice and wide welcome, property, and worship. When there is an active acknowledged commission, that commission shall be the body that makes decisions related to use of budgeted funds in their area of responsibility. Each commission decides on their decision-making structure and reports that to elders. Fuller descriptions of these groups can be found in the Additional Documents.

The Pastor-Congregation Relations Committee (PCRC) facilitates the relationship between the congregation and the pastor(s); reports to the elders; and facilitates pastor-congregation review at regular intervals. Members of the PCRC are discerned by the deacons.

#### **ARTICLE V. Representatives to the Wider Church**

**Conference delegates** are members of Shalom Mennonite Fellowship who may be appointed by the elders, or nominated and selected at congregational meetings, for each convention or assembly.

Responsibilities include:

1. Attend gatherings of the conference or denomination of which Shalom is a member to vote and speak on behalf of Shalom.
2. Report back to the congregation on the conference or denominational sessions, and publicize conference activities or issues as called upon by either Shalom or the wider Church..

#### **ARTICLE VI. Areas of Church Ministry**

The work and ministry of the congregation is divided into the following four areas for purposes of organization. The four elders will each take responsibility for one of these areas. The elder will be a communication channel for the groups and/or individuals serving in these areas.

##### **A. Worship**

1. Worship Commission (includes ushers, nursery, bulletin preparation, music...)
2. Audio visuals

##### **B. Administration**

1. Treasurer
2. Property Commission and other property-related matters
3. Relations with government

##### **C. Community**

1. Deacons (includes small group life)
2. Fellowship Commission

3. Spiritual formation for children youth and adults
4. Library

**D. Peace, Justice and Wide Welcome**

1. Mennonite Voluntary Service
2. Immigration justice-related ministries
3. Colombia Sister Church project
4. Other activities, initiatives and relationships related to mission, peace, justice, creation care and wide welcome including CHRPA, interfaith and ecumenical activities

**ARTICLE VII. Church Membership**

**A. Voting and Leadership**

Only active and associate members in good standing with the congregation and who are in regular attendance at gatherings of the congregation are eligible to vote, or serve as elder, deacon or treasurer.

**B. Types of Membership**

There shall be three types of membership:

1. **ACTIVE MEMBERS** are those who have been accepted into membership and are active in the life of the congregation. They shall have full voting privileges.
2. **ASSOCIATE MEMBERS** are those who have been accepted into membership, but continue to hold membership with another congregation. They shall have full voting privileges while resident in this community and actively involved in the life of the Shalom congregation.
3. **INACTIVE MEMBERS** are those who have been accepted into membership, but have not been actively involved in the life of the congregation for a period of 2 or more years, or who have moved from the Tucson area. Their membership is dormant. They shall not have voting privileges. Upon return to active participation in the life of the congregation, they return to their previous status of active or associate member.

**C. Forfeiture of Membership**

Members in continuing violation of God's Word as interpreted by this congregation, who have been approached according to the mediation process described in Matthew 18, with no evidence of repentance, forfeit their membership.

**D. Loss of Legal Rights of Former Members**

Former members, that is, those who have died, forfeited their membership, transferred to another congregation, or requested an end to their membership, lose all rights and privileges to any and all properties belonging to this congregation.

**E. Voting Policy for Attenders**

Regular attenders shall have the right to voice their opinions on any issue. They may not vote unless specifically permitted to do so by congregational decision. Attenders are welcome to serve on committees other than elders and deacons.

**ARTICLE VIII. Business Meetings**

- A. Quarterly congregational meetings are recommended. The elders shall be responsible for establishing and communicating the time and the agenda for these meetings. Each meeting shall be announced at

least two weeks in advance in order to facilitate congregational attendance. One of these meetings near the end of the fiscal year will include adopting a budget, and shall be called the annual meeting.

- B. There may be special business meetings for decision making called by the elders if the need arises. These special meetings shall be announced two weeks in advance, and again one week prior to the meeting.
- C. Active and associate members who are present at congregational meetings may vote. Elders may also facilitate member participation and/or voting via other means.
- D. Additional impromptu meetings with no decisions being made may be called at any time by the elders for discussion or informational purposes.

#### **ARTICLE IX. Elections of Elders and Deacons**

The congregation shall elect elders and deacons. The slate of nominations for these positions will be discerned by the elders from among the active and associate members of the congregation. Elders and deacons will be elected by a plurality vote. The administrative elder shall appoint people to tally the votes and assure that candidates and congregation are informed of decisions.

#### **ARTICLE X. Fiscal Year**

The fiscal year of this organization shall begin on July first, and end on June thirtieth.

#### **ARTICLE XI. Amendments**

These by-laws may be amended by a majority vote of members present at a congregational meeting that has been given proper notification.

#### **ARTICLE XII. Corporate Officers**

- A. The President of Shalom Mennonite Fellowship, Inc. ("the Corporation") shall be the administrative elder, who shall be elected as prescribed in Article IX of these by-laws.
- B. The Secretary of the Corporation shall be the secretarial elder, who is designated by the elders to serve as the congregational secretary.
- C. The Treasurer of the Corporation shall be the congregational treasurer, who shall be selected as prescribed in Article III of these by-laws.
- D. The Board of Directors of the Corporation shall be the four elders and the treasurer.

**ADDITIONAL DOCUMENTS  
AND INFORMATION  
FOR  
SHALOM  
MENNONITE  
FELLOWSHIP**

## **Resolutions and Statements of the Congregation**

Listed below are resolutions and statements duly acted upon in congregational meetings but not part of the Constitution or By-Laws.

### **1. Welcome Statement, adopted 1/17/2016**

Shalom Mennonite Fellowship welcomes you. You are welcome. No matter if you are plain or fancy, confident or questioning, whole or in pieces, you are welcome. Whether we see you every Sunday, for a season, or on sweet rare occasions, you are welcome. Whatever your identities, in age, race, abilities, sexual orientation, gender, immigration status... you are welcome as member, worshipper, participant, observer, leader... There are so many ways to be part of this community that no one can or should do them all. You may roll through the doorway, dance up an aisle, slide quietly into a back seat, dive into fellowship, engage earnestly in meetings, feast at potluck, delight in learnings, dig into work for immigration justice, peace and creation-care... We invite you to find the niche that is right for you.

### **2. Covenant Statement of Shalom Mennonite Fellowship, last amended 2011**

With God's guidance and the power of the Holy Spirit, I commit myself to Shalom Mennonite Fellowship, Tucson, Arizona, a faith community in the Anabaptist tradition, that:

- Holds the life, death, resurrection, and teachings of Jesus Christ as the core of its faith, understanding the Bible with his teachings as central, striving to follow his example in daily life, and accepting him as both Savior and Lord.
- Holds community as the center of its life, where forgiveness is practiced, Scripture is interpreted in community, and the Christian life is best lived in relational groups.
- Holds reconciliation as the center of its work in the world, reconciling people to God and one another, rejecting all forms of injustice and violence, and encouraging peaceful alternatives to war and other conflicts.

Together with others in this community, I will actively engage my gifts and resources to care for the physical and spiritual needs of others, and to give and receive counsel in a spirit of openness and love.

### **3. Shalom Congregational Job Description, adopted 8/21/2016**

Worship:

Be a joyful, dynamic worshipping body:

- Plan and coordinate worship through Worship Commission
- Preach (usually monthly, more in the summers)
- Make great music
- Engage intergenerationally with symbols, art, poetry and movement
- Take part in worship rituals (e.g. Lord's Supper, laments or celebrations of world events, marking welcomes, leavings, marriages, baptism, memorials, and child dedication)

Peace, justice and wide welcome (mission and ministry (e.g. immigration justice, creation care, undoing oppressions, neighborliness, MVS, SOOP...)):

- Be a welcoming congregation for long term Tucsonans, newcomers, seasonal participants and people of diverse identities.
- Have a positive influence on the wider world through congregational action and supporting the actions of individual members.

- Be sanctuary—compassionately working for justice in relation to immigrants.
- Support MVS, SOOP, CHRPA, our Sister Church relationship, Brethren Mennonite Council for LGBT Concerns, Interfaith Community Services, Café Justo, and emerging initiatives.
- Undo oppressions.
- Care for creation.
- Be a good neighbor.

Congregational care (vision, identity and ministry direction, admin, healthy communication):

- Be a vibrant, urban, Anabaptist congregation that ministers with vision, coordination, and healthy communications (elders, Building Commission, various admin tasks (e.g. bulletin making, everyone@shalom listserv, and more).

Spiritual formation and growth, discipleship, theological education/teach the Word:

- Grow in faith
- Lead and participate in spiritual formation opportunities that are an invitation to faith and to deeper faithfulness (e.g. second hour, Sunday school and youth activities, small groups, and worship).

Mutual care towards full exercise of spiritual gifts, in crisis, and in healing:

- Be a community where gifts are nurtured, affirmed and grown, and that exercises mutual care through all members—and particularly through fellowship events, deacons and small groups.

Connections beyond the congregation (Broader Mennonite and ecumenical):

- Be a faithful, prophetic member of Mennonite Church USA and Pacific Southwest Mennonite Conference (e.g. embodying and growing our Mennonite beliefs and practices, participation in conference assemblies and national conventions, giving of time and finances, serving as a resource to the broader church in areas of immigration justice and undoing oppression).
- Be connected in the context of other spiritual communities in Tucson.

#### **4. RESOLUTION: Women in the Church (1980)**

After much discussion, the consensus of the Shalom Mennonite Fellowship on the issue of women in the church is that there should be no distinction between men and women when considering persons for responsibilities in the church. We feel that women are an essential part of our people resources and open positions should be filled by persons having the abilities and gifts needed for those positions regardless of sex.

#### **5. RESOLUTION: Central American Refugees (1985)**

We, the Shalom Mennonite Fellowship, Tucson, Arizona, are willing to help Central American refugees, regardless of immigration status, when they need food, shelter, or transportation within the U.S. or other human needs. Furthermore, the pastor, church council chairman, and chairman of the Outreach Committee may, in urgent need, make decisions on amount of financial help of a limited nature.

#### **6. Hiring Policy with regard to Immigration Status (2016 updated 1/2017)**

Shalom will not discriminate in hiring based on immigration status. We therefore will not use the I-9 form in hiring/employment processes, and take congregational responsibility for potential, but unlikely legal consequences.



## **7. Marriage Statement (3/27/2017)**

In relation to marriage, Shalom affirms the Confession of Faith in a Mennonite Perspective article 19 on "Family, Singleness and Marriage," with the exception of the phrase "between one man and one woman." Shalom stands ready to bless those who enter marriage regardless of gender combination. For all marriages that they officiate, including for people who have been divorced, Shalom's pastors will endeavor to use careful discernment of and support for readiness for marriage. We hold the vision and support the commitment of marriage for life. We also offer God's fullness of grace to those for whom that has not been the case. Divorce or remarriage are not deterrents to exercise of gifts within Shalom.

## **8. Child Protection and Abuse Response Policy (8/2017)**

### **Introduction:**

Each child is a special gift from God. Jesus placed high value on children during his earthly ministry. We seek to make all our church activities and facilities safe, especially for children. It is the responsibility of adults to do all we can to protect children.

Sadly, child\* abuse is prevalent. It is hurting children, families, churches and societies everywhere. What is child abuse and neglect?

1. *Physical abuse* exists when a child has a non-accidental injury.
2. *Emotional abuse*--examples include verbal assault, consistent or harsh blaming or shaming of a child, flirtatious behavior, asking a child to hold the adult's secrets, treating a child as more special than other children...
3. *Sexual abuse* exists when an adult uses a child as a part of any type of sexual act.
4. *Emotional neglect* is when the child suffers from an adult failing to give chances for feeling loved, wanted, secure, and worthy.
5. *Physical neglect* is when an adult does not provide basic needs. Examples: not providing the necessary supervision; not providing needed liquid to drink in hot weather.

### **Child abuse prevention within our church community:**

We seek to prevent all types of child abuse and neglect and to strengthen families. Shalom aspires to offer learning opportunities for both adults and children to this end. We also aspire to be part of the healing of abuse beyond Shalom.

This policy applies to all church ministries and activities, including but not limited to Sunday school, youth activities and nursery. Shalom commits to:

1. Make our church facility safe for children.
  - 1.1. Assure that there is easy visual access into all rooms where children or youth ministry is conducted (e.g. windows in doors...)
  - 1.2. A first-aid kit is available in the church building.
2. Provide safe and adequate supervision to children.
  - 2.1. Except where Shalom leadership approves an exception, Shalom will avoid situations where a child or children are alone with one adult who is not their parent or guardian. Children's

programming will be conducted with the presence of two approved workers. This is especially important at overnight activities and when activities are in private locations.

- 2.2. With high school or junior high youth, both workers must be at least 21 years old. A person under eighteen years should not teach/care for children without a supervising adult.
- 2.3. A parent/guardian must be notified ahead of time and give consent before their child is transported away from church facilities.
- 2.4. No physical discipline (e.g. hitting, slapping) may be used. When a child misbehaves, use redirection and/or verbal means to guide the child's behavior. If this does not work, the child will be taken to their parent. Very young children who endanger themselves or others may be briefly, gently physically restrained from that danger.
- 2.5. Children need love. At times, this can be appropriately expressed through physical touch, such as hugging, a pat on the back, an arm around the shoulder, holding an infant or toddler, etc. Touch should be age appropriate, never private parts (except as needful for diaper changing/wiping) and only as a response to the child's need. Touch should not be based on the adult's emotional need, nor ever forced on a child.

3. Attend personnel issues.

- 3.1. Before starting to work with children with Shalom, a person will receive this policy, fill out, sign and return the form below. Before hiring/starting, a background check, including nation-wide search of criminal history, child abuse and sex offender registries, will be run for all church staff and volunteers who will have contact with young people (e.g. pastors, Sunday school teachers, youth leaders, MVS local program coordinators, nursery workers...).
- 3.2. In addition, individuals must have either regular involvement in Shalom for at least four months, or consistently positive references before starting to work with Shalom children.

4. Deal appropriately with offenders and allegations of abuse.

- 4.1. If abuse or neglect is witnessed, or if a child discloses, Shalom child workers will act quickly to:
  - 4.1.1. Ensure the child's safety.
  - 4.1.2. Make a report to Childhelp National Child Abuse Hotline 1-800-4ACHILD, or the Arizona hotline 1-888-SOS-CHILD (767-2445), or the police (911), and
  - 4.1.3. Notify a Shalom pastor or elder knowledgeable in the area of child abuse.

Note: It is not Shalom's role to require evidence or proof. Shalom will not do an investigation. Shalom will cooperate with professionals who conduct an investigation.

- 4.2. When notified, Shalom leadership will follow these steps:
  - 4.2.1. Assure that a report has been made to the child protection authorities.
  - 4.2.2. Immediately attend to the victim and their family's safety and needs within Shalom and through referral to an outside agency, like a child advocacy center. Keep the victim's needs at the center of any process.
  - 4.2.3. Immediately relieve the accused from all responsibilities involving leadership or contact with children until the conclusion of the investigation.
  - 4.2.4. Inform PSMC leadership and Shalom's insurance company within 24 hours of the report.
  - 4.2.5. Keep victim(s) and accused separated during the investigation. Support child victim(s) to engage in age-appropriate activities. If accused is a child/youth, find alternate activities for them.
  - 4.2.6. Consider the possibility that there may be more than one child harmed. Within 48 hours, notify all parents whose children may have encountered the accused in a Shalom context, that allegations have been made and reported.

- 4.2.7. After the investigation, if abuse is confirmed, follow all legal implications for the offender. Inform the entire church. Secrecy not only makes children unsafe, it also does not help offenders.
- 4.2.8. If abuse is not confirmed, attend to the dynamics that prompted the allegations and carefully consider the degree to which victim(s) and accused need to remain separated.
- 4.2.9. Make pastoral care available to all involved. Prioritize the needs of the victim over the offender.
- 4.2.10. Tend to the healing of the congregation as a whole (e.g. informational meetings, gatherings to hear harms and feelings, problem-solving for the future).
- 4.3. If there is uncertainty as to whether a situation requires reporting to authorities, it will be referred to a pastor, a church child program leader, or an elder knowledgeable in the area of child abuse.
- 4.3.1 If someone who has a history of abusing a child and/or is a registered sex offender should attend Shalom, the congregation will be notified at the time this information becomes known to Shalom leadership. Families with children who are new to Shalom will be notified of this information within two months of beginning to attend. Shalom will take steps to see that the person has no unsupervised contact with children. They will not be part of children/youth ministry. Shalom leadership will seek to establish a covenant with that person including that they will avoid interaction with children and will not abuse.

\*In this policy "child" and "children" refer to persons under the age of 18.

*We wish to acknowledge Dove's Nest's assistance in developing this policy.*

### **Background Check Form for Shalom Mennonite Fellowship**

First Name \_\_\_\_\_ Middle Name \_\_\_\_\_ Last Name \_\_\_\_\_

Suffix: Other names you have been known as: \_\_\_\_\_

Social Security Number\*: \_\_\_\_\_ Date of Birth\*(mm/dd/yyyy): \_\_\_\_\_

Gender Identity\*: Underline one: *Female, Male, Opt not to disclose* (Preferred pronouns)\*: \_\_\_\_\_

\*This information will not be used as hiring criteria. If you do not have a social security number, to complete background check we need a full history of where you have lived (city, state, mail code, country) and dates moved (month/year) for the last 20 years.

(If driving children) Driver's License State: \_\_\_\_\_ Number: \_\_\_\_\_ Exp. Date: \_\_\_\_\_

Current Physical Address: (not P.O. Box) \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_ Country \_\_\_\_\_

Phone number \_\_\_\_\_ Email: \_\_\_\_\_

Years as Resident in Arizona \_\_\_\_\_ If less than 5 years, list Previous State(s) of Residence and dates of moving between states: \_\_\_\_\_

References:

1. Current or Most Recent Employer Name: \_\_\_\_\_

Address: \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Position/Title: \_\_\_\_\_ Dates of Employment: \_\_\_\_\_

Supervisor Name: \_\_\_\_\_

Supervisor Telephone: \_\_\_\_\_

Supervisor Email: \_\_\_\_\_

Other References:

2. Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

3. Name: \_\_\_\_\_ Relationship: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

Reasons for leaving your last 3 work places:

1.

2.

3.

Have you ever abused or been accused of abusing a child? (mark one) Yes \_\_\_\_\_ No \_\_\_\_\_

If an accusation was not founded and you were not found guilty of abuse by authorities, attach detailed explanation.

Are there any other things in your background that we should consider in determining your suitability for working with children at Shalom? (Including but not limited to things that may come up in your background check):

I \_\_\_\_\_ (print name) affirm all the information that I have provided in the Background Check Form is complete and accurate. I have read Shalom's Child Protection and Abuse Response Policy and I agree to follow it. I authorize Shalom Mennonite Fellowship and their agents to engage in a criminal background check on me. I understand that this can include, but is not limited to, motor vehicle records, social security number verification, national and local criminal databases. I understand that the resulting report will be maintained for the period of my time at Shalom plus five additional years. I also give Shalom Mennonite Fellowship my permission to contact employer(s) and other references I have listed above. I extend permission to my references to share with Shalom

information about any concerns they have about me working with children and about the quality of my work and life including both strengths and weaknesses. I will not hold Shalom, Shalom's leaders, the company that does the background check on Shalom's behalf, nor my references at fault for their part in fulfilling the requirements of Shalom's child protection policy.

Signed \_\_\_\_\_ Date \_\_\_\_\_

## **Affiliations of the Congregation:**

As a church concerned with the well-being of our community and our world, from time to time we choose to associate ourselves with other ecumenical and non-church-related organizations whose missions are consistent with the mission and passions of the congregation. As of January 2018, Shalom Mennonite Fellowship maintained affiliations with entities A-E. The organization and type of affiliation is named below:

- A. TIHAN (Tucson Interfaith HIV-AIDS Network). Member.
- B. DPAA (Death Penalty Alternatives for Arizona). Member.
- C. Sanctuary Movement. Member. (January 2016)
- D. ICS (Interfaith Community Services). Member. (January 2016)
- E. SCN (Supportive Communities Network) of the Brethren and Mennonite Council for LGBT Issues. Member. (May 2016)

## **Description of Roles, Commissions, Committees and Working Groups**

Membership in Shalom is not a requirement of membership or leadership of the groups below. These descriptions can be updated by the commission/group to be approved by elders if changes affect other parts of the congregation.

### **A. Fellowship Commission:**

Ideally the commission consists of at least two members who reflect spirit of hospitality and concern for the well-being of others. The Fellowship Commission foments fellowship opportunities and a spirit of welcome and celebration in Shalom's culture. The fellowship chair leads the commission in this, doing some of the commission's tasks and delegating others.

The following responsibilities are under the Fellowship Commission's care

1. In conjunction with the elders and other groups, coordinate and promote events which lead to improved fellowship in the congregation.
2. Organize, promote and assure care through clean-up stage for fellowship events (such as pot lucks, picnics, fun/game events) and for special events in the life of the congregation (e.g. baby or wedding showers, farewells, graduation or retirement events...).
3. Assure purchase of necessary food items and supplies for Sunday mornings (creamer, coffee, teas...) and church events coordinated by this commission.
4. Assure routine maintenance of kitchen and coffee room.
5. Assure preparations and cleanup of hospitality beverages on Sunday mornings.

### **B. Property Commission:**

As of 2017 the Property Commission accepts responsibility to maintain the property and manage the grounds and buildings. Property Commission may also organize for medium large improvements to existing property/buildings (e.g. solar, cooling, roof...), but does not take responsibility to work on new construction or major renovation.

Responsibilities that were formerly Property Commission's, but in 2017 are held by elders and/or pastor(s):

1. Provide/coordinate janitorial services.
2. Ensure that church building is locked after Sunday services.
3. Assure that any building or land uses are in accordance with local zoning codes.
4. Assure that insurance policies are current and cover both liability and property damage.

Decision-making for needed building related repairs (approved by Property Commission and elders 2017):

- if under \$500 rotating point person (from property commission) is empowered to make decision
- if between \$500-\$1000 checked off by at least 3 property commission members and/or the pastor related to property
- if more than \$1000 and not urgent, goes to elders for approval
- if more than \$1000 and an emergency, bring to admin elder for approval and do it!

Who responds to requests for property use? (elders' decision 8/2017)

The admin elder or either pastor may respond to a request for one-time use of Shalom property/facilities after checking the Shalom calendar to assure that there are no conflicts and resolving issues like entrance to the building, locking up, etc. That person will take responsibility to assure that residents who may be affected are informed of the planned additional use, to put it on the Shalom calendar and inform the other pastor(s)/admin elder about the new scheduled use.

### **C. Worship Commission:**

Members should be individuals who are interested in coordinating and leading worship, music, ushering and other worship events.

The Worship Commission has the following responsibilities:

1. Provide vision, direction, oversight, and evaluation for worship in conjunction with pastor(s).
  - a. Plan worship themes
  - b. Identify and schedule worship leaders and preachers
  - c. Identify ushers and other personnel to assist in worship
  - d. Coordinate nursery staffing
  - e. Ensure bulletin preparation
2. Work to include all ages in the worship service.
3. Work towards accessibility of worship (attending to special needs, hearing impairment, need for interpretation...)
4. Encourage, train, and organize worship leaders, music leaders, instrumentalists, ushers and other participants in leading worship.
5. Give oversight to:
  - a. Celebrating/observing seasons of the church calendar.
  - b. Planning communion in conjunction with pastor(s).
  - c. Planning additional services for special occasions, observations, and presentations.

### **D. MVS (Mennonite Voluntary Service) Support Committee:**

The work of the MVS Support Committee will be to give oversight to the functioning of the MVS unit, to hire or appoint a Local Program Coordinator(s) (LPC), and to relate to the Mennonite Mission Network. MVS Local Program Coordinator shall be a ¼ time salaried position (or other part-time arrangement as

decided by the MVS Support Committee). LPC(s) serve as the primary liaison between MVS volunteers, the Shalom community and Mennonite Mission Network. The Local Program Coordinator position will be filled by, and be responsible to, the MVS Support Committee, which will also discern the duties and responsibilities of the MVS Local Program Coordinator. The Local Program Coordinator position will be jointly funded by Shalom Mennonite Fellowship and the MVS Unit.

#### **E. The Pastor-Congregation Relations Committee (PCRC)**

Open-ended pastoral terms require careful and purposeful ongoing reflection and a regularly scheduled time of assessment, review and discernment. The PCRC or individuals with concerns are expected to contact pastors about those concerns.

The PCRC consists of at least 2, preferably 3 members with staggered 3-year terms. Deacons facilitate discernment of the members of the PCRC.

#### **PCRC Responsibilities:**

- Facilitate relationship – receive feedback from congregation and pastors
  - Meet with pastor(s) quarterly, or as needed, to support the pastor and provide feedback
  - Meet with admin elder periodically
  - Facilitate ongoing check-ins with subsets of congregation
- Facilitate and model for direct communication and appreciative inquiry
- Facilitate a comprehensive pastor/congregation review every 3-5 years, and report the result to the elders and congregation.
- Encourage affirmation of pastors and provide opportunities to show support of leadership ministry.

#### **F. Responsibilities of the administrative elder include:**

1. In consultation with pastor(s) and other elders, prepare the agenda for elder meetings.
2. Oversee or delegate the pastoral search process when needed.
3. Call ad hoc meetings of the elders as needed.
4. With other elders and pastors prepare agenda for congregational meetings. Assure that congregational meetings are announced, facilitated and, when needed, that agenda is distributed prior to meeting.
5. Maintain contact with treasurer, PCRC and other congregational leaders.
6. Be knowledgeable about congregational processes.

#### **G. Shalom Mennonite Fellowship membership prep summary (June 2018, co-pastors with elders' and deacons' review):**

**We follow Jesus.** (Jesus is the center of our faith.) *What is your relationship with Jesus?* Following Jesus means we...

**We witness to God's Peace.** (Shalom/Just peace/reconciliation is the center of our work): We seek to embody creative and active nonviolence. We refrain from and seek to undo violence, war and oppression. "Peace, justice and wide welcome" is how Shalom describes our work in the world. Some areas of particular focus include immigration justice, LGBTQ justice and creation care. *What piece of the peace does your life give witness to?*

**We experience Transformation.** The Spirit transforms us to reflect and embody God's love. *How are you seeking to grow in faith?*

**Community** is the center of our life.

- Shalom Mennonite Fellowship is organized to facilitate community and witness.
- Congregational job description: worship, peace, justice and wide welcome, congregational care, spiritual formation, mutual care and connections beyond.



- Structures: elders, deacons, commissions, congregational meetings,
- Co-pastors have different roles. We might share anything but couldn't possibly share everything.
- Gift Discernment: *What is your part in making Shalom Mennonite vibrant and giving community?*
- Shalom is part of the Body of Christ through the Mennonite Church USA (Pacific Southwest Mennonite Conference). MCUSA is diverse and sometimes divided (including as relates to LGBTQ inclusion). We participate in and are supported by our larger family of faith in many ways including shared missions like Mennonite Voluntary Service (MVS) and Serving in Partnership (SOOP).

**I. Open to pastors identifying as LGBTQ:** The next time there is a pastoral search discernment, wish to discern from the broadest list of qualified pastoral candidates, including those who identify as LGBTQ." Elders approved 6/2018

**J. Re drivers and background checks:** on 4/24 Tina and Carol worked to clarify questions related to Shalom drivers and need for background checks. This was then reviewed by deacons 4/26: -In general on Sunday mornings, Shalom drivers bring families (adults and the children of their family), so no background check is required. -To bring children without an adult from their family would be an unusual exception rather than an ongoing practice. A background check would be required and an explicit exception to the policy preference for two adults would also be required (example: summer 2017 getting kids to camp).

# SHALOM MENNONITE FELLOWSHIP

## PROFIT AND LOSS

July 2018 - June 2019

	TOTAL
Income	
Misc. Revenue	
Building Rental	3,250.00
Other Revenue	45.00
SOOP Rent	141.00
<b>Total Misc. Revenue</b>	<b>3,436.00</b>
Offering Revenue	
Designated Offering	0.00
General Offering	138,172.18
Online Donation Admin Exp	-950.86
<b>Total General Offering</b>	<b>137,221.32</b>
<b>Total Offering Revenue</b>	<b>137,221.32</b>
<b>Total Income</b>	<b>\$140,657.32</b>
<b>GROSS PROFIT</b>	<b>\$140,657.32</b>
Expenses	
Administration	
Accounting Support	2,741.71
Conference Expenses	2,658.81
Misc. Admin	259.11
Office Supplies	1,436.86
Postage	103.25
Property Commission	
Church Cleaning Exp	4,222.26
Payroll Taxes	809.80
Property Insurance	2,420.92
Auto Insurance	0.00
<b>Total Property Insurance</b>	<b>2,420.92</b>
Property Tax - Lot	372.19
Repairs and Maintenance	1,204.88
Technology Maintenance (F)	218.29
Telephone/Internet	1,640.10
Utilities	
Electric	
Electric - Church	1,004.95
<b>Total Electric</b>	<b>1,004.95</b>
Gas	
Gas - Church	773.25
<b>Total Gas</b>	<b>773.25</b>
Water	
Water - Church	948.42
<b>Total Water</b>	<b>948.42</b>
<b>Total Utilities</b>	<b>2,726.62</b>

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	TOTAL
Worker's Comp Insurance	742.00
<b>Total Property Commission</b>	<b>14,357.06</b>
<b>Total Administration</b>	<b>21,556.80</b>
Bank Service Charges	62.00
Community	
Christian Education	
Christian Education - Other	456.61
Library	49.19
Sunday School Supplies	1,067.66
<b>Total Christian Education</b>	<b>1,573.46</b>
Deacons/Mutual Aid	1,032.06
Fellowship	
Fellowship Expenses	602.98
<b>Total Fellowship</b>	<b>602.98</b>
Nursery Caregiver	2,991.43
Youth Expenses	
Youth Camp Scholarships	1,040.00
Youth Fund	629.09
Youth Scholarships	2,650.00
<b>Total Youth Expenses</b>	<b>4,319.09</b>
<b>Total Community</b>	<b>10,519.02</b>
Mission and Local	
Borderlands Peacebuilding	4,447.69
Colombia Sister Church	1,420.81
Local Mission expenses	750.00
Community Home Repair Arizona	1,500.00
<b>Total Local Mission expenses</b>	<b>2,250.00</b>
Mennonite Church Agencies	200.00
AMBS	300.00
MC USA Executive Leadership	500.00
Mennonite Central Committee	1,000.00
Mennonite Education	500.00
Mennonite Mission Network	500.00
Mennonite World Conference	500.00
Pacific SW Mennonite Conf	5,000.00
<b>Total Mennonite Church Agencies</b>	<b>8,500.00</b>
<b>Total Mission and Local</b>	<b>16,618.50</b>
Pastoral Ministry	
Continuing Education	
Carol	368.03
<b>Total Continuing Education</b>	<b>368.03</b>
Medical - Corinthian Plan	9,939.24
Misc Pastoral Expenses	
Carol	93.10
Tina	466.59
<b>Total Misc Pastoral Expenses</b>	<b>559.69</b>
Pastor Travel	
Carol	357.79

	TOTAL
Tina	20.98
<b>Total Pastor Travel</b>	<b>378.77</b>
Retirement	
Carol	3,179.25
Tina	2,644.79
<b>Total Retirement</b>	<b>5,824.04</b>
Salary	
Carol's Salary	25,768.32
Tina's Salary	22,873.68
<b>Total Salary</b>	<b>48,642.00</b>
<b>Total Pastoral Ministry</b>	<b>65,711.77</b>
Payroll Expenses	
Taxes	778.41
Wages	
Clergy Housing Cash	16,200.00
Sunday Morning AS	600.00
Sunday Morning DH	150.00
Sunday Morning LM	375.00
<b>Total Wages</b>	<b>17,325.00</b>
<b>Total Payroll Expenses</b>	<b>18,103.41</b>
Worship	
Accessibility	4,081.00
Guest Speakers	1,250.00
Music Resources	397.00
Worship Resources	1,241.00
<b>Total Worship</b>	<b>6,969.00</b>
<b>Total Expenses</b>	<b>\$139,540.50</b>
<b>NET OPERATING INCOME</b>	<b>\$1,116.82</b>
<b>NET INCOME</b>	<b>\$1,116.82</b>

## ENTITY INFORMATION

## Entity Details

Entity Name:	SHALOM MENNONITE FELLOWSHIP INCORPORATED	Entity ID:	01031167
Entity Type:	Domestic Nonprofit Corporation	Entity Status:	Active
Formation Date:	12/12/1975	Reason for Status:	In Good Standing
Approval Date:	12/19/1975	Status Date:	10/2/2019
Original Incorporation Date:	12/12/1975	Life Period:	Perpetual
Business Type:	RELIGIOUS	Last Annual Report Filed:	2019
Domicile State:	Arizona	Annual Report Due Date:	10/12/2020
		Years Due:	
Original Publish Date:	1/30/1976		

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The Elders have been called to guide and lead the congregation in vision, mission and spiritual matters. Each elder is devoted to one dimension of the interdependent congregational life. If you have a congregational life concern, please get in touch with one of our elders:

Becca Cordes - administration  
Carrie Nelson - peace, justice and wide welcome  
Barry Hieb - worship  
Rocio Calderon - community

The Deacons have been called to serve those who participate in our congregational life together, caring for the pastoral care needs that we share. If you have a need of any sort, interest in becoming a member, interest in joining a small group, or any other issues or concerns, please contact one of the deacons or pastors:

Jerry Short  
Raymond Malelo  
Fern Hieb

The Pastor-Congregation Relations Committee (PCRC) has been called to facilitate the relationship between congregation and pastors, using the appreciative inquiry model. If you have a concern or joy to bring to the PCRC, please contact one of the committee members:

Cheryl Lehman  
Erik Yoder

Mennonite Voluntary Service (MVS) Unit: Shalom maintains a strong MVS unit in Tucson, housing about 5 volunteers at a time. Our volunteers come from across the nation and the globe to work with the people of Tucson for service terms of 1-3 years. Our VSers are a central part of Shalom and are active within wider Tucson communities. Please take the opportunity to get to know our VSers during their time in Tucson.

SOOP (Service Opportunities with Our Partners): Each year Shalom welcomes volunteers who offer their gifts and skills alongside a network of ministries in Tucson. Some come for a few weeks. Others are with us all winter!

Both MVS and SOOP are programs of the Mennonite Mission Network.

Last week, **Kathy Short** was inducted into the Reading Hall of Fame. She will be recognized in December at the Literacy Research Association conference. Her reputation is widely known and respected by people in the profession. She has held positions of responsibility in the field of literacy and has prepared leaders in the literacy field through her teaching.

#### Opportunity to serve as an accompanier in Agua Prieta:

Presbyterian Peace Fellowship, in partnership with Frontera de Cristo and migrant shelter CAME, is training accompaniers to walk alongside migrants and the humanitarian aid community in Agua Prieta. Shalom members Jack and Linda Knox, who live in Douglas, work closely with CAME in this kind of accompaniment. Can you give a month of service? Attend training (free!) in Tucson, August 16-18. Learn more at [presbypeacefellowship.org/discern](mailto:alison@presbypeacefellowship.org) or email [alison@presbypeacefellowship.org](mailto:alison@presbypeacefellowship.org).

**Are you new with us? Welcome!** We would love to be in touch. You can let us know your contact information and if you would like to be added to the Shalom email list through the welcome sheets, or by telling an usher or pastor. If you need a name tag, there is a sign-up sheet in the entry way. Name tags for those who visit for a season are found in the cake pans on the bottom shelves of the mailboxes. There is a fully accessible bathroom off the kitchen and another bathroom near the front door off the copier room. Please refrain from using the bathroom located off the nursery when children are in the nursery. **If hearing is a challenge for you, a greeter or the AV person could set you up with a headset to bring what the AV system is projecting directly to your ears.**

The Shalom directory can be accessed online. Contact Fern, Carol or Joan for information.

To contribute information to the bulletin, email [bulletin@shalommennonite.org](mailto:bulletin@shalommennonite.org) by **Thursday evening**. A group of people takes turns creating the bulletin each week.

If you have concerns related to Shalom's property or buildings, email [Shalom.property.care@gmail.com](mailto:Shalom.property.care@gmail.com).

July 21st Offering  
Amount needed per Sunday per budget \$1,300.00  
General Offering Year to Date \$2,682.00  
Amount needed YTD per budget \$8,482.00  
Amount needed YTD per budget \$8,046.00

Interested in connecting more? Contact [pastor@shalommennonite.org](mailto:pastor@shalommennonite.org) and let us know, for instance, if you would like a visit, prayer or to be added to Shalom's email list with announcements, etc.

## SHALOM MENNONITE FELLOWSHIP

July 28, 2019

Pivot points: turning towards the Holy

*For I know the plans I have for you, declares the Lord, plans to prosper you, and not to harm you, plans to give you hope and a future.*  
Jeremiah 29:11

Co-pastors:

Carol Rose  
[carol@shalommennonite.org](mailto:carol@shalommennonite.org)  
312-933-8986  
Sabbath day: Friday

Tina Schlabach  
[tina@shalommennonite.org](mailto:tina@shalommennonite.org)  
574-903-9153  
Sabbath day: Monday

6044 E. 30<sup>th</sup> St  
Tucson, AZ 85711-6919  
Email: [info@shalommennonite.org](mailto:info@shalommennonite.org)  
(520) 748-7082 (church)  
[www.shalommennonite.org](http://www.shalommennonite.org)

### We are glad you are here!

Whether you are plain or fancy, confident or questioning, whole or in pieces; whatever your age, race, abilities, sexual orientation, gender, immigration status...; here every Sunday, for a season, or on sweet rare occasions, you are welcome as member, worshipper, participant, observer, leader...

**Sisi tuna kuwakaribisha ninyi!** Hata kama wewe ni mtu rahisi, hata kama wewe ni mtu ujasiri au alibu, mtu ambaye ana ulizwa maswali, mtu ambaye uko salamaa, au yule ambaye ana matatizo, chochote umri mnayo, rangi ya ngozi nyako, uwezo mnayo, mwelekeo wa kimapenzi mwako, hali ya jinsia mwako, hali ya uhamiaji mwako..., Iwapo tumemuona ninyi kila Jumapili, kwa ajili ya msimu mmoja, au kwenye baadhi maalum, nadra, na taamu, sisi tunakukaribisha ninyi nyote kama mwanachama, mwenye kuabudu, mshiriki, waangalizi, viongozi...

### ¡Qué gozo nos trae su presencia!

Siendo humilde o sofisticad@, convencid@ o con dudas, fuerte o frágil; siendo lo que sean su edad, raza, habilidades, orientación sexual, género, condición migratoria...; bendiciendonos con su presencia cada domingo, por temporada, o de vez en cuando, Usted es bienvenid@ como miembro, devot@, participante, observador o líder...

As we gather, we celebrate our connection with our sister church, Teusaquillo Mennonite, in Bogotá, Colombia.

### Gathering

Singing bowl

Prelude

Candle-lighting

Call to worship:

One: O God of Love,

*I thought that my voyage had come to its end  
at the last limit of my power.*

**ALL: But I find that your will knows no end in me.**

One: *I thought I knew the right way,*

*the rule that would show me exactly what to do.*

**ALL: But when old words die out on the tongue,**

*new melodies break forth from the heart;*

One: *where the old tracks are lost,*

**ALL: new country is revealed with its wonders.**

One: *O singing to God a new song!*

### ALL: Sing to the Beloved, all the earth!

(Adapted from "Closed Path," by Rabindranath Tagore, and Ps. 96:1)

Singing:

"Hey" chant (on screen)

HWB 76 (blue book) *Praise, I will praise you, Lord*

HWB 71 *Joyful, joyful, we adore Thee*

Welcome

*(please pass the welcome sheets through the rows...)*

Praying

Offering: *Tutahimba Ozana*

Offering ourselves as learners and teachers - Blessing for a new school year

### Hearing the Word

Scripture reading: Jeremiah 29:4-11

**Singing: STJ 22 (green book) *By the waters of Babylon***

Sermon: Lisa Showalter

- *Reading in kitchen annex for children ages 5-12*

Invitation for anointing -

Singing:

*Those who trust in the Lord (projected)*

HWB 627 (blue book) *There is a balm in Gilead*

STJ 118 (green book) *Thy Holy wings*

Closing response of thanksgiving:

One: *the word of God / neno la Mungu / la palabra de Dios...*

*is alive in scripture*

*is alive among us*

*is alive within us*

**ALL: THANKS BE TO GOD! / GRACIAS A DIOS! /**

**SHUKRANI KWA MUNGU!**

Sharing our prayers of need and thanksgiving

OREMOS: *(We pray together)*

**Bwana (Lord), hear our prayer.**

### Sending

Announcements

Charge and blessing

Sending song: *Atawale* (projected)

speaker, Lisa Showalter

worship leader: Tina Schlabach

musicians: Erik Yoder, Mat Schlidt, Destinee Wells, choir

nursery volunteer: Jeanne Yordy (during worship)

### TODAY'S SCHEDULE

9:30 a.m. - Worship (nursery supervisor is Hasana Hauser)

11:00 a.m. - Congregational meeting

### CALENDAR

July 31 - Elders meeting at Carol's (7 p.m.)

Aug. 2 - Prayer group at Shalom (9-11 a.m.)

Aug. 7 - Hospitality meal at church (6 p.m.)

Aug. 11 - Raymond speaking in worship

Aug. 13 - Worship commission at Tina's (5:30 p.m.)

Aug. 18 - Tina speaking in worship; potluck meal following worship

Aug. 19 - Deacons meeting at church (6:30 p.m.)

Aug. 20 - Elders meeting at Barry's (7 p.m.)

Aug. 25 - Carol speaking in worship

Sept. 28 - Shalom worship retreat (12:30-3:30 p.m.)

Every Saturday 9 a.m.-2 p.m. - our facility is used by Church of

God, a Worldwide Association (COGWA).

### ANNOUNCEMENTS

*There will be a congregational meeting after worship today. It is an important meeting but should go fairly quickly. You may have heard that we are scheduled to have only one MVSer this coming year. You may also have heard that as a result we have been working to make it possible for Alaki Bulunga's family to move into the MVS house. In order to make this change as simple as possible Shalom has been in conversation with Mennonite Mission Network, the owner of the lease on the MVS house. The agenda for the congregational meeting is to explain our plans to end the MMN lease on the MVS house, transferring full ownership to Shalom. It is a somewhat complicated story but with a substantial benefit for Shalom if we agree to make the change. Hope to see you at the meeting. - Elders*

A prayer group meets at Shalom every Friday from 9-11 a.m., conducted in Swahili. All are welcome.

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Barry Hieb - worship  
Rocio Calderon - community

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#### Shalom birthdays this week:

Msambya Chandja  
Becca Cordes  
Joshua Schlabach  
Marty Lowen

Oct. 13  
Oct. 14  
Oct. 15  
Oct. 16

Excerpt of an article from T-Mail, a Mennonite Church-USA blog: Thirteen Anabaptist church groups have sent a joint letter to an independent U.S. federal agency making a **strong statement of conscientious objection to war and military service**, expressing gratitude for religious freedom guaranteed in the United States and urging the freedom not to participate in the military. The church groups include Mennonite Church USA, Mennonite Mission Network and Mennonite Central Committee. The U.S. Congress established the National Commission on Military, National and Public Service in 2017 to review selective service registration in the event of a military draft, particularly whether women should be required to register, and to recommend ways to increase participation in military, national and public service. The commission is receiving public comment until Dec. 31, 2019, and is expected to present recommendations to Congress in spring 2020.

**Indigenous People's Day** is tomorrow, Oct. 14, from 2-10:00 p.m., at 225 E 26th St. Tucson. There will be speakers, awareness, food, danza, vendors, and music. The event will be family- and kid-friendly.

**Exploring Peace and Justice in the Bible.** How does God act for peace and justice — and how should we? Do we claim nonviolence, nonresistance, active resistance or something else? In this online course from Associated Mennonite Biblical Seminary, you'll have the opportunity to reflect individually and collectively on what a robust and biblically based practice of peace and justice looks like today.

Professors Safwat Marzouk, Ph.D., and Drew Strait, Ph.D., will lead this online short course over six weeks (Oct. 23-Dec. 10). For more information: <https://www.ams.edu/lifelong-learning/exploring-peace-justice-bible-short-course>

The Shalom directory can be accessed online. Contact Fern, Carol or Joan for information.

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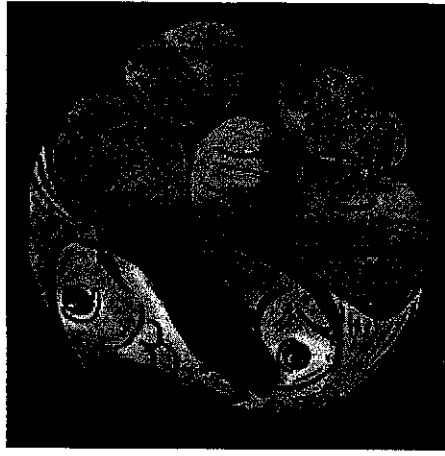
October 5th Offering  
Amount needed per Sunday per budget  
General Offering Year to Date  
Amount needed YTD per budget

\$4,624.00  
\$2,682.00  
\$40,496.00  
\$37,548.00

Interested in connecting more? Contact [pastor@shalommennonite.org](mailto:pastor@shalommennonite.org) and let us know, for instance, if you would like a visit, prayer or to be added to Shalom's email list with announcements, etc.

## Shalom Mennonite Fellowship

October 13, 2019



#### Co-Pastors:

Carol Rose  
[carol@shalommennonite.org](mailto:carol@shalommennonite.org)  
312-933-8986  
Sabbath day: Friday

Tina Schlabach  
[tina@shalommennonite.org](mailto:tina@shalommennonite.org)  
574-903-9153  
Sabbath day: Monday

6044 E. 30th St.

Tucson, AZ 85711-6919

Email: [info@shalommennonite.org](mailto:info@shalommennonite.org)  
(520) 748-7082 (church)  
[www.shalommennonite.org](http://www.shalommennonite.org)



### **We are glad you are here!**

Whether you are plain or fancy, confident or questioning, whole or in pieces; whatever your age, race, abilities, sexual orientation, gender, immigration status...; here every Sunday, for a season, or on sweet rare occasions, you are welcome as member, worshipper, participant, observer, leader...

**Sisi tuna kuwakaribisha ninyi!** Hata kama wewe ni mtu rahisi, hata kama wewe ni mtu ujasiri au aibu, mtu ambaye ana ulizwa maswali, mtu ambaye uko salamaa, au yule ambaye ana matalizo, chochote umri mnyayo, rangi ya ngozi nyako, uwezo mnyayo, mwelekeo wa kimapenzi mwako, hali ya jinsia mwako, hali ya uhamiaji mwako... Iwapo tumemuona ninyi kila Jumapili, kwa ajili ya msimu mmoja, au kwenye baadhi maalum, nadra, na taamu, sisi tunakukaribisha ninyi nyote kama mwanachama, mwenye kuabudu, mshiriki, waangalizi, viongozi ...

### **¡Qué gozo nos trae su presencia!**

Siendo humilde o sofisticad@, convencid@ o con dudas, fuerte o frágil; siendo lo que sean su edad, raza, habilidades, orientación sexual, género, condición migratoria...; bendiciendonos con su presencia cada domingo, por temporada, o de vez en cuando, Usted es bienvenid@ como miembro, devot@, participante, observador o líder ...

As we gather, we celebrate our connection with our sister church, Teusaquillo Mennonite, in Bogotá, Colombia.

### **The sacredness of our bodies**

#### **Gather and praise!**

Singing bowl

Prelude

#### **Light for the world/Welcome**

**Sing!**

HWB 22 (blue book) *Lord Jesus Christ, be present now*

HWB 327 *Great is thy faithfulness*

#### **Diving deeper into worship:**

**All: What if we brought our bodies with us to worship today?**

One: We might stand up and sit back down several times.

**All: What if we brought our bodies with us to worship today?**

One: We might sing and even clap.

**All: What if we brought our bodies with us to worship today?**

One: Some of us might run and dance and even jump for joy.

**All: What if we brought our bodies with us to worship today?**

One: We might sigh deeply, letting down our guard.

We might shake and notice that we are afraid.

**All: What if we brought our bodies with us to worship today?**

One: We might breathe deep and notice God inside.

**All: What if we brought our bodies with us to worship today?**

One: We might notice God in the flesh-and-blood person next to us.

Pause

**Any who are ready to try it: I think I'll bring my body to worship today.**

#### **Listen for God's Word for Today**

**Scripture:** Mark 6:30-44

**Honily:** Tina Schlabach

**Response song:** HWB 483 (blue book) *O God, who gives us life*

**Sharing:** Nelson Lehman

#### **Responding**

**Sharing reflections and wonderings**

**Singing and Offering:**

HWB 377 (blue book) *Healer of our every ill*

**Praying:**

One: Oremos (*Let's pray together*):

All: **BWANA** (Lord), **hear our prayer!**

#### **Sending**

**Announcements and introductions**

**Charge and blessing**

**Singing led by choir:** *Tutaimba ozana*

speakers: Tina Schlabach, Nelson Lehman

worship leader: Carol Rose

musicians: Edie Lantz-Leppert, Lisa Showalter, Mandy Schlabach, choir

nursery volunteer: Barry Hieb (worship), Everina Chandja (2<sup>nd</sup> hour)

#### **Today's schedule**

9:30 a.m. – Worship (nursery supervisor is Hasana Hauser)

11:00 a.m. – Sunday School, Second Hour and choir practice

### **Calendar**

Oct. 15 – Elders meeting at Becca's (7 p.m.)

Oct. 18 – Prayer group at Shalom at 9 a.m., led by Georgette

Oct. 20 – Carol (honily) & Harold (story) during worship

Oct. 27 – Carol speaking in worship; congregational meeting during second hour

Oct. 29 – Deacons meeting at church (6:30 p.m.)

Nov. 2-3 – Shalom campout at Catalina State Park, including Sunday morning worship

**Nov. 3 – No services at the 30<sup>th</sup> St. location on Sunday, Nov. 3**

Nov. 6 – Community meal at Shalom (6 p.m.)

Nov. 9-11 – SOOP alumni weekend in Tucson

Nov. 10 – Georgette speaking in worship; potluck meal following worship

Nov. 17 – Tina speaking in worship

Nov. 24 – Carol speaking in worship

Every Saturday from 9 a.m.-2 p.m. our facility is used by Church of God, a Worldwide Association (COGWA).

### **Announcements**

**Second Hour** is a time for deepening, sharing, and community-building.

**Today's Second Hour:**

**Choir practice**, as organized by choir members - all welcome! (SOOP lounge)

**Ian Croyle**, facilitating on healthy masculinity (sanctuary)

**Are you new with us? Welcome!** We would love to be in touch. You can let us know your contact information and if you would like to be added to the Shalom email list through the welcome sheets, or by telling an usher or pastor. If you need a name tag, there is a sign-up sheet in the entry way. Name tags for those who visit for a season are found in the cake pans on the bottom shelves of the mailboxes. There is a fully accessible bathroom off the kitchen and another bathroom near the front door off the copier room. Please refrain from using the bathroom located off the nursery when children are in the nursery. **If hearing is a challenge for you, a greeter or the AV person could set you up with a headset to bring what the AV system is projecting directly to your ears.**

A prayer group meets at Shalom every Friday from 9-11 a.m., conducted in Swahili. All are welcome.

**Andrea Castro** is with us while she is working at Casa Alitas. Her contact information: [andreaacastro@mcc.org](mailto:andreaacastro@mcc.org) (email); 520-404-0733 (phone)

**The Elders** have been called to guide and lead the congregation in vision, mission and spiritual matters. Each elder is devoted to one dimension of the interdependent congregational life. If you have a congregational life concern, please get in touch with one of our elders:

Becca Cordes - administration  
Carnie Nelson - peace, justice and wide welcome  
Barry Hieb - worship  
Rocio Calderon - community

**The Deacons** have been called to serve those who participate in our congregational life together, caring for the pastoral care needs that we share. If you have a need of any sort, interest in becoming a member, interest in joining a small group, or any other issues or concerns, please contact one of the

deacons or pastors:  
Jerry Short  
Raymond Maleto  
Fern Hieb

**The Pastor-Congregation Relations Committee (PCRC)** has been called to facilitate the relationship between congregation and pastors, using the appreciative inquiry model. If you have a concern or joy to bring to the PCRC, please contact one of the committee members:

Cheryl Lehman  
Erik Yoder

**Mennonite Voluntary Service (MVS) Unit:** Shalom maintains a strong MVS unit in Tucson, housing up to 5 volunteers at a time. Our volunteers come from across the nation and the globe to work with the people of Tucson for service terms of 1-3 years. Our VSers are a central part of Shalom and are active within wider Tucson communities. There is currently one VSer in the program, working at Community Home Repair Projects of Arizona.

**SOOP (Service Opportunities with Our Partners):** Each year Shalom welcomes volunteers who offer their gifts and skills alongside a network of ministries in Tucson. Some come for a few weeks. Others are with us all winter!

Both MVS and SOOP are programs of the Mennonite Mission Network.

#### Shalom birthdays this week:

David Neufeld  
Alison Dena

Sept. 27  
Sept. 28

**Shalom 101** is a 2-hour class and conversation about faith and an introduction to what Shalom does and groups we are part of.... If you are interested in joining the church, it's a step in that process. Even if you aren't, who wouldn't want to know more about the beloved community and what we're up to? The next meeting is Tuesday at 7 p.m. at the Lowens'.

**An art exhibit from Kaufman Museum**, North Newton, KS, is on display at the Arizona State Museum (1013 E University Blvd) through Feb. 29, 2020. The title of the exhibit is *Sorting out race: examining racial identity through thrift store donations*.

**The Tucson Interfaith HIV/AIDS Network (TIHAN)** is looking for help with transportation once a month (3<sup>rd</sup> Thursday) to get 10-20 people to their lunch program Poz Café, located at St Francis in the Foothills United Methodist Church, 4625 E River Rd. TIHAN will pay for gas, driver, and time. If you would like more information and explore this possibility to help get people with HIV who don't have transportation to an incredible lunch and social program, please contact Scott Blades at [scott@tihan.org](mailto:scott@tihan.org) or 520-299-6647 ext 202, or Deirdre Demers at [ProgramManager@tihan.org](mailto:ProgramManager@tihan.org) or 520-299-6647 ext 203.

**The annual Inter-faith Pride Service, (be)Loved**, will be held on Thursday, Sept 26<sup>th</sup> 2019, at St Francis in the Foothills United Methodist Church, 4625 E River Rd, Tucson, at 7 p.m. Reception to follow the service.

We have been invited to the **2019 Gracias Christmas Cantata** presented by International Youth Fellowship (IYF) Tucson on Oct. 5 at 7 p.m. at Tucson Music Hall (260 S. Church Ave.). To get free tickets call 480-392-1244 or email [phoenix@iyfusa.org](mailto:phoenix@iyfusa.org)

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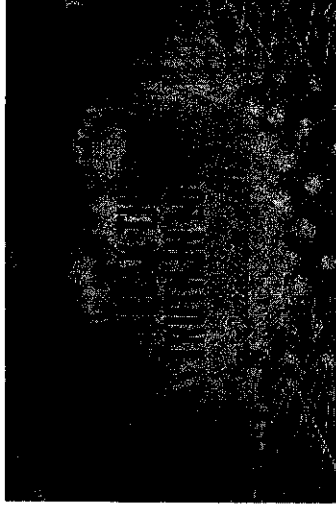
If you have concerns related to Shalom's property or buildings, email [Shalom.property.care@gmail.com](mailto:Shalom.property.care@gmail.com).

September 15th Offering	\$4,197.00
Amount needed per Sunday per budget	\$2,682.00
General Offering Year to Date	\$31,432.00
Amount needed YTD per budget	\$29,502.00

Interested in connecting more? Contact [pastor@shalommennonite.org](mailto:pastor@shalommennonite.org) and let us know, for instance, if you would like a visit, prayer or to be added to Shalom's email list with announcements, etc.

## SHALOM MENNONITE FELLOWSHIP

September 22, 2019



#### Co-pastors:

Carol Rose  
[carol@shalommennonite.org](mailto:carol@shalommennonite.org)  
312-933-8986  
Sabbath day: Friday

Tina Schlabach  
[tina@shalommennonite.org](mailto:tina@shalommennonite.org)  
574-903-9153  
Sabbath day: Monday

6044 E. 30<sup>th</sup> St.

Tucson, AZ 85711-6919

Email: [info@shalommennonite.org](mailto:info@shalommennonite.org)  
(520) 748-7082 (church)  
[www.shalommennonite.org](http://www.shalommennonite.org)

### **We are glad you are here!**

Whether you are plain or fancy, confident or questioning, whole or in pieces; whatever your age, race, abilities, sexual orientation, gender, immigration status...; here every Sunday, for a season, or on sweet rare occasions, you are welcome as member, worshipper, participant, observer, leader...

**Sisi tuna kuwakaribisha ninyi!** Hata kama wewe ni mtu rahisi, hata kama wewe ni mtu ujasiri au aibu, mtu ambaye ana ulizwa maswali, mtu ambaye uko salamaa, au yule ambayo ana matatizo, chochote umri mnyao, rangi ya ngozi nyako, uwezo mnyao, mwelekeo wa kimapenzi mwako, hali ya jinsia mwako, hali ya uhamiaji mwako...; Iwapo tumemuona ninyi kila Jumapili, kwa ajili ya misimu mmoja, au kwenye baadhi maalum, nadra, na taamu, sisi tunakuaribisha ninyi nyote kama mwanachama, mwenye kuabudu, mshiriki, waangalizi, viongozi...

### **¡Qué gozo nos trae su presencia!**

Siendo humilde o sofisticad@, convencid@ o con dudas, fuerte o frágil, siendo lo que sean su edad, raza, habilidades, orientación sexual, género, condición migratoria...; bendiciéndonos con su presencia cada domingo, por temporada, o de vez en cuando, Usted es bienvenid@ como miembro, devot@, participante, observador o líder...

As we gather, we celebrate our connection with our sister church, Teusaquillo Mennonite, in Bogotá, Colombia.

### **GATHERING**

Singing bowl  
Prelude

Gathering songs

*Sing to God with joy (projected)*

STJ 56 (green book) *Make me a channel of your peace*

Words of welcome

Introduction of visitors/passing the friendship pads

Lighting of candles

### **CALL TO WORSHIP**

One: We gather in this beloved community.

**ALL: We seek the face of God.**

One: We bow our hearts before our Maker and bask in the riches of God's glory.

**ALL: Through this time of worship,**  
may we be strengthened in our inner beings,

### **with power through God's Spirit;**

One: And may Christ dwell in our hearts through faith.

**ALL: Let us be rooted and grounded in love—**

One: The love of Christ that is so broad

**ALL: So long**

One: So high

**ALL: and so deep.**

One: We come to worship this morning to open our hearts

**ALL: That we might be filled with the Spirit of God.**

Giving our offerings

Singing with the choir

Prayer of blessing on the offering

### **HEARING GOD'S WORD**

Scripture reading: Ephesians 4:1-3 and 4:14-16

Sermon – Carol Rose

Song of response

HWB 305 (blue book) *Where charity and love prevail*

(sung to the tune: *Amazing Grace* HWB 143)

Sharing – Jeanne Yordy and Matt Baer

### **SHARING LIFE IN COMMUNITY**

Community responses

Congregational prayer (sharing joys and concerns)

Oremos (Spanish for "we pray")

**BWANA** (Swahili for "Lord"), **hear our prayer**

Announcements

### **SENDING**

Singing led by choir

Charge and blessing

Speakers: Carol Rose, Jeanne Yordy, Matt Baer

worship leader: Audrey Lowen

musicians: Erik Yoder, Abi Osborne, Jen Metzler, choir

nursery volunteer: Brian Showalter (worship), Everina Chandja (2<sup>nd</sup> hour)

### **Today's schedule**

9:30 a.m. – Worship (nursery supervisor is Hasana Hauser)

11:00 a.m. – Sunday School and Second Hour

### **Calendar**

Sept. 23 – Elders meeting at Carrie's (7 p.m.)

Sept. 24 – Deacons meeting at Shalom (6:30 p.m.); Shalom 101 conversation at the Lowens (7 p.m.)

Sept. 27 – Prayer group at Shalom at 9 a.m., led by Georgette

Sept. 28 – Queer Shalom meets at Leah's (6 p.m.)

Sept. 29 – Anna & Carol speaking about children's time during worship

Oct. 2 – Hospitality potluck at Shalom (6 p.m.)

Oct. 6 – Jack & Linda speaking in worship; potluck following worship

Oct. 8 – Worship commission at Lisa's (5:30 p.m.)

Oct. 9 – COGWA mid-week service at Shalom (2-5 p.m.)

Oct. 13 – Tina speaking in worship

Oct. 20 – Carol (homily) & Harold (story) during worship

Oct. 27 – Carol speaking in worship; congregational meeting during second hour

Nov. 2-3 – Shalom campout at Catalina State Park, including Sunday morning worship

Nov. 3 – No services at the 30<sup>th</sup> St. location on Sunday, Nov. 3

Nov. 9-11 – SOOP alumni weekend in Tucson

Every Saturday from 9 a.m.-2 p.m. our facility is used by Church of God, a

Worldwide Association (COGWA).

### **Announcements**

**UPCOMING SECOND HOURS** – a time for deepening, sharing, community-building:

**Choir practice**, as organized by choir members – all welcome!

**Second hour presentations, usually in sanctuary:**

Sept. 22: Intro part 1 to Nonviolent Communication, led by trainer Sylvia Haskvitz, Center for Community Dialogue

Sept. 28: Intro part 2 to Nonviolent Communication, led by trainer Sylvia Haskvitz, Center for Community Dialogue

Oct. 6: Betty and Harvey Hartzler, sharing their journey with gradual memory loss

Oct. 13: Ian Croyle, facilitating on healthy masculinity

A **prayer group** meets at Shalom every Friday from 9-11 a.m., conducted in Swahili. All are welcome.

**Are you new with us? Welcome!** We would love to be in touch. You can let us know your contact information and if you would like to be added to the Shalom email list through the welcome sheets, or by telling an usher or pastor. If you need a name tag, there is a sign-up sheet in the entry way. Name tags for those who visit for a season are found in the cake pans on the bottom shelves of the mailboxes. There is a fully accessible bathroom off the kitchen and another bathroom near the front door off the copier room. Please refrain from using the bathroom located off the nursery when children are in the nursery. **If hearing is a challenge for you, a greeter or the AV person could set you up with a headset to bring what the AV system is projecting directly to your ears.**