

BOARD OF ADMINISTRATION & NATIONAL LEADERSHIP TEAM REPORT



**National
Leadership Team**

Bishop Keith Elford
Kim Henderson
Marc McAlister
Mark Molczanski
Dan Sheffield
Jared Siebert

Executive Committee

Greg Ford, Chair/President
grford55@yahoo.com

Rick Hamilton, Vice President
Chris Pomeroy, Treasurer
Evelyn Lawrence, Secretary

**Church Development
Committee**

Jason Johnson
Jay Mowchenko
Michael Tesema
Matthew Wiley

**Global Ministries
Committee**

Ike Doornekamp
Dan Hall
Anathalie Jean-Charles
Rodney Peterson

Leadership Committee

Mary Lee DeWitt
Vern Frudd
Evelyn Lawrence
Tanya Prinsep

**Management
Committee**

Greg Ford
Harold Gonyou
Rick Hamilton
Chris Pomeroy

**THE BOARD OF ADMINISTRATION/NATIONAL LEADERSHIP TEAM REPORT
2014 GENERAL CONFERENCE OF THE FREE METHODIST CHURCH IN CANADA**

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Saturday May 17, 2014

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1. INTRODUCTION

The Board of Administration wishes to extend a sincere thank you to:

- Chris Lewis and the members of the General Conference Planning Committee, the support staff and volunteers who have been involved in the significant efforts extended to make this weekend a success. Whether in the area of setting the agenda, planning, venue selection and development and of course food we say thank you. This time of fellowship, connection, celebration and recognition and of course the business of the church would not be possible without your efforts.
- Rev. Michael Hogeboom together with the Nominating Committee for all their time and efforts in filling the various positions on the various boards and committees with people they believe are faithful and committed to using their gifts and graces in the various area of ministry to which they are called.
- The Study Commission on Doctrine (SCOD) for their prayerful and diligent work on various matters now brought before this Conference

The Board of Administration (BOA) serves the Canadian General Conference in a number of roles. The BOA has general organizational and supervisory responsibilities over all activities of the church during the interim period between General Conference sessions. In this capacity it is the responsibility of the BOA to ensure directions given and decisions made by the General Conference are dealt with in a timely and prudent manner. The BOA serves as the Board of Directors and trustees for The Free Methodist Church in Canada, providing general direction and overall corporate governance together with oversight for financial matters. The Board also serves as a “policy governance” board, providing overall encouragement, guidance and direction to the Bishop and National Leadership Team members. The BOA also provides final approval of MEGaP Committee actions relating to the admission of Ministerial Candidates, the ordination of Ministers, the transfer of Ministers into the Conference and matters relating to ministerial status.

2. SUBCOMMITTEE REPORTS

Each member of the Board of Administration also serves on a subcommittee of the Board. As Chair I would like to extend a sincere and heartfelt thank you to each and every member of the present Board of Administration for their faithful service to the BOA in general and their specific work within the various subcommittees. Each subcommittee, together with their National Leadership Team member work diligently to further the work of the subcommittee, seeking God’s discernment, struggling to make the best decision possible within the parameters and boundaries set, and celebrating the rich blessing God has bestowed upon us.

Each subcommittee has specific and differing responsibilities, yet I am constantly amazed at the ability of the members to come together and work interdependently to accomplish the work of the church and the greater movement. I believe the following subcommittee reports, providing just brief summaries of the work completed over the past term illustrate this fact.

A. Leadership Committee – Rev. Mary Lee Dewitt (Chair)

In addition to the Leadership Development Subcommittee’s regular responsibilities, that being the ongoing monitoring and oversight of the Leadership Scholarship Plan, the Leadership Development Ministries budget and MEGaP activities, the subcommittee set the following initiatives and goals for our committee work after General Conference 2011:

1. To monitor and encourage participation in the Personal and Church Stewardship Foundational Course with the goal of achieving the directive from GC 2011 that all FM Pastors complete the course by GC 2014

- This course was first offered in Ontario in November 2007. Prior to GC 2011, the course had been offered face-to-face four times (2 in Ontario, 1 in SK, 1 in BC). Since the last General Conference, rigorous efforts have been made to provide multiple opportunities and venues for Pastors to complete the Stewardship course. Since GC 2011, the course has been offered face-to-face 10 times (7 in ON, 1 in SK, 1 in QC, 1 in MB).
- Focus was brought to bear on developing an online course for easier accessibility. This was completed October 2013 and was launched October 7th. The first online course had 4 completed. 11 more participated in the January – March, 2014 online course. The focus will now shift to the development of the French version on-line, with an estimated completion date of fall, 2014. Face to face courses will continue to be offered on a limited basis. We see online courses as a major step in meeting the logistical challenge of providing some courses for busy pastors.
- As of this reporting time, 101 of 153 active (appointed) FM Pastors, plus some non-appointed pastors and several lay people, have completed the Stewardship course.

2. To develop a clear picture of the basic and preferred knowledge and skill sets for local church pastors.

- Director of Personnel has implemented initiatives such as the Myers Briggs Type Indicator survey, the Family of Origin reflection paper and the SHAPE ministry profile assignment into the start of the MEGaP tracking process which will promote self-awareness, one of the key “must haves” of a healthy pastor.
- DOP has been working on a baseline of creating a profile for “Healthy Pastor” to be completed by General Conference
- DOP will now plan to pull together a task team made up of both lay and pastoral leaders to examine what is currently in place and exploring options to develop a clearer picture of basic and preferred knowledge and skill sets.

3. To investigate a guided interview tool for all pastors appointed to a local church for the purpose of evaluation, encouragement and accountability

- After multiple discussions and investigating the possibilities with MEGaP, this initiative was tabled.

B. Management Committee – Mr. Chris Pomeroy (Chair)

The past three years have provided challenges, opportunities to rely on the Lord’s timing and power, and reasons to celebrate. Management Committee has continued to focus on stewardship, CORE giving and the hiring of a Director of Church Health, the Ministers’ Pension Plans, and general oversight of the financial operations of The Free Methodist Church in Canada. Mark Molczanski, Director of Administrative Services, and his team of dedicated and diligent staff have been very instrumental in the successes of the last 3 years, amid continued challenges which resulted from the downturn of the economy in 2008. Their tireless effort as they support local churches in their financial

Core Ministries and the hiring of a Director of Church Health

As we moved on from General Conference 2011, there was a sense of renewal to the Core covenant and we were happy to see that this trend continued into 2012. Many churches made steps to increase their Core giving to the commitment of 10% while others stepped out to make one-time giving amounts for past Core and in several cases increased their giving beyond 10%. We are thankful for all churches who have made this effort as we work together in the vision of the FMCiC.

As was ratified at the last General Conference, a sustainable trend in Core was to help determine the ability to hire a Director of Church Health. Entering into 2012 we saw this increase in Core continue and by November 2012, the FMCiC was excited to be in a position to start the hiring process for this important role. By the beginning of 2013, we were pleased to hear that Marc McAlister would start July 1, 2013 and were eagerly excited for what God has planned for this new role, as it provides the ability to more fully utilize the NLT members in their areas of strength.

As we celebrated this key development for the FMCiC, a drop in CORE became evident as we continued through the early part of 2013. This has been a key area of focus and discussion for the committee over the last year and caused us to turn to God in prayer as we discern where He is leading. A revised 2013 budget and significant assistance from NLT to identify short-term cost saving measures was necessary to start planning for potential deficiencies in finances for the year. The downward trend reversed slightly by the end of 2013 but to see this as we go through 2014 it will take all churches continuing to make this a priority, placing their faith and trust in God that through faithful giving to the CORE covenant all things will be made to reflect His power and glory.

Defined benefit pension plan

The Pastor's defined benefit pension has continued to be an area that has required prayer, monitoring and consultation with both our actuarial and investment partners. In order for us to find a way out of the liabilities generated by low interest rates we must put our trust in God that His timing will be revealed to us and fulfilled for His glory. Management Committee has been blessed to have the additional advice and analysis provided by these partners as we weigh all options, open to God's leading. Many hours during and between BOA meetings have been dedicated to this effort. We continue to constantly pray that God will provide a way out of this liability that will not in any way hinder the future finances of the FMCiC and its partner churches and the working of His Will in Canada.

Reviewing the past, monitoring the present and looking forward

On a regular basis, Management Committee, as part of its regular mandate, oversees the financial operating results of the FMCiC. This is facilitated through its many partners to ensure that operations are efficient and compliant with all applicable regulations. We are thankful for Great West Life (benefit providers), Grant Thornton (financial statement auditors) who works with our Audit Committee, RBC Dominion Securities (pension and general investments) and Eckler Ltd (actuaries) for their services as we fulfill the oversight mandate set before the committee.

Going into 2014 it will be critical to continue praying, monitoring, looking for efficiencies and discussing ways that we could continue to be the best stewards possible with His resources. A full year is ahead of us with an additional NLT member and we are excited to see what God has in store.

As we meet together at General Conference may God re-ignite this relationship we have together in Christ for the furthering of His Kingdom.

Thank you to Management Committee members, Greg Ford, Richard Hamilton and Harold Gonyou, who have given their time to the committee's work, through regular BOA meetings and many phone and web meetings over the last 3 years. It has been a pleasure to work with each of them and benefit from their Christ-centered wisdom and council.

C. Personnel Committee - Mr. Chris Pomeroy (Chair)

The Personnel Committee has the responsibility and privilege to review the annual performance appraisals of the national leadership team members and the Bishop and annual salary recommendations.

Each year the Personnel Committee met to review annual performance appraisals of the Bishop and the NLT. Detailed analysis is provided and reviewed each year and we are happy to report that very strong results are achieved each year. Through discussion with the Bishop the committee reviews all scores and discusses any trends or lower scores, though across the board all scores have been considered very good. Over the last year, these overall results have continued to increase and we are very encouraged to see that we have such gifted individuals who have given their talents to God.

This past year the committee was pleased to see that additional steps were taken in the annual performance appraisals to include the opportunity for significant others to speak into the health and balance of each individual. This new area of the appraisal was added to a continued effort by the NLT and Bishop to be accountable to each other and carry on healthy accountability relationships. As the committee reported in 2011, a new sabbatical policy had been developed prior to the 2011 General Conference in the hopes that it would be an example for the improvement of the church in general. We were happy to receive and process a second request under the policy.

Thanks to dedication of committee members over the last 3 years, Norman Bull, Tyler Lane and Marc McAlister.

D. Church Development – Rev. Matthew Wiley (Chair)

Over the past three years, the Church Development subcommittee has witnessed the growth in the churches that have been planted and the development of some great tools to support our FMCiC.

Our role as a subcommittee is to:

1. Support Jared Siebert in his role as the person who oversees Church Planting for the FMCiC in Canada;
2. Overseeing the management of the Church Development (Church Planting) and Quebec Giving Streams;
3. Monitoring the accomplishment of General Conference recommendations. To see what we have accomplished regarding those recommendations.

Some of the changes that have been implemented are:

- “Following Jesus” discipleship tool designed for seekers created by Jared Siebert and Dan Sheffield
- “The Journey Towards Wholeness in Jesus” discipleship tool created by Jared Siebert and Dan Sheffield
- Quebec no longer has a Ministry Development Facilitator and all new church planting in Quebec is overseen by the Church Development (Church Planting) Te

Exciting news to report: Over the last year we witnessed and supported a church plant which gave birth to another church plant! This is a glimpse of a dream becoming a reality. It is what we have hoped and prayed for and we are now seeing the fruit of the labour. We seek to help church plants healthily launch and encourage them to help others do the same. Praise the Lord for the work of His Spirit in our movement!

We would like to thank the Director of Church Development (Church Planting) Jared Siebert for his vision and hard work. He is always evaluating our processes and seeking to help each and every church planter, and his/her church, grow into a beautiful, healthy church plant that seeks to expand their reach by planting a church one day.

We would also like to thank Davika Dotson who keeps us on task and well organized. She is invaluable!

As a movement, the accomplishment of our vision is beyond human achievement. Having a healthy church within the reach of every person in Canada and beyond is not within the power of our tiny movement. However, with humble trust in God, the Church Development subcommittee is privileged to be part of the leading edge of pursuing that dream.

E. Global and Intercultural Ministries – Mr. Dan Hall (Chair)

For the past three years, our committee has had the following goals:

- Oversee policy and practice to support the Global Ministries component of the vision of the FMCIC
- Resource local churches for a more integrated outreach vision
- Encourage development of competent intercultural practitioners both in Canada and beyond
- Provide oversight of short and long term mission personnel and global partnership opportunities
- Exercise wise stewardship of global ministries funding.

Key Developments

1. Oversight of policy and practice involved the following priorities:
 - Sri Lanka Mission District development
 - Ghana Mission District development
 - Niger Church-in-formation development
2. Resourcing local churches for a more integrated outreach vision involved
 - Local church partnerships
 - Training for board policy and practice development
3. Encouraging development of competent intercultural practitioners both in Canada and beyond involved:
 - Instituted annual intercultural competency forum, helpful for pastors dealing with multicultural churches.
4. Providing oversight of short and long term mission personnel and global partnership opportunities.
 - Assisted Lynda Stryker in formulating a retirement plan.
5. Exercising wise stewardship of global ministries funding involved:
 - Installation of new joint ministry agreement with the FMC-USA, signed in 2013

4. ADDITIONAL BOARD OF ADMINISTRATION ACTIVITIES

There are a number of additional Board of Administration matters that should be reported to the General Conference.

As Board Chair I was pleased and honoured to represent The Free Methodist Church in Canada as the delegate at the 2011 Free Methodist World Conference in Bujumbura, Burundi. Together with Bishop Keith Elford and Donna Elford, it was a unique opportunity to meet the many and various Bishops and delegates from around the world, and see and hear how God is working throughout His creation!

The Board of Administration has met at its regularly scheduled times of April and November during each of the past three years. The Board has also taken time during these meetings to discuss various matters arising, beyond the scope of “normal business.” These situations were generally *in-camera* sessions without the NLT present, with verbal reports to the NLT once the general BOA returned to session. The BOA also participated in a “Pulling the Bus Over” exercise in November 2013 in an effort to address what it considered a significant challenge developing in the finances of the Conference. This activity continues and is represented by the activity at this conference in the question “The FMCiC – what do we need from it? What does it need from us?”

In addition the BOA dealt with possibly no more demanding a period than that of January and February 2013. The Board was confronted by the medical leave required by Bishop Keith Elford during this period. The Board worked closely with the NLT members and support staff at Mississauga to continue to proceed on those initiatives we felt must be addressed. There were a number of conference calls to ensure the full BOA was well advised of the issues and the processes being managed. The most immediate one being responding to Resolution #2 of the 2011 General Conference, the hiring of a Director of Church Health. While the health and absence of our Bishop and Donna was a constant concern and focus of our prayers, we were confident that we were being faithful to God’s call on our movement and our hope in His direction. The NLT worked very effectively as a team to continue to move forward on all matters required during this time.

5. BOARD OF ADMINISTRATION RECOMMENDATIONS

The BOA is proposing five Recommendations to the General Conference for approval – a recommendation from the FMC World Conference on the Language of Worship, a recommendation from the BOA itself on a number of edits to the Manual, a recommendation from SCOD on the merging and rewriting of sections 630.2.6 and 630.2.2 of the *Manual*, and finally two recommendations from the Church Development (Church Planting) subcommittee. These recommendations are attached to this report as Appendix 12.

6. NATIONAL LEADERSHIP TEAM AND STAFF APPRECIATION

It can be stated unequivocally that the Board of Administration would not be nearly as efficient or effective in its deliberations and decision making without the ongoing support of the National Leadership Team and their various support staff. Whether in plenary sessions or subcommittees of the Board, the various members work very effectively as a team to accomplish the mission. Each serves with confidence and giftedness in their respective areas. Thank you to each and every one of you.

It is with our greatest heartfelt thanks that we extend to our Bishop our deepest appreciation for all his efforts. He leads us with prayerful confidence, always seeking God’s discernment and wisdom and then pushes, prods and comforts us while challenging us to be bold in our response and faithful in our

actions. His deeply felt passion for this church and its people continues to be a rich blessing for each one of us.

Conclusion

Finally, while we often may become confused with many activities, tired with meetings and the challenges of life, we must never lose sight that we are called to one key message – go and make disciples! Let us be thankful that the actions of The Free Methodist Church in Canada never loses sight of that one key message – let us go together to make disciples!!

STRATEGIC INITIATIVES

Strategic Initiative #1 “The practice of the Wesleyan Means of Grace”

Whereas the Strategic Analysis Task Team has identified the need for Christian development and discipleship to recover its place at the core of who we are as a movement; and
Whereas we desire to see renewal within our movement; and
Whereas the practice of the Wesleyan Means of Grace is seen as a way to bring this about;

Therefore be it resolved:

That the Network Leaders and NLT be asked to implement the process described in Strategic Initiative #1 to encourage the practice of the historic Wesleyan means of grace, in community, and use the same to develop disciples and disciple-makers in their congregations.

Strategic Initiative #2 “Director of Church Health”

Whereas our stated vision is to see “A healthy church within the reach of every Canadian and beyond”; and
Whereas the movement must therefore focus on church health, church planting and pastoral health; and
Whereas there is appreciation for the church health resources presently available but concern that adequate coaching in the use of those resources is not available to the same extent; and
Whereas the Schaefer/McEwen Resolution calls for a trained facilitator to assist Pastoral Leadership Task Forces (PLTFs) to do their work in a timely, healthy way; and
Whereas it is evident that an additional National Leadership Team (NLT) member is needed to focus on congregational health issues (particularly when a church is in transition and a church profile and an appropriate pastoral job description must be developed) thus allowing other NLT members to focus on pastoral health (and other personnel matters) and church planting,

Therefore be it resolved:

That the Board of Administration be given authority to hire a Director of Church Health when there is a sufficient, sustained increase in CORE giving to support this new position on the National Leadership Team.

STRATEGIC ACTIVITIES

Strategic Activity #1: Review of NLT Job Descriptions

In order to determine how the NLT will function now, the BoA will initiate a review of current NLT Job Descriptions, to be completed by April 2011 BoA meeting.

Strategic Activity #2: Personal and Church Stewardship Foundational course

Building on the Ethos of Generosity, all FM Pastors must complete the Personal and Church Stewardship Foundational course by General Conference 2014.

Strategic Activity #3: Comprehensive Leadership Formation Strategy

We intend to create and implement a comprehensive leadership formation strategy for local church leaders (lay and pastoral).

Strategic Activity #4: Director of Church Development in Western Canada

We intend to place the Director of Church Development in Western Canada as a catalyst for new church-plant growth in this region.

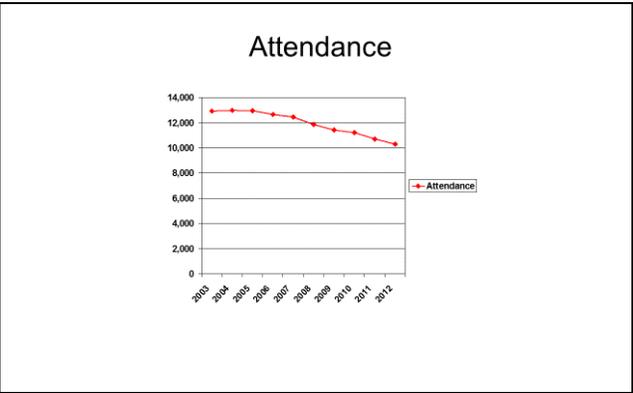
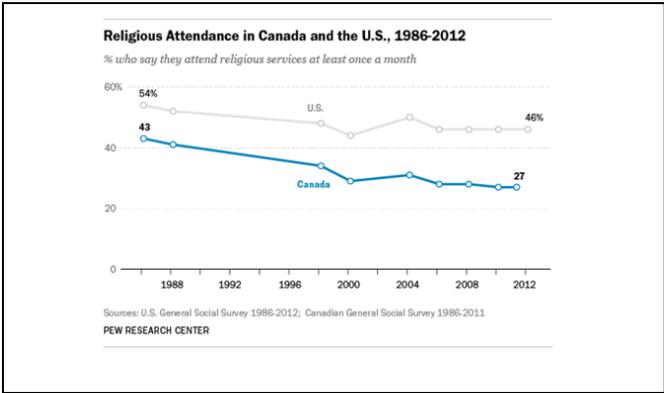
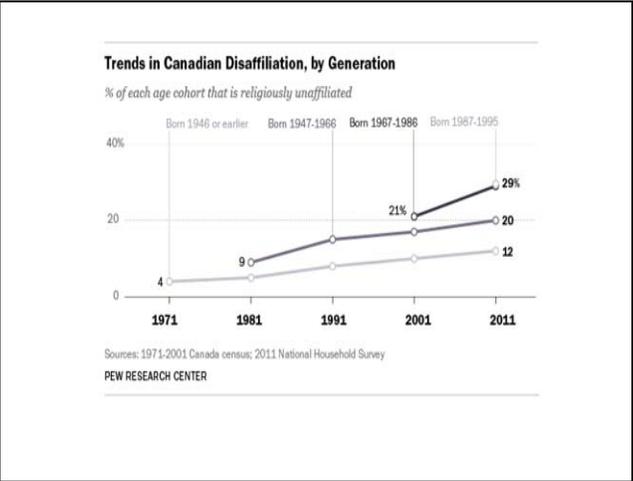
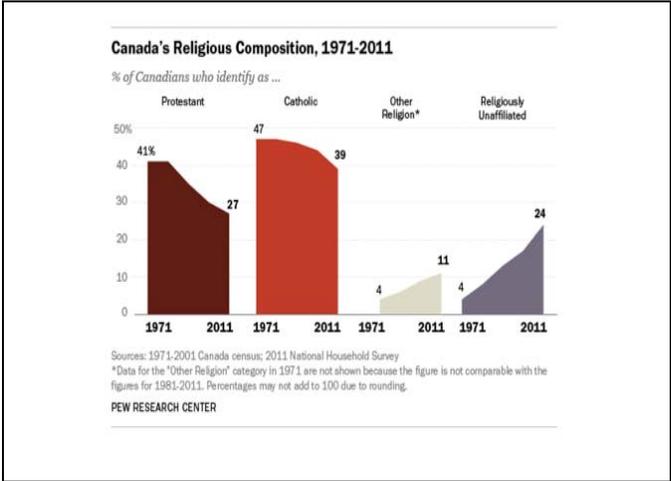
Marc McAlister, Director of Church Health

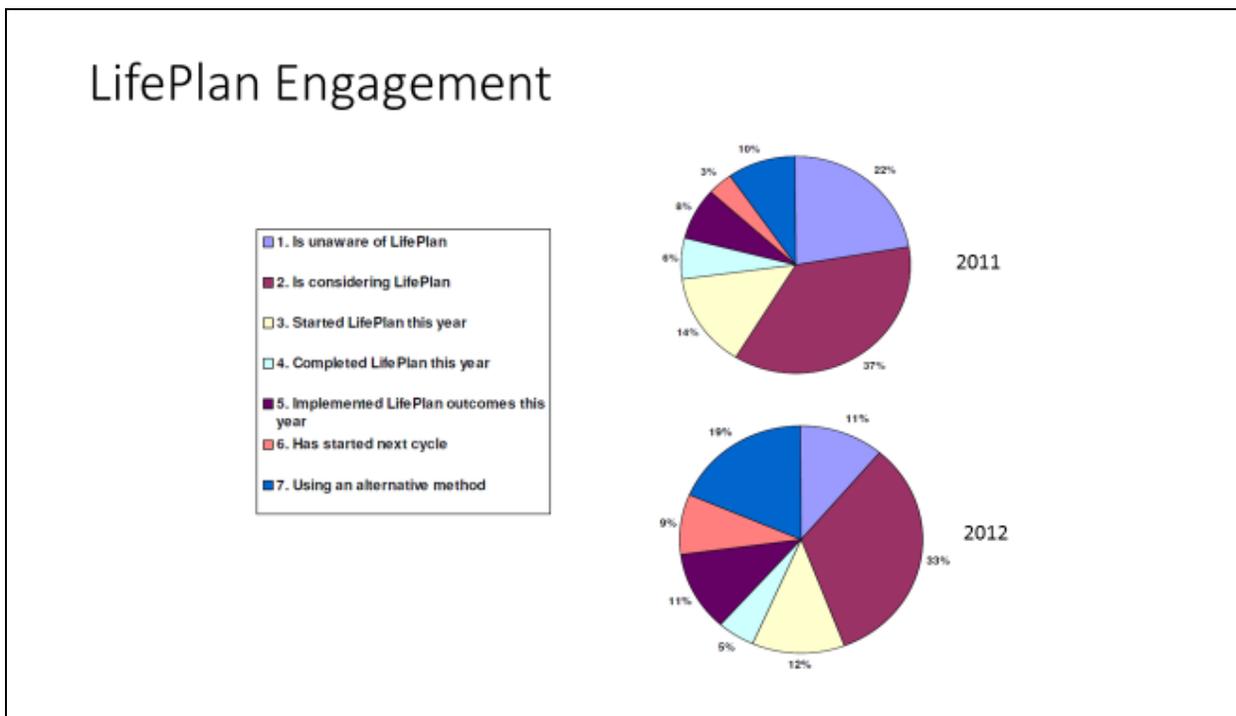
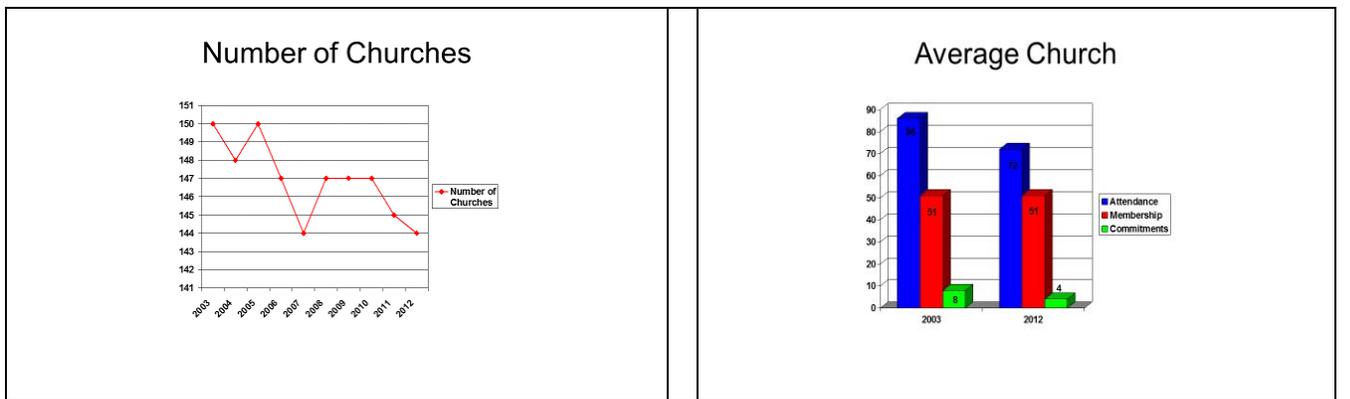
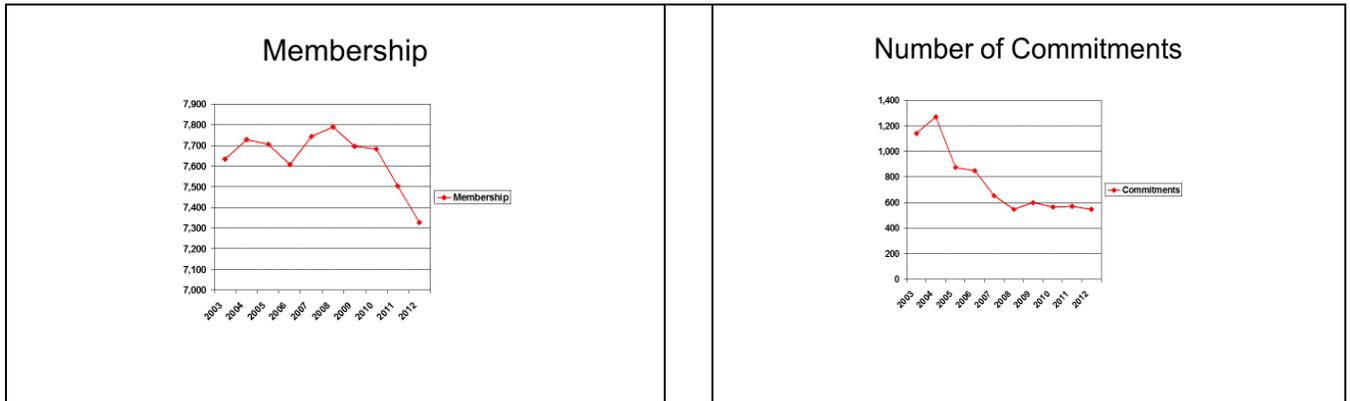
SATT Strategic Initiative #2

- Therefore be it resolved:
 That the Board of Administration be given authority to hire a Director of Church Health when there is a sufficient, sustained increase in CORE giving to support this new position on the National Leadership Team.

Director of Church Health

- Church Transitions
- Coaching and resourcing
- Crisis intervention and Conflict resolution
- Disciple Making





Dan Sheffield, Director of Global and Intercultural Ministries

- 1 Pull out Journey Toward Wholeness in Jesus card from your packet
- 2 Ian Isaak, associate pastor, Weyburn FMC, shares his story (video)
 - a. Having a pathway, having language to “make sense of” the way of holiness
- 3 Wesleyan Means of Grace; Disciple-making Initiative from Gen Conf 2011
- 4 Recap from GC 2011; Mary-Lee DeWitt (video)
 - a. “it became disturbingly clear...”
- 5 The SATT was a “standing still” and listening moment for our movement
 - a. Notice/Discern/Generate Response/Apply
- 6 Alan Hirsch quote:

“We are called to believe that Jesus has given us everything that we need to be the kind of church that he intended us to be. We must take our Lord at his word. And if we are not being that kind of Jesus-shaped church, then we should look to our own practices and see whether we conform to the original intention and design.”
- 7 Where did we go to look?
 - a. Jesus: “go and make disciples”
 - b. Wesley: small accountability groups & “means of grace”
- 8 Ephesians 4:20-24
 - a. Heard/Taught/Learned
 - b. Put off/Put on; a new attitude of mind
- 9 Are there processes, practices that help us?
 - a. Asking good questions is the beginning point
- 10 Cherith Alexander, Weyburn FMC, shares her story (video)
- 11 Pathway graphic with tools
 - a. God’s Grace Channels (7 week study/practices)
 - b. Follow Jesus (exploratory studies for seekers/new believers)
 - c. Partnership: Joining the Ministry Community (membership)
 - d. The Journey Discipleship Survey
 - e. Tools, not Formulas
 - f. Keep pressin’ on – going deeper in relationship with Jesus
- 12 A disciple-making laboratory, UnCrowded House, Hamilton, ON
 - a. Taking the Journey with new believers
- 13 Alison McKinnon & Mandy Parr, UnCrowded House, share their stories (video)
 - a. Relationships are key
 - b. *Somebody* needs to know how to help us “grow up” in Jesus
- 14 Journey Toward Wholeness
 - a. Wesley’s way of salvation
 - b. Intentionality required; people, time, energy, direction
- 15 Journey (video)
 - a. Stages of growth and development

Administrative Services	Bishop	Global & Intercultural Ministry	Church Planting	Church Health	Personnel
<p>Mark Molczanski</p> <p>RESOURCE MANAGEMENT (INVEST)</p> <ul style="list-style-type: none"> Coordinates budget creation and monitors performance Manages investments Prepares recommendations re: property purchase, sale, building construction, renovations Directs government reporting activity Manages the employee pension and group benefit programs Manages Ministry Centre building and equipment arrangements (including IT services) <p>CONSULTATION & LIAISON (COMMUNICATE)</p> <ul style="list-style-type: none"> Oversees the raising of Core Funds Liaises with the Free Methodist, Lorne Park, and Bishop’s Foundations Oversees the sponsorship and immigration process Develops & maintains communication about administrative ministries using various media Liaises with camp boards 	<p>Keith Elford</p> <p>SPIRITUAL LEADERSHIP (INTERPRET)</p> <ul style="list-style-type: none"> Facilitates reflection on God’s agenda for the church Intentionally interacts with pastors & lay leaders in conjunction with congregational visits as schedule permits Ensures institutional integrity Chairs SCOD <p>DENOMINATIONAL LEADERSHIP DEVELOPMENT (MATURE)</p> <ul style="list-style-type: none"> Facilitates the NLT Oversees the Network system Leads the development & implementation of national church strategies With the NLT develops & mentors leaders with high capacity potential Ecclesiastical oversight of Mission Districts (Sri Lanka and Ghana) Coaches appropriate NLT members to manage acute local church and/or pastoral crises <p>COMMUNICATION</p>	<p>Dan Sheffield</p> <p>MISSIONAL ORIENTATION DEVELOPMENT (MATURE)</p> <ul style="list-style-type: none"> Promotes, educates, and trains on global ministry issues Coaches local churches re: implementing local/global vision and global ministry partnerships Coaches development of emerging ministry in international settings, including long-term workers Liaises with NLT regarding intercultural issues Develops cultural diversity awareness in local churches Assists Director of CP to facilitate intercultural/urban strategies Coaches ICCM Director re: policy and budget Liaises with FMWM, World Relief and other organizations Develops Global Ministry Policy Works with “Uncrowded House” to test & develop disciple-making resources, missional communities 	<p>Jared Siebert</p> <p>FOSTER CHURCH PLANT ENVIRONMENT (FIND, COMMISSION)</p> <ul style="list-style-type: none"> Catalyzes new opportunities for church planting Researches best practices for church planting and seeds them into the FMCiC Fosters opportunities for established churches to participate in church planting Identifies FM church planters <p>LEADERSHIP DEVELOPMENT (MATURE)</p> <ul style="list-style-type: none"> Develops and supports existing church planters Mentors the intercultural church network leaders Teaches culture & the missional church course, Church Plant Design Shop Contributes to the development of discipleship resources (including evangelism, membership training) <p>COMMUNICATION</p> <ul style="list-style-type: none"> Develops and maintains communication about CP using various media Creates communication among church planters 	<p>Marc McAlister</p> <p>CHURCH HEALTH DEVELOPMENT (MATURE)</p> <ul style="list-style-type: none"> Oversees implementation of LifePlan or equivalent Provides services to churches in transition including process orientation Contributes to the development of discipleship resources (including evangelism, membership training) Develops and supplies a conflict resolution protocol and resources Monitor trends in church health in FMCiC <p>MISSIONAL DISCIPLESHIP (FIND)</p> <ul style="list-style-type: none"> Research best practices in evangelism and discipleship Coaches churches and pastors on developing disciple-makers Liaises w/ Student Ministries <p>COMMUNICATION</p> <ul style="list-style-type: none"> Develops and maintains communication about CH using various media <p>NLT PARTICIPATION</p> <ul style="list-style-type: none"> Prepares and monitors annual department budgets 	<p>Kim Henderson</p> <p>PASTORAL PREPARATION AND PLACEMENT (COMMISSION)</p> <ul style="list-style-type: none"> Oversees MEGaP’s process with regard to screening, interviewing, tracking, development of recommendations re: all potential and current candidates Provides services to pastors in transition including process orientation Provides candidate selection assistance to PLTF Oversees National MEGaP Committee Oversees LSP program Oversees tracking of Members of Conference <p>PASTORAL HEALTH AND DEVELOPMENT (MATURE)</p> <ul style="list-style-type: none"> Researches leadership development component of discipleship process Researches trends in pastoral health and proposes training and resourcing to address issues. Oversees foundational courses Develops and supplies a conflict resolution protocol and resources

Administrative Services	Bishop	Global & Intercultural Ministry	Church Planting	Church Health	Personnel
<p>ADMINISTRATIVE COACHING (MATURE)</p> <ul style="list-style-type: none"> Oversees Stewardship Director Oversees development of denominational administrative policies and procedures Facilitates incorporation processes Gives legal, administrative and financial guidance to local churches and camps <p>NLT PARTICIPATION</p> <ul style="list-style-type: none"> Participates in all NLT strategic planning Undertakes “generalist” responsibilities on behalf of the NLT when visiting churches Resources the BOA & its Management Committee Represents FMCIC interdenominationally 	<ul style="list-style-type: none"> Promotes the national vision of the denomination by regularly communicating with leaders using various media Motivates pastors and leaders <p>PASTORAL OVERSIGHT (COMMISSION)</p> <ul style="list-style-type: none"> Facilitates MEGaP processes for <u>appointments</u> Ordains ministers Facilitates MEGaP processes in <u>discipline</u> situations) (equipping) <p>EXECUTIVE RESPONSIBILITIES (OTHER)</p> <ul style="list-style-type: none"> Presides over the corporation & General Conference Represents the NLT at the BOA Represents the FMCiC at the FM World Conference and Council of Bishops <p>NLT PARTICIPATION</p> <ul style="list-style-type: none"> Monitors Operations budget Participates in all NLT strategic planning Undertakes “generalist” responsibilities on behalf of the NLT when visiting churches 	<p>LEADERSHIP DEVELOPMENT (COMMISSION)</p> <ul style="list-style-type: none"> Contributes to the development of discipleship resources (including evangelism, membership training) Coaches churches and pastors on developing disciple-makers Teaches a course on Wesleyan disciple-making Develops pool of interculturally competent leaders Teaches missional/intercultural courses Oversees personnel processes for short-term and long-term missionaries <p>COMMUNICATE</p> <ul style="list-style-type: none"> Oversees the planning and preparation of communications media (written, video) Researches & writes a history of the FMCIC Develops instructional videos on the use of disciple-making resources Develops & maintains communication about global and intercultural ministries using various media <p>NLT PARTICIPATION</p> <ul style="list-style-type: none"> Prepares and monitors 	<p>OTHER</p> <ul style="list-style-type: none"> Engage in ongoing academic research in the area of CP with a view to influencing younger leaders <p>NLT PARTICIPATION</p> <ul style="list-style-type: none"> Prepares and monitors annual dept budgets Participates in all NLT strategic planning Undertakes “generalist” responsibilities on behalf of the NLT when visiting churches Resources the BOA and its Church Development Committee Participates in a network Represents FMCIC interdenominationally 	<ul style="list-style-type: none"> Participates in all NLT strategic planning Undertakes “generalist” responsibilities on behalf of the NLT when visiting churches Resources the BOA and its Church Development Committee Participates in a network Represents FMCIC interdenominationally 	<ul style="list-style-type: none"> Oversees internship program Oversees Leadership Development Plan (LDP) system Oversees receiving of annual Performance Appraisal reports <p>Communication</p> <ul style="list-style-type: none"> Develops & maintains communication about Personnel using various media <p>NLT Participation</p> <ul style="list-style-type: none"> Prepares and monitors annual department budgets Participates in all NLT strategic planning Undertakes “generalist” responsibilities on behalf of the NLT when visiting churches Resources the BOA and its Leadership Committee Participates in a network Represents FMCIC interdenominationally

APPENDIX 5

Administrative Services	Bishop	Global & Intercultural Ministry	Church Planting	Church Health	Personnel
	<ul style="list-style-type: none"> • Resources the BOA • Participates in a network • Represents FMCIC interdenominationally 	<p>annual dept budgets</p> <ul style="list-style-type: none"> • Participates in all NLT strategic planning • Undertakes “generalist” responsibilities on behalf of the NLT when visiting churches • Resources the BOA and its Global Ministries Committee • Participates in a network • Represents FMCIC interdenominationally • 			

Kim Henderson, Director of Personnel

Personal and Church Stewardship Course:

Percentage of Pastors who have completed the course: _____

Leadership Formation Plan:

Began by having conversations with the leadership of the churches that identified themselves as being healthy – from the church health profile that Marc McAlister spoke about. From those conversations, core attitudes, practices and behaviours were identified that were desired and valued in pastoral leadership.

These are now linked to the MEGaP credentialing process

1. **Self-awareness:**

Myers Briggs Type Indicator with those tracking (and spouses); pastors, boards, lay leaders

SHAPE – this tool is available at www.fmcic.ca

Family of Origin self-reflection paper or ‘FOO’

Spousal support interviews

2. **Conflict Management:**

teaching (at recent Regional Gathering)

some training offered

MEGaP has been developing resources (available at fmcic.ca and through DoP office)

3. **Disciple-Making:**

Network Leaders and Mentors input

Denominational Resources

The Wesleyan Way experience for pastors for Continuing Education

4. **Wesleyan Theology Foundational Course:**

Required Course for credentialing

New ‘Act of Mercy’ Assignment

Practicing the Means of Grace leads to action and action leads to transformation

Pastoral Health Survey:

Based on core attitudes, practices and behaviours

Sent out to pastors (conference appointment, supply, supplying) at FM churches and church plants

The Survey has 2 parts:

- pastoral leadership health
- personal health

Jared Siebert, Director of Church Planting

A Close Game: <https://www.youtube.com/watch?v=Bc80DcpRVrY>

Is Planning incompatible with a Spirit-led life?

Read Proverbs!

Commit your work to the LORD, and your plans will be established. 16:3

The human mind plans the way, but the LORD directs the steps. 16:9

The horse is made ready for the day of battle, but the victory belongs to the LORD. 21:31

What was the Plan?

Move the Director of Growth Ministries to Saskatoon, Saskatchewan.

So we decided to try an experiment...

*What would happen if we placed a church planting leader in Western Canada?
Especially given that Western Canada is a region with lots of potential for church
planting (i.e. – lots of healthy churches) – but was essentially dormant as a church
planting movement.*

So what happened?

Here is what our Grass-roots have initiated:

1. Montreal, Quebec
2. Montreal, Quebec
3. Hamilton, Ontario
4. 3 Ideas, Ontario
5. Winnipeg, Manitoba
6. 5 Ideas, Saskatchewan
7. Okotoks, Alberta
8. 2 Ideas, Alberta
9. 1 Idea in BC

We've begun 3 new networks

1. Western Canada Church Startup Network - FMCIC
2. Saskatchewan Church Planting Catalyzer's group – FMCIC + others
 - The Saskatoon chapter is in its 3rd year
 - The Regina chapter started in March.

So this is the work that we have committed to the Lord, and this is what he established.

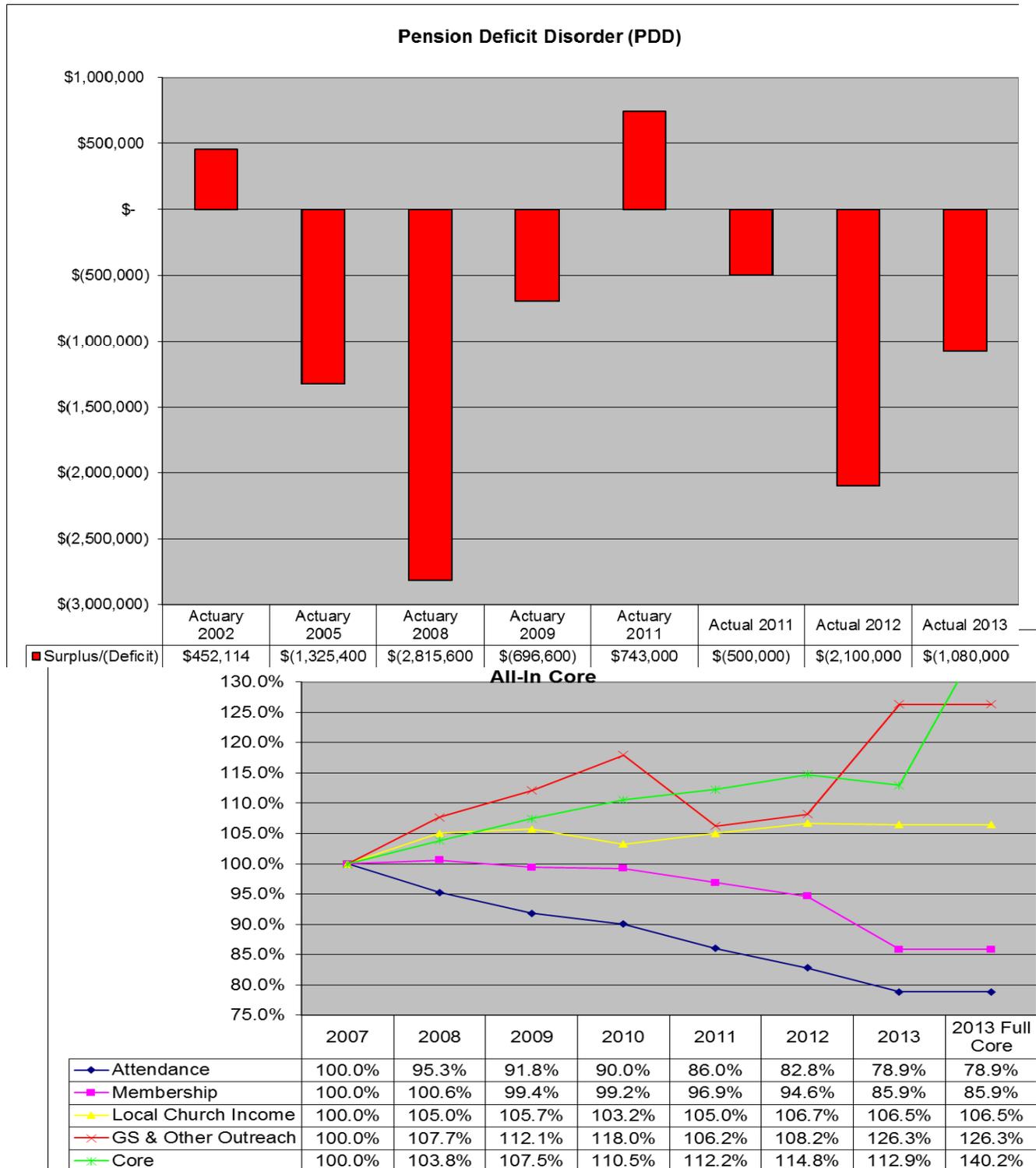
Finishing Well...

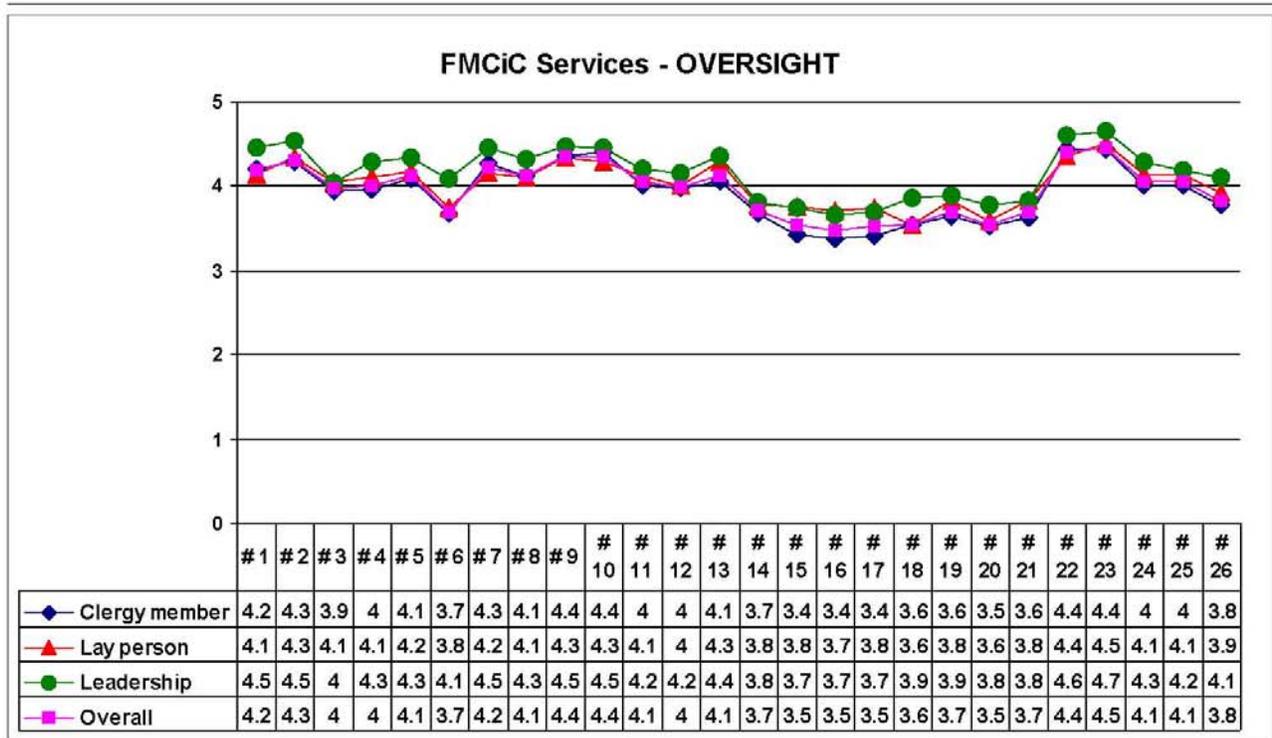
- We now have a plan that will help us in the future
 - o If we want to see our “within reach” extended into other regions, one of the key pieces will be “the strategic placement of church planting leadership”
- Now more than ever we need established churches to get involved
 - o How?
 - Pray! Contribute! Sponsor! Nurture!

Dan Sheffield, Director, Global and Intercultural Ministries

- 1 Why should we collect our historical documents?
- 2 Why are we concerned about ministries beyond our own borders?
 - a. Our vision statement
- 3 Biblical mandate
 - a. “this gospel must go as a testimony to all nations”
- 4 How Outsiders can Help...
 - a. Pioneer new initiatives among unreached
 - b. Partner with fledgling national outreach
 - c. Support thriving national outreach initiatives
 - d. Encourage national outreach with help in special areas
 - e. Where & How should we help?
- 5 Canadian international responsibilities
- 6 Sri Lanka
 - a. 10 years of ministry in 2013; 18 churches
- 7 Niger
 - a. Muslim majority country; 1 church
- 8 Ghana
 - a. 9 churches; thriving church planting outreach
- 9 Joint Ministry Agreement with FMC-USA
- 10 Finances; giving beyond our own local churches
 - a. chart
- 11 Growth of multi-ethnic churches
 - a. From 16% to 29%
- 12 French and other language congregations
 - a. French language congregations
 - b. Other languages (14)
- 13 Cultural differences welcomed/included in decision-making processes
- 14 Mission – listening for the direction of the Holy Spirit

Mark Molczanski, Director of Administrative Services



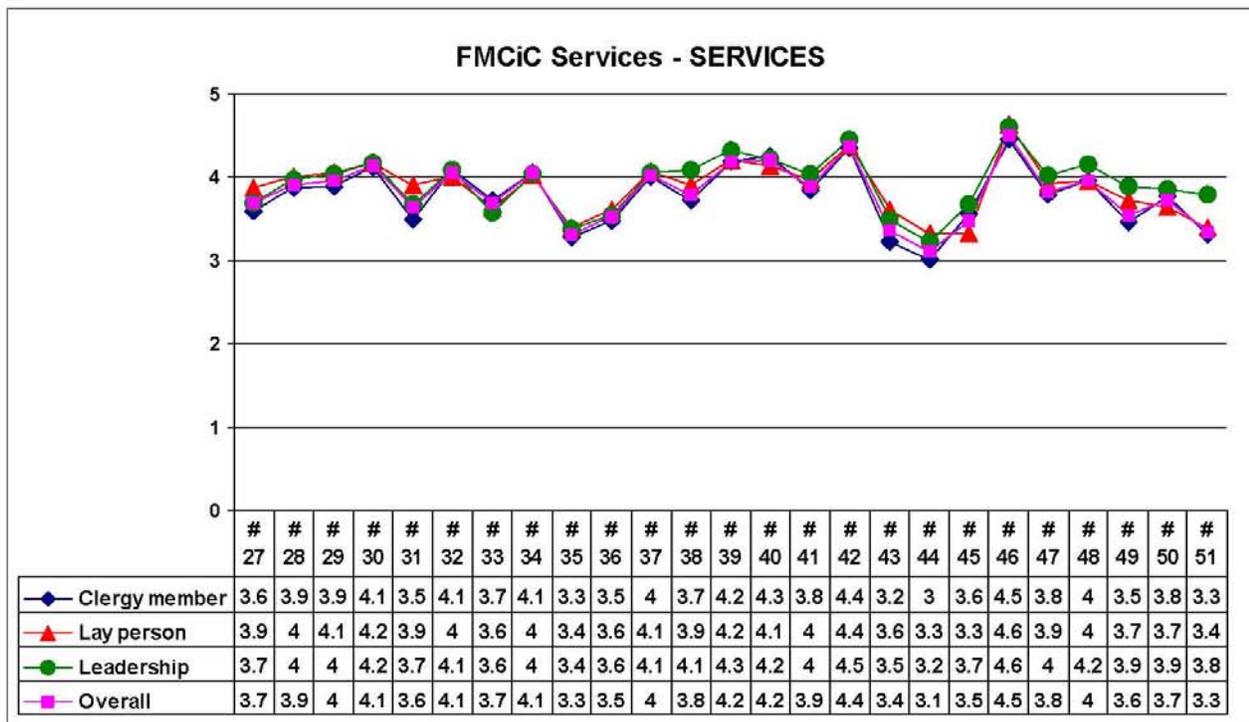


Score Legend : 1 = Not at all : 2 = Minimally : 3 = Somewhat : 4 = Significantly : 5 = Highly

1. action on important matters between General Conference sessions
2. leadership in the carrying out of our national strategies
3. help to local churches to identify those called by God to plant churches
4. monitoring of church health trends in the FMCiC and the effectiveness of FMCiC systems/materials/personnel
5. accountability by the BOA for the National Leadership Team
6. identify "best practice" methods for ministries
7. support to facilitate the development of healthy, long-term churches
8. support, funding and encouragement to church planters for greater health and effectiveness
9. approval of recommendations of credentials for trained, competent pastors
10. hands on support and coaching to churches in transition
11. recruitment, coordination and training of transition pastors
12. hands on support and coaching to pastors applying for a new appointment
13. hands on conflict resolution coaching and materials including on-site visits
14. help to local churches to participate in various levels of church planting
15. oversight to the development of mission work in Sri Lanka
16. oversight to development of mission work in Ghana
17. oversight to the development of mission work in Niger
18. regional momentum and national celebration as churches are planted
19. oversight of personnel processes for long-term cross-cultural missionaries
20. coaching/consulting for short term missions/teams, global partnerships
21. connection with International Child Care Ministry (ICCM) fields
22. coaching to churches and pastors when discipline is necessary because of sinful behaviour
23. assistance to local churches and/or their pastors through crises
24. hands on support and coaching to pastors in transition
25. motivation, support, encouragement to pastors and lay leaders
26. facilitation of connections among congregations to accomplish a larger goal in Canada and beyond

FMCiC Services Survey

Across Canada

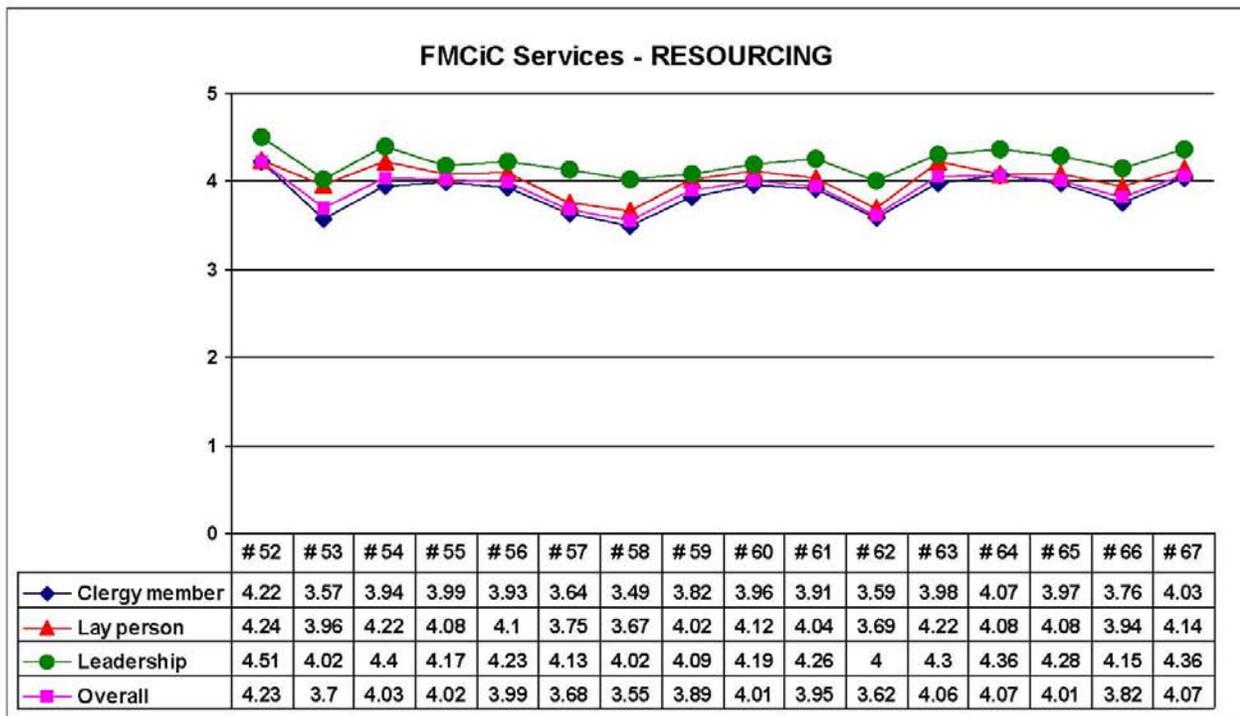


Score Legend : 1 = Not at all : 2 = Minimally : 3 = Somewhat : 4 = Significantly : 5 = Highly

- 27. loan/mortgage funding for local churches
- 28. general legal advice for local churches and camps
- 29. human resources legal advice for local churches and camps
- 30. Canadian Revenue Agency compliance advice and updates for local churches and camps
- 31. incorporation coaching for local churches and camps
- 32. payroll services for local churches, camps and daycares
- 33. level of compensation package information of comparable churches
- 34. administration of the Ministers Defined Contribution Pension Plan
- 35. refugee immigration application support for local churches
- 36. guidelines and coaching for local church property sales
- 37. guidance to local churches boards and treasurers on specific administrative and financial matters
- 38. government compliance assistance for transferring funds overseas
- 39. planning, products and services for General Conference meetings
- 40. management of investments to ensure funds are available for scholarships, internships and other ministries
- 41. a Ministry Centre building for staff offices, committee and training meetings
- 42. Ministers Benefits program medical, dental, vision, long term disability, life insurance, etc)
- 43. the archiving of historical materials
- 44. the writing of a recent history of FMCiC
- 45. help to identify and recruit church planters from beyond the FMCiC
- 46. a rigorous screening and credentialing process to provide godly, competent, pastors
- 47. an annual Performance Appraisal resource for pastors and churches
- 48. guidance and assistance on questions related to The Manual
- 49. help to identify and recruit pastors from beyond the FMCiC
- 50. an application process for issuing Provincial Marriage Licenses
- 51. Myers-Briggs Personality training for self-awareness, other-awareness and team building for pastors & spouses, pastoral staff, boards, ministry teams, etc.

FMCiC Services Survey

Across Canada

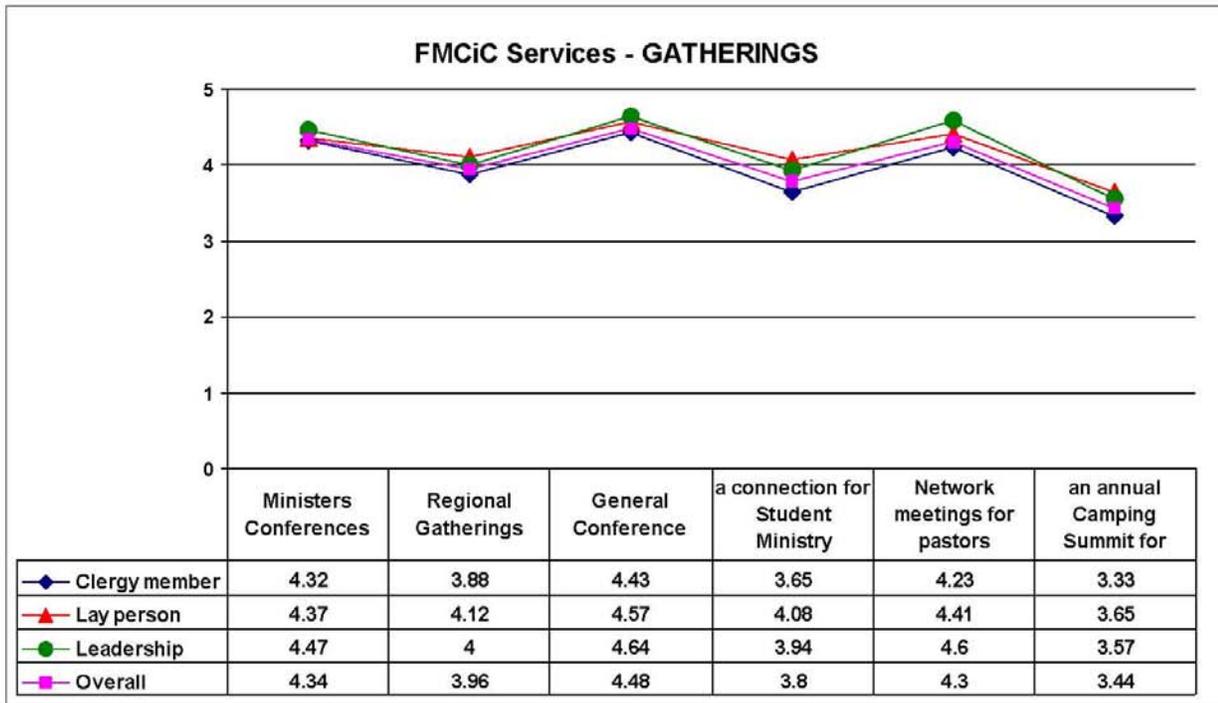


Score Legend : 1 = Not at all : 2 = Minimally : 3 = Somewhat : 4 = Significantly : 5 = Highly

- 52. Study Commission on Doctrine (SCOD) position papers to respond to issues and provide clarity on what we believe
- 53. Mission Team Manual
- 54. Discipleship Materials and training (i.e. - Following Jesus curriculum, Wesleyan Means of Grace)
- 55. membership materials
- 56. policy and coaching for local, national and global ministries
- 57. LifePlan Manual and video training series
- 58. Individualized LifePlan coaching
- 59. a Global Ministries Giving Stream
- 60. a Church Development Giving Stream
- 61. a Leadership Development Giving Stream
- 62. a Quebec Ministries Giving Stream
- 63. Treasurer's Guide
- 64. Individualized coaching for Church Plants
- 65. an up-to-date Handbook for Transitions (pastor and church)
- 66. an up-to-date Handbook for Internships (lay and pastoral)
- 67. a Pastor's Resource Handbook

FMCiC Services Survey

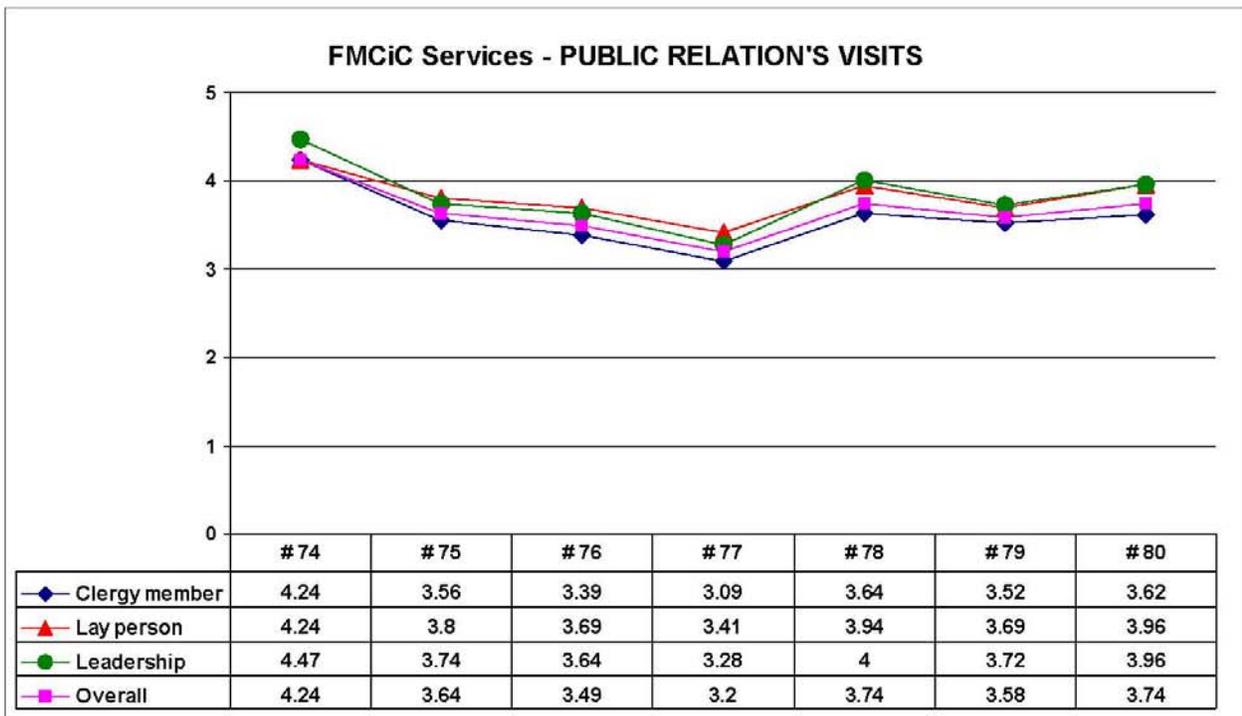
Across Canada



Score Legend : 1 = Not at all : 2 = Minimally : 3 = Somewhat : 4 = Significantly : 5 = Highly

FMCiC Services Survey

Across Canada



Score Legend : 1 = Not at all : 2 = Minimally : 3 = Somewhat : 4 = Significantly : 5 = Highly

- 74. denominational representation at ordination services for pastors

- 75. denominational representation at dedication services for new/renovated facilities

- 76. denominational representation at camps

- 77. denominational representation at anniversary services

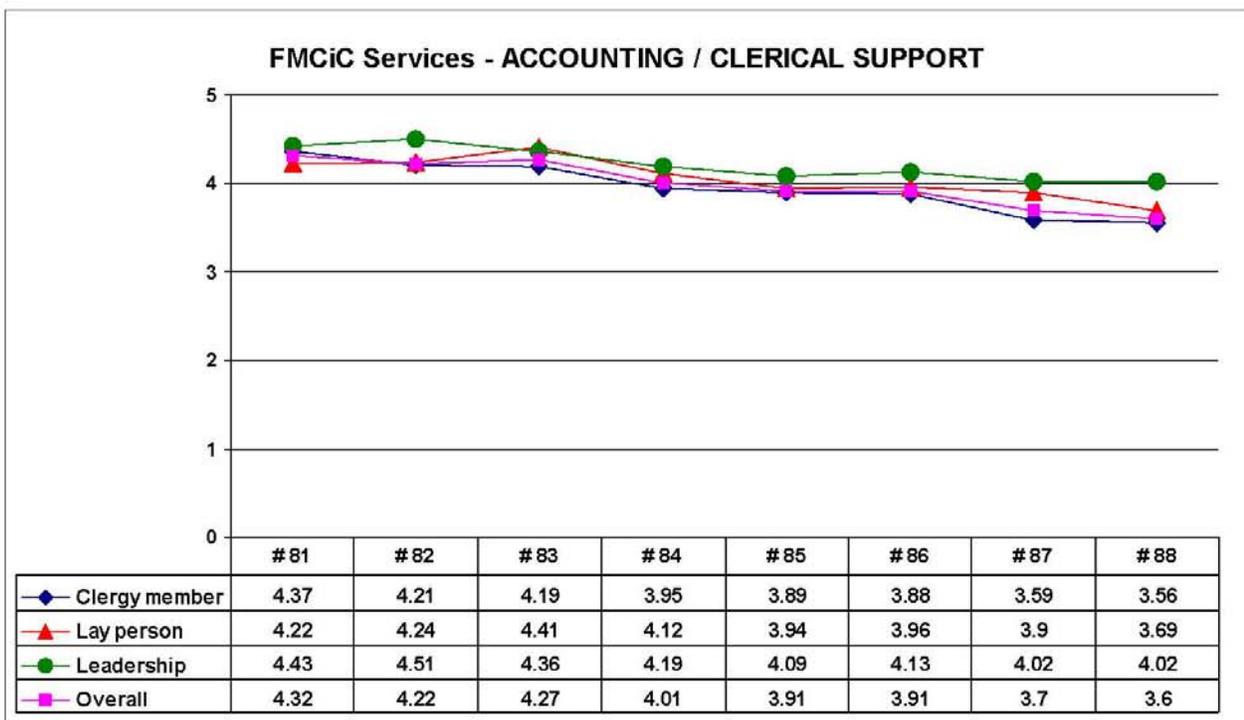
- 78. denominational representation at the funerals of pastors, pastor's spouses and missionaries

- 79. NLT preaching at local churches

- 80. NLT visits to local church boards

FMCiC Services Survey

Across Canada



Score Legend : 1 = Not at all : 2 = Minimally : 3 = Somewhat : 4 = Significantly : 5 = Highly

81. centralized accounting (e.g. core, giving streams, etc.)

82. clerical support to the National Leadership Team, Board of Administration, Study Commission on Doctrine, Nominating Committee and the Ministerial, Education, Guidance and Placement Committees

83. accurate records and financial processes for church planters

84. accurate records of the health and vitality of local churches

85. data collection for movement-wide research (e.g. annual reports, surveys, etc.)

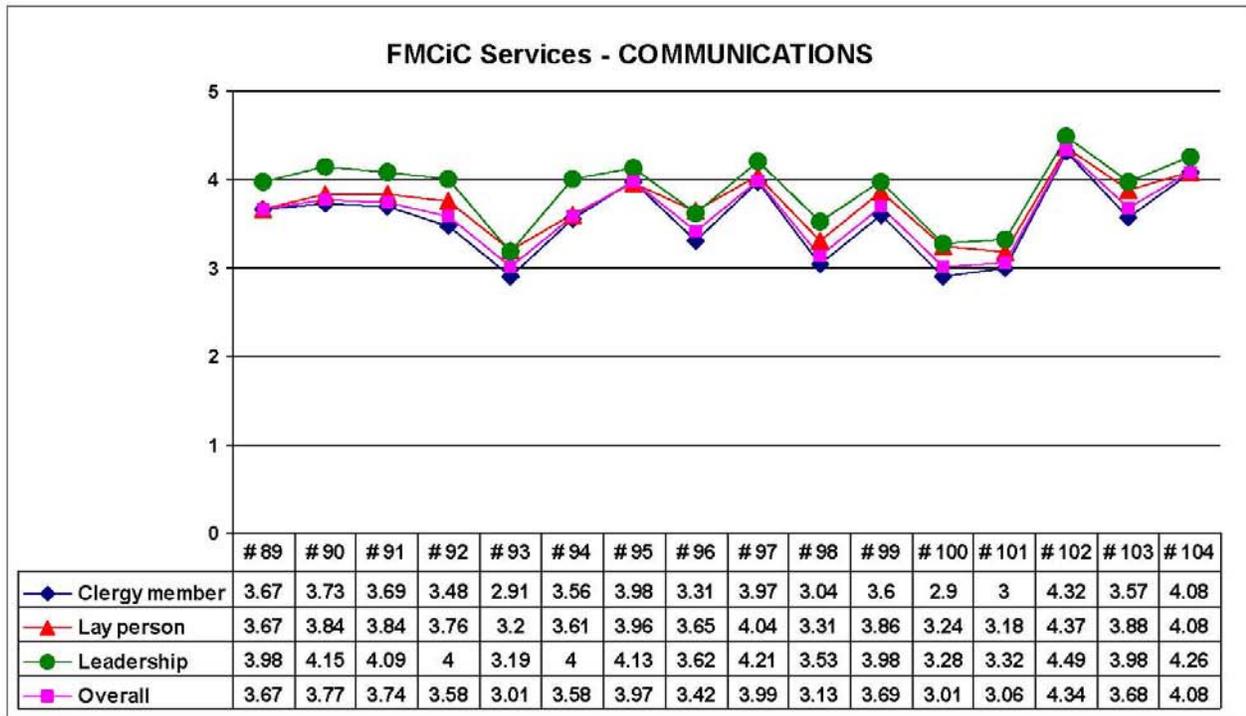
86. up-to-date human resource and local church statistics databases of information

87. applications for databases to increase efficiencies

88. service to new and existing ICCM donors including updating records

FMCiC Services Survey

Across Canada



Score Legend : 1 = Not at all : 2 = Minimally : 3 = Somewhat : 4 = Significantly : 5 = Highly

89. communication about church planting ministries using various media resources and information on the website (i.e. Seabass Travelcast, Mosaic articles, Listserv)

90. communication about leadership development ministries using various media resources and information on the website (i.e. videos, Mosaic articles, Listserv)

91. communication about global & intercultural ministries using various media resources and information on the website (Listserv, Mosaic articles, Missions brochures, posters and campaigns)

92. communication about administrative services using various media resources and information on the website (Listserv, monthly Core and Giving Streams reports)

93. videos on human interest topics

94. instructional videos and other 'how to' resources accessible through website

95. an up-to-date Directory of Pastors and Churches

96. the Mosaic on a quarterly basis

97. the weekly Bishop's Notes

98. the "ConneXion" SCOD blog

99. Listservs for ministers/delegates/treasurers/forum for you

100. blogs by NLT members

101. regular human interest news articles on the website/Facebook

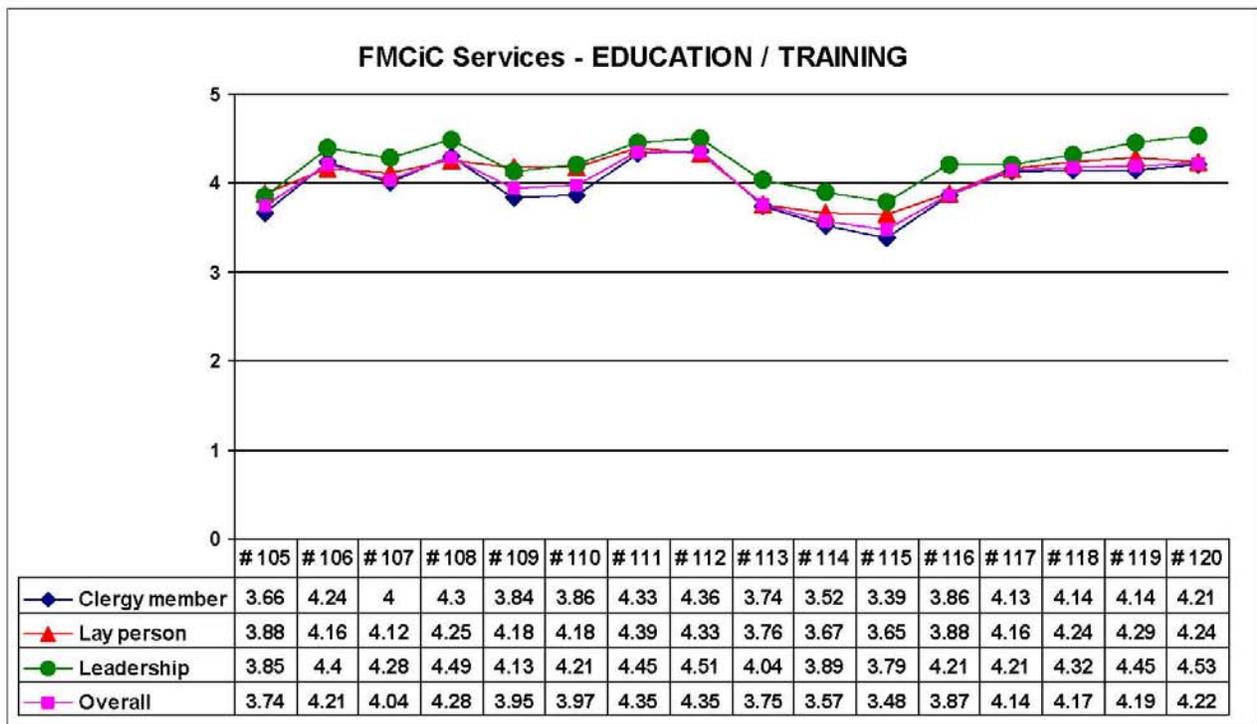
102. an up-to-date Manual of The Free Methodist Church in Canada

103. promotion of International Child Care Ministries

104. access to information through emails/phone calls

FMCiC Services Survey

Across Canada



Score Legend : 1 = Not at all : 2 = Minimally : 3 = Somewhat : 4 = Significantly : 5 = Highly

- 105. stewardship training seminars and materials (including planned giving)

- 106. the Heart of Canadian Free Methodism Foundational Course

- 107. the Culture & Missional Church Foundational Course

- 108. the Wesleyan Theology Foundational Course

- 109. the Personal and Church Stewardship Foundational Course

- 110. intercultural skill development and coaching for pastors and local churches

- 111. professional development for the bishop and NLT

- 112. orientation sessions for first time lead pastors and lead pastors new to the movement

- 113. paid internships for persons exploring ministry leadership

- 114. Local/Global Partnership Workshops

- 115. an Intercultural Leaders Forum

- 116. Church Planter and Core Team workshops (Church Plant Design Shop)

- 117. scholarships for ministerial students

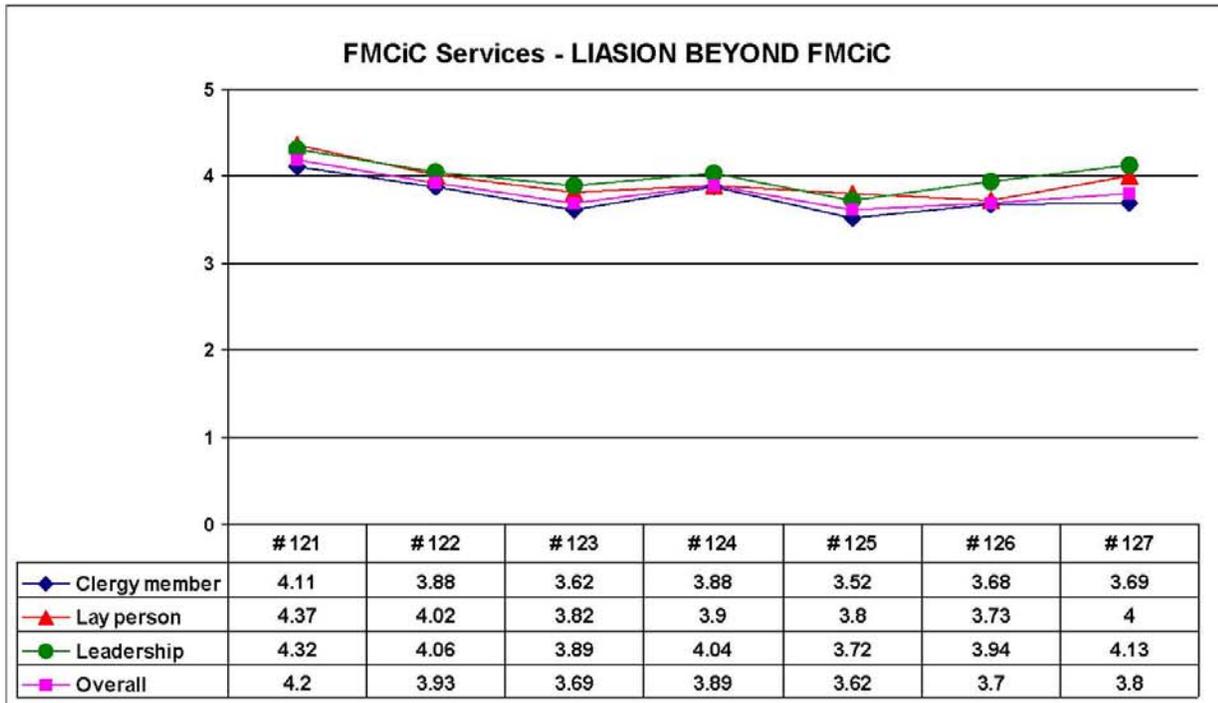
- 118. a continuing education process and guidance for pastors

- 119. training of Network leaders and mentors

- 120. training of National MEGaP members

FMCiC Services Survey

Across Canada



Score Legend : 1 = Not at all : 2 = Minimally : 3 = Somewhat : 4 = Significantly : 5 = Highly

121 . representation at the Free Methodist World Conference and Council of Bishops

122 . a liaison with partner organizations (e.g. World Relief, FMC-USA)

123 . a liaison with ICCM USA (parent body)

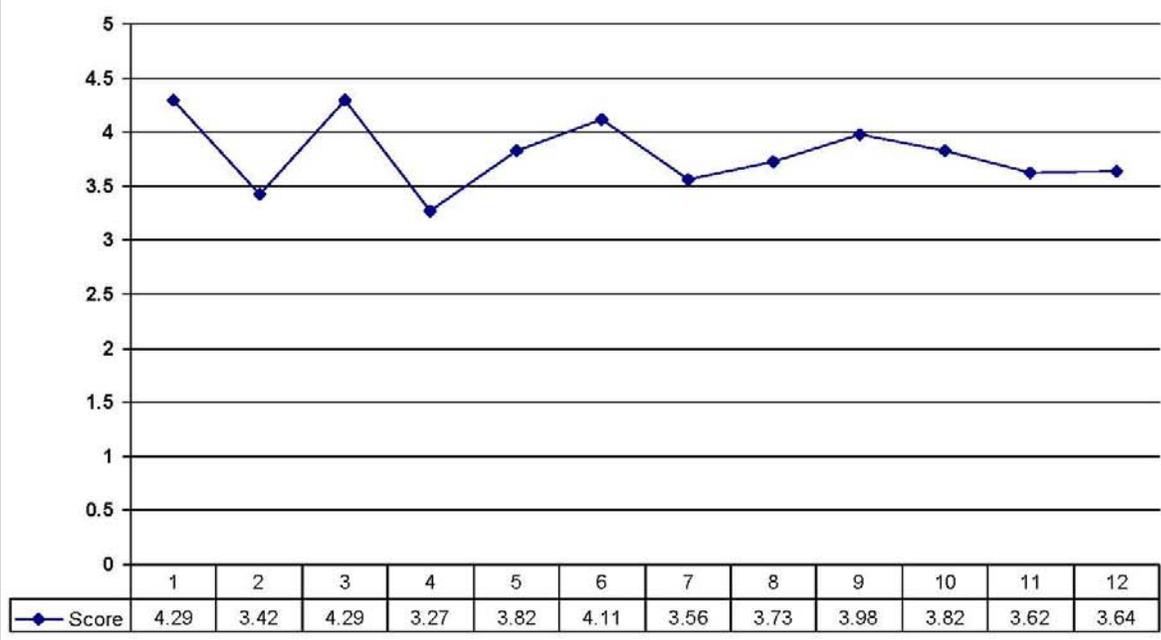
124 . representation on Church Planting Canada

125 . representation at the Evangelical Fellowship of Canada Presidents Days

126 . a liaison with the Lorne Park Foundation Board

127 . a liaison with the Free Methodist Foundation

FMCiC - Healthy Connections



Score Legend : 5 = Definitely Agree : 4 = Agree : 3 = Neither Agree Nor Disagree : 2 = Disagree : 1 = Definitely Disagree

We see that our connection to the Free Methodist movement and its congregations helps us to :

1. Be healthy as a congregation
2. Engage unreached people in our community with the gospel
3. Engage unreached people in other parts of the world with the gospel
4. Find ways to partner with other churches to reach unreached communities in Canada
5. Find ways to partner with other churches to reach unreached communities in other parts of the world
6. Develop healthy pastoral leaders
7. Develop healthy lay leaders
8. Disciple people to prepare them for purposeful service
9. Interpret life theologically through intentional reflection
10. Deploy financial resources strategically
11. Deploy human resources strategically
12. Celebrate through listening to and inspiring one another

APPENDIX 12: “2014 GENERAL CONFERENCE RECOMMENDATIONS”

PLEASE SEE SEPARATE DOCUMENT IN TAB 2