NOTICE OF JUDGMENT
July 13, 2018

The Ministerial leadership Commission accepts the conclusion of the investigative committee regarding Pastor Anita Kehr that misconduct more likely than not occurred in three of the four complaints (see Investigative Report).

As a result, we impose the following sanction. Pastor Kehr must:

1. Complete recommendations specified under "The Pastor" section in the GRACE Recommendations document (attached).

We request that Pastor Kehr complete these requirements by January 1, 2019. Pastor Marv Zehr will provide external verification of compliance in the form of a written report to the MLC. On receiving the written report, MLC will review Pastor Anita's credentials. MLC welcomes Pastor Zehr's report as soon as the sanctions have been met, which may occur prior to the deadline.

In determining these sanctions, the MLC has taken into account the mitigating circumstances described by the investigative team, as well as the progress Pastor Kehr and First Mennonite Church have made toward meeting the GRACE report recommendations. We affirm Pastor Kehr in the growth she has made as she has learned from her role in this painful experience. We encourage her to develop solid relationships with persons who have survived childhood sexual abuse. Having these strong personal relationships will assist in serving as a reference and anchoring point as she continues to experience and better understand the severity of sexual abuse and trauma.

We pray that, with God's help and the support of her congregation, this journey will continue. Additionally, as the MLC we commit to working with Pastor Kehr and Conference staff to incorporate lessons learned, integrate hard-won wisdom, and promote a survivor-centered approach in future trainings for pastors and leaders.

If you choose to appeal the judgment you must file your written appeal with Brad Roth, Acting Chair of the MLC, at the Western District Conference office, within five days of your receipt of this notice.

Dated 7/13/18

Acting Chair of Ministerial Leadership Committee