



**From: Free Methodist Church in Canada, Retired Ministers Team**

**Date: April 2022**

**Re: Request for Proposal**

## **“Connecting and Empowering Ministerial Retirees” Initiative**

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### **Free Methodist Church Background**

The Free Methodist Church is a movement of Christian congregations across Canada that are committed to sharing the good news of faith in Jesus Christ and encouraging believers into a life of ongoing transformation that impacts our families, our communities and our nation.

We are committed to the authority of the Bible and to the life of the Spirit. We seek to allow God to shape our whole lives – attitudes, thoughts and relationships. Free Methodists seek to help people find new life in Christ and to live lives of loving integrity.

We are committed to the biblical principle that all believers are participants in God’s purposes. Our churches are eager to help people discover how they can know God and serve others in meaningful ways and so bring about transformation in our world.

Free Methodist Church roots are deeply embedded in the spiritual awakening of 18th century England which gave rise to the Methodist movement. Today, the Free Methodist Church ministers in 70 countries around the world. In Canada, over 150 churches are located as far west as Vancouver and as far east as Sherbrooke, Quebec City, Quebec

## **Vision**

It is the vision of The Free Methodist Church in Canada to see a healthy church within the reach of all people in Canada and beyond.

## **Mission**

Following God's activity in our "Jerusalems, Judeas, Samarias and beyond," The Free Methodist Church in Canada (FMCIC) will....

- Find ways to engage unreached people and unreached communities with the gospel
- Mature congregations through developing healthy pastoral and lay leaders
- Commission prepared people to purposeful service
- Interpret life theologically through intentional reflection
- Invest human and financial resources strategically
- Communicate and celebrate through listening to and inspiring one another.

For more information please check the website; [www.fmcic.ca](http://www.fmcic.ca)

## **Retired Ministers Team**

**Mandate of the Retired Ministry Team:** This ministry team is responsible for the following:

- A. Care for retirees
- B. Service
- C. Advocacy

**Output (first initiative):** This team will develop a base of information about the needs and interests of retirees and potential retirees, for use in preparing a strategic **3-Year Ministry Plan**.

### **Strategic Plan for the mandated areas:**

- A. Care for retirees: This team will work closely with Bishop & Credentialing Coordinator in order to ensure that all retirees continue to receive an opportunity to be cared for;

1. Set up a sub-committee to oversee care;
  2. Find ways to stay in touch with retirees (i.e. FMCiC website dropdown page);
  3. Prayer support: connect with National Prayer Team
  4. Financial resourcing: courses, counseling
  5. Emotional care: counseling, small groups, retreats (virtual?)
  6. Connecting with FMCiC and other retirees.
- B. Service: Retirees are members of the General Conference, and have gifts and experience that may be available to serve the church locally or on the conference level. We value this potential resource and encourage local churches and conference leadership to offer retirees the opportunity to continue to use their gifts in FMCiC. We also respect the right to decline an invitation to serve.
- C. Advocacy: The team will help in preparations for retirement (church and pastor), transition, and then after-retirement administration. The team will liaise between FMCiC and retirees, and support retirees with government administrative details where possible.

## **Project Overview**

Consultant will develop a 3-Year Strategic Ministry Plan to better address retirees needs- Analyze the results of the just completed retired ministers survey, host focus groups, interview key stakeholders, complete a needs assessment and develop a strategic plan to include goals and objectives and recommendations to meet the identified needs

## **Project Goals**

To achieve the goal of providing holistic support for retired ministers the first goal will be to develop a comprehensive Strategic Plan. To do this the results of the just-completed survey will be analyzed, focus groups will be held, a needs assessment will be completed, a strategic ministry plan will be developed, including goals, objectives and recommendations to meet the identified needs with a final report written.

Specific Actions to achieve the goals will be:

1. Meet with the Retired Ministers Team to learn about the team and their mandate and goals- June, 2022
2. Review recently completed Retired Ministers Survey- analyze, identify themes, prepare report

3. Conduct Focus Group(s)- prepare questions, host Zoom focus group ensuring that the different sub-groups of retirees, spouses of retirees, upcoming retirees are represented, prepare report
4. Key Stakeholder Interviews- Conduct 8 - 12 interviews to better determine the needs
5. Needs Assessment- with the information from the survey, focus groups and key stakeholder interviews develop a needs assessment report in conjunction with meeting with the Retired ministers Team
6. Strategic Plan- develop a plan to include vision, mission, background, goals, objectives and recommendations- in conjunction with meeting with the Retired ministers Team
7. Final Report- write and present the final report and strategic plan to the Retired Ministers Team meeting on July 21, 2022 and provide an draft e-copy by July 14, 2022

## **Scope of Work**

The following tasks detail the scope-of-work. Alternative approaches can be proposed. The days allocated are approximations and can be changed depending on actual scope of time needed.

1. Attend Retired Ministers Team meetings in early June and have frequent email connection with team members as needed-total of 2 days
2. Review and analyze previously implemented Retired Ministers Survey-2 days
3. Organize, develop questions and structure to host Zoom Focus Groups-2 days prep and 3 days host and capture content
4. Interview key stakeholders- 5 days
5. Develop a Needs Assessment with recommendations- 5 days
6. Develop a strategic plan with recommendations-8 days
7. Present final report- 1 day

Total of 28- 8 hour days for approximately 224 hours of work

## **Project Timeline**

The timeline will be mid-May - July 2022.

**Compensation-** \$4,800

## **Criteria for Selection**

The following selection criteria will be weighted equally:

1. Demonstrated experience with preparing a Strategic Plan in faith-based organizations
2. Demonstrated understanding of how to apply Christian principles in meeting with participants as a strategic plan is developed
3. Demonstrated success in developing strategic plans
4. Provision of a viable outline to achieve the development of the Strategic Plan
5. Provision of references

## **Proposal Submission**

Please submit interest in conducting this project to [rmt@fmcic.ca](mailto:rmt@fmcic.ca) by Friday, May 13, 2022 by 12:00 Noon EST.