

# RESTRUCTURING THE NATIONAL LEADERSHIP TEAM



## PREAMBLE

*We, The Free Methodist Church in Canada, can not continue to do the same things and expect a new or better outcome. The reality is that our current membership trajectory, conversions, falling attendance and the number of churches that are in decline, as well as a number of churches that are only a few years away from closing, are leading us to an unsustainable and bleak outcome. We have very few new pastors or missionaries in the “bullpen” with minimal investment in developing future leaders. We have many more pastors who are disengaged with FMCIC, because we have maintained a “work with those who invite us” approach. Furthermore, our expectations for the Director of Leadership Development & Church Health are unreasonable and will only worsen (increase) because of the aforementioned statistics. We must rethink our strategy.*

## THE RESTRUCTURING PROPOSAL

From: Senior Director of Church Planting  
Senior Director of Church Health & Leadership Development

To: Senior Director of Church Health & Planting  
Senior Director of Leadership Development

## RATIONALE

- 1. CHURCH REVITALIZATION:** we have many local churches struggling, and several of these will no longer be viable within the next five years. We have pastors unclear (some unwilling) about how to proceed with a Ministry Plan. We do not have a deficiency of good Godly people, but we do have many poorly equipped or dysfunctional boards and structures;
- 2. LEADERSHIP DEVELOPMENT:** this proposal will allow Marc McAlister to focus on this critical area within FMCIC: the recruitment, development and ongoing support of leaders (including the many FMCIC leaders who are somewhat or not at all engaged with us). Developing leaders will not only be meaningful to our current pastors but will certainly be attractive to future / prospective leaders;
- 3. The current portfolio combination of Church Health & Leadership Development is not a sustainable expectation,** in light of the great need in these two areas. The current configuration does not help us properly address these two great needs (revitalization and leadership development).
- 4. Would Church Planting suffer if we made this move?**
  - a) Church Planting currently has in place a competent team of Coaches and administration who would be able to manage the workload (much like Marc has done with Susan and his team these past five years.) Thank you, Jared;
  - b) New Leaf has a leadership committee, and has recently incorporated – FMCIC now can participate in New Leaf, and the Church Planting Director no longer needs to oversee it;
  - c) In five years, if we have a thriving Church Planting focus (with results) and a thriving Church Health structure (and results), then we should restructure by dividing this role into two NLT positions.

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## 5. Are these two roles complimentary (Church Planting & Church Health)?

- a) Yes! For instance, we already have an overlap of responsibilities in the transition from a Church plant to becoming a society. This new role of Church Health & Planting would make for a more effective (co-ordinated) transition;
- b) A healthy Church should produce Church Planters / new ventures. Again, this new role would offer the Director access and contact to all of our churches, which is not the current reality. The current Church Planting Director has indirect contact with the majority of our churches (Regional Gatherings, Ministers' Conferences, General Conference, and communications). **I believe that re-engaging local churches with church planting is the best path forward.**
- c) Revitalization of a dying church can require a *"new church planting"* process.

## 6. What may be lost from the current Church Planting job description?

- a) Obviously, a dedicated church planting champion is highly desirable, but as we consider our budget and current needs, this is not viable;
- b) Currently, the Church Planting Director's job description includes a 30% commitment of time dedicated to "Steward of Long-Term Future - Research and Strategy." Again, it has been a wonderful thing to have the luxury of a gifted "Steward of Long-Term Future" thinker. However, because of our current financial situation, it is a luxury that we can no longer afford. That dedicated 30%, for instance, would be a welcome investment into church health. The Evangelical Fellowship of Canada is a provider of excellent and current Canadian research, and the Board of Administration is responsible along with the Bishop for discerning vision (future.)

## 7. REINSTATE DIRECTOR OF CHURCH PLANTING WITHIN FIVE YEARS: Review structure annually in order to determine if Church Health and Church Planting should become two NLT positions, much like the commitment we made and are now more fully discerning with regards to CHURCH HEALTH AND LEADERSHIP DEVELOPMENT. When we combined these roles, we committed to discern if/when it would be the right time to create two roles from the one.