

Standing Committees

General Policies

Standing committees are accountable to the delegates through the Leadership Council. Standing committees provide annual reports of their work to the Leadership Council, which forwards the reports to delegates.

Except as noted, all terms are for two years, with a maximum of three consecutive terms per Committee. Exceptions to the six-year limit are at the discretion of the Leadership Council. For the purpose of continuity, terms should be staggered. Appointments are made by the Conference Assembly upon the recommendation of the Gifts Discernment Committee. Standing committees are accountable to the Leadership Council.

Spending plan requests for standing ministries are made by the Leadership Council. Expenses of these ministries are monitored and approved by the Stewardship Committee.

Stewardship Committee

1. Membership

The Stewardship Committee consists of the chair and up to four members.

2. Purpose

The Stewardship Committee exists to:

- a. Oversee the care and management of Conference finances in order to maintain adequate funding support of Conference programming and administration.
- b. Help Conference leaders, pastors, and congregational members understand and joyfully commit to the practice of biblical stewardship. The goal includes caring for the earth and its environment, practicing mutual aid within the church, and giving sacrificially, generously and cheerfully of time, energy and financial gifts for God's Kingdom work.
- c. Administer the Endowment Fund for Ohio Mennonite Conference.
- d. Ensure that responsible remuneration policies and procedures are in place, and that equitable remuneration (including salary and employee benefits) is provided for Conference staff persons.

3. Relationship to:

- a. *Leadership Council* — The chairperson is the Treasurer on the Leadership Council.

- b. The Stewardship Committee works with congregations at the request of the Conference Minister.
- c. *Everence* — The Stewardship Committee maintains communication with Everence concerning stewardship issues.

4. Functions

- a. Assist Ohio Mennonite Conference staff and Leadership Council to monitor memorandums of understanding for each related ministry.
- b. Be responsible for capital funds and endowment funds.
- c. Oversee Ohio Mennonite Conference real estate.
- d. Provide and promote stewardship educational resources and projects to congregations and individuals.
- e. Ensure the implementation of staff remuneration policies of the Ohio Conference.
- f. Make a yearly recommendation to the Leadership Council regarding any staff cost of living or other wage adjustments.
- g. Review employee benefits yearly.
- h. Resolve salary and benefit policy questions. The committee will not deal with staff hiring, staff termination, staff performance reviews or other areas of personnel policy.
- i. Develop the Ohio Mennonite Conference spending plan proposal and forward to the Leadership Council to include in the Conference Assembly agenda.