

NATIONAL LEADERSHIP TEAM REPORTS 2018

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Bishop BOA Report October 2018

Introduction: The first Cliff's Notes of 2018 stated that we couldn't keep doing things the same way and expect different outcomes like conversions, growth in membership, stronger finances, growing mission / outreach "beyond", and the development of new pastors. This report will highlight some of these new initiatives. These new initiatives *prayerfully* come from Life Plan, discussions, committees and teams from across the country asking what it will look like for the FMCiC to accept responsibility for its community. The product of this discernment process is the "FMCiC 3 Year Ministry Plan". This plan must be a dynamic document and will require much prayer, conversation, oversight, communication, amendments, flexibility, courage, and supernatural power (otherwise, it is our best effort, versus His best for us – Canada needs a supernatural Church, in fact I believe that our community is longing for it!). But first, what have we been up to...

Initiatives 2017-2018

- A. **Teams:** The big idea here was to move from Board of Administration ("BOA") sub-committees made up of BOA members, to TEAMS that include one BOA member and FM'ers from across the country that are passionate, skilled, practitioners or participants already in the particular ministry area (missions, leadership development, church health, church planting, prayer). Each team is responsible to develop a 3 Year Ministry Plan to be approved by the BOA.

We have learned that the original idea about teams was not practical: experts / practitioners from other denominations or organizations are focused on their own areas of ministry and not necessarily building FMCiC (I want to be careful to not overstate this concern). Therefore, each team will continue to include but not limited to NLT member, a BOA rep, other members also passionate about the particular ministry area, who will help administratively, strategically and with communication. The new idea is that each NLT will also develop a "Resource Team" which will not be limited to FM'ers, and will be experts and practitioners in the field. For instance, Church Health has a Resource Committee comprised of leaders from other denominations, AND the "Church Health Team" will be Regional Coaches, Marc and a BOA rep. Church Planting has a high quality resource committee, AND the Church Planting Team will be comprised of a BOA rep, Jared and Church Planting Coaches. Teams will rely on Resources Committees to help inform, resource and develop their ministry plan.

- B. **Transition from Sub-committees to "Teams":** Teams will continue to require the support of their respective sub-committees until 2019. Each Team/sub-committee will determine whether the transition will be at the April BOA or October meeting.
- C. **National Prayer Team:** this has been a highlight! Praying by Zoom with 24 other churches across Canada was a wonderful experience. Hearing these "prayer warriors" cry out to Father for conversions in Canada, and anointing on our pastors, was beautiful. Pastor Ken Roth is leading the team and I am a member of it. We are discussing training, association with US and other Canadian Denominations. Prayer Point Persons (has your church appointed one yet? Have you sent their contact info to Ken?). Zoom prayer meetings are at 9:00 PM eastern on the last Wednesday of each month.
- D. **Personnel Team:** I believe that every church should have a strong Board, a Finance Team, a Nominating Team (responsible only for finding and recommending to society new board

members as terms end), and a Personnel Team. A PERSONNEL TEAM helps the Lead Pastor to oversee staff / leaders (performance appraisals, admin, hiring and terminating).

We now have a healthy functioning Personnel Team to work with the Bishop to oversee all staff matters (performance appraisals, hires, conflict, policies, etc). To be clear this helps BOA as the Personnel Team oversees NLT and support staff and reports directly to BOA. It is an important layer of accountability and help for the office of Bishop.

- E. Regional Coaches: Coaches is another new and big idea: appoint part time coaches regionally who work under the Director of Leadership Development to help churches become healthy. Marc McAlister, Director of Leadership Development, has assembled a competent team and so far reports are very positive. They meet regularly and are developing a strategic plan. Marc is well respected nationally, I am looking forward to what his innovative work will lead to. See his report below.
- F. Church Planting Coaches: Jared Siebert, Director of Church Planting, has assembled a competent team and like the Regional Coaches are being effective and are also developing long term strategies. Note: Jared is quite energized by this opportunity to build his ministry area. He is well respected nationally beyond FMCiC for his work. I am grateful for his foundational work and look forward to what God has in store for us through him.
- G. Quebec ministries: In order to develop a stronger relationship so as to support our Quebec church, Marc, Jared and I meet monthly with Pastors and Quebec coaches, Phillippe and Edrice. Furthermore, the Missions committee has approved a plan for Dave and Jennifer Wright to work closely with our Francophone churches – an exciting new chapter.
- H. Retired Ministers: I learned that we do little to prepare our churches, pastors and leaders to move into retirement. Debbie Hogeboom has agreed to lead a new team to develop a policy, support, and network for retired ministers. The team has had its first meeting by Zoom and has agreed on the following mandate: 1. Preparing our ministers for retirement; 2. Preparing a local church for their pastor's retirement; 3. Retired ministers' network / care; and 4. Engaging our retired ministers in FMCiC ministry.
- I. Chaplains: I have learned that many of our chaplains feel “disconnected” to FMCiC, so again Marc and I have reached out to them and I have invited them to help me develop a go-forward plan. This is in the very early stages.
- J. Leadership Development: though this falls under Marc's purview, I am a member of the team. We are discussing leadership development & recruitment, and pastoral development. The sub-committee I am on is discussing our foundational classes (specifically, how to inspire, and develop leaders in our challenging geography and with 40% of our churches bi-vocational). We have to create a leadership development culture in order for our movement to be movement, and the Kingdom expanded in Canada and beyond.
- K. Intercultural Engagement Team (Missions): Much has been going on in this team as they have taken the year to transition from Global Intercultural Ministries sub-committee, to Intercultural Engagement Team. See “FMCiC 3 Year Ministry Plan” for a detailed strategy.

- Ghana: I meet monthly by Zoom with Superintendent Ahmed. Barrie FM continues to take the lead. I was there in February this year;
 - Sri Lanka: There is a SL team led by Pastor Marty Misener, of which I am a team member. I meet monthly by Zoom with Superintendent Jayamani. I travelled twice this year to SL;
 - Began hiring process for part time IET Team Leader;
 - We have begun to work closely with ICCM, and Tearfund.
- L. NLT is learning to develop and implement a new 'game plan'. We meet weekly, and plan two retreats annually. I have learned that Jared, Marc and Mark (Director of Administrative Services) are competent Godly men. If we continue to support and empower them, I believe that they will achieve significant Ministry Plan goals. I am grateful for their new friendship and commitment to FMCiC.
- M. Regional Gatherings (11 of them!) were tiring for sure (it seems to be the question people ask me the most), but very energizing at the same time. I met Godly men and women across the country who are beginning to ask good questions about "accepting responsibility for their community". The feedback that we have received has been all positive. **2019 Regional Gatherings: I am planning to do the same as 2018, however with these on the agenda:**
- *National Prayer Team involvement*
 - *General Conference motions / recommendations discussion: the plan is to discuss motions and recommendations that will be brought up at General Conference 2020.*
- N. Ministers' Conferences: The big idea for 2018: the reminder of essential need for prayer, more specifically, the Holy Spirit in the work of evangelism. We also made time to listen prayerfully to Holy Spirit. For these reasons, these (east and west) were good events. .
- O. Being with our churches: I have been in a different FM church almost every Sunday this year. I have loved this opportunity! And I have eaten a lot of food! BTW churches, it only takes an invite for me to come!
- P. Wesleyans & Nazarenes: We have met twice. Marc and his colleagues in the other two churches have planned and participated in a joint coaches training event. We are considering a national joint conference in Fall 2019 about evangelism. I believe that the three denominations beginning to discuss shared ministry is pleasing to God, and essential to effective ministry in Canada.
- Q. Networks: The new big idea: that networks will no longer be the FMCiC's method of communication and training for pastors; rather, networks are safe communities for our pastors to be supported, and nurtured in their callings. NLT, Mentors and Network Leaders have met and we are hopeful about the new mandate for networks. In January 2019 network leaders, coaches and mentors will meet to discuss how to strengthen networks.
- R. Communication: Lisa Howden conducted a communication audit and based on our learnings we are developing a communication plan (videos, media, Mosaic, events, etc). Lisa has hired Alison to work alongside her. In order to continue to nurture our relationship and ministry in Quebec we are proposing hiring a part time French translator.

- S. **National Leaders:** I continue to network and befriend leaders from national ministries and organizations outside of FM. I believe that FMCIC can contribute to the Church in Canada.

2019 National Leaders: *I will continue to meet with the following:*

- *EFC*
- *30 denominational heads at two annual meetings*
- *4 larger denominations have invited me to meet three times per year.*
- *International Students*

- T. **MEGAP:** Susan DePlanche, Credentialing Coordinator, is an excellent administrator and we are blessed to have her. MEGAP responsibilities include but not limited to: overseeing all appointments; lead the Divorce Review Committee (we recently re-worked our application process); discipline issues; ordinations. MEGAP is under the bishop.

- U. **SCOD:** The bishop oversees and chairs SCOD which meets annually but is in constant contact. Because of the organizational, and structural changes we have made and that we are proposing to make, we (NLT, BOA, SCOD, MEGAP, and a wonderful volunteer pastor from Wawota) will be carefully reviewing The Manual for edits.

Respectfully submitted by Cliff Fletcher, Bishop

Director of Leadership Development BOA Report 2018

- A. Transitions: Ongoing work with churches in transition (work with both PLTF's and Interim/ Transition pastors). Integrating Regional Coaches into process.
- B. Regional Coaches: Follow up with Regional Coaches – one “all coach” zoom meeting, regular check-ins with each coach (face to face or phone), review of monthly reports with follow up and equipping (reviewing surveys, preparing for meetings, etc.) Note – Steve Cylka has resigned as a Regional Coach effective Sept. 30. Rev. Dennis Ball has been hired to replace him.
- C. Wesleyans & Nazarenes:
- Regular meetings around joint ministry projects. Mostly by zoom (one face to face). Around coaching training and possible outreach conference.
 - Organized and participated in coaching training event at Wesley Acres in partnership with Wesleyan church and Nazarene church. Attended by 30 people (including FM Regional Coaches).
- D. MEGAP:
- 6 MEGAP interview days;
 - Meetings with people who are interested in tracking or have begun tracking. This included visits with participants in Foundational Courses. Work with Church Planting and Credentialing Co-ordinator to integrate Church Planting process, MEGAP Process and Process for becoming a society (Chapter 3 of the Manual.)
 - National MEGAP follow up
 - i. Development of process for follow up with folks tracking (including work of MEGAP contact person assigned to each candidate).
 - ii. Development of process to track and follow with on non-compliant pastors.
 - iii. Development of process for connecting with folks with Special Status appointments (this has already started)
 - iv. Meeting with Joan Stonehouse to review Pastoral Counselling Fund procedures and follow up with Pastors in transition.
- E. Teams recruitment for formation of Teams, Team meetings (Leadership met May 31 face to face and Oct. 10 by zoom. Church Health met Sept. 19 via zoom), and follow up with team members on various projects.
- F. Misc.:
- Investigating and setting up participation in Church Health research project with Heather Card. Retreats
 - NLT 22 hour prayer retreat, Souly Business Men's retreat
 - Editing of LifePlan Manual.
- G. Local Churches:
- Preaching – 13 churches.

- Visits/ interactions with pastors and boards – process around lay pastors and tracking, unpacking survey results (church health and discipleship), general procedures, general advice and counsel, dealing with problems/ conflict, church closures.
- H. Students: Formation of FM student groups at Tyndale and Briercrest. Have also compiled a list of students at other Bible schools and will connect with them.
- I. NLT duties: Regional Gatherings, Pastors Conferences, General Conference Committee meetings, staff meetings, NLT check-ins (weekly), NLT retreat, budget development, participation in my network, regular meetings with Quebec Coaches (every 6 weeks), bi-monthly performance appraisal for Jessica.

Respectfully submitted

Marc McAlister, Director of Leadership Development

Director of Church Planting BOA Report 2018

- A. Church Planter Coaching: the addition of church planter coaches at the beginning of the year has been a tremendous boost to the Church Planting Department.
- Our capacity to follow up with planting leads, nurture the planters we have, and launch our previously planted churches into Society status has increased. I am hopeful that, given enough time, we will see an increase in both the number of new Church Plants and also in our success rate at establishing healthy societies. Our present benchmark is between 3 to 5 new church plants per year. While that benchmark is not entirely under the church planting department's control (ie - we can't force people to plant churches) we do have control over the denominational environment that our leaders and planters work in. It is our responsibility to make sure that calls to plant are frequent and those who respond are given the best tools we have.
 - In 2018 we will see the launch of 4 new church plants (Geekdom House, Your Korean Community Church, Fellowship of Joy, Eglise de Dieu du Bon Berger). Our workload for 2018 looked like this: Leads (15), Discernment (6), Pre-Launch (3), Launch (4), Stabilizing (11), Toward Society Status (8), and Closing (4).
- B. Church Planting Resource Team: (Dir of CP + BOA reps + CP experts) this team met for the first time on September 17th. The goal of this meeting was to orient the Resource Team members to the work the Church Planting Department has been doing and to work out a collective sense of what is being asked of the team. As noted by the Bishop our concept of what constitutes a team or a resource team is evolving.
- We have plans to meet again in January to begin defining major themes for the church planting department in the years to come. The defining work we do will be guided by what is outlined in part 2 of the Church Planting section of the 3 Year Plan.
- C. Church Planting Team: the church planting team (Dir of CP + CP Coaches + BOA rep) has met several times this year in its various forms. This team has worked together on several documents that will guide our future. Over the coming weeks and months we will set our 2019 budget and further refine our Church Planting Process (Appendix 2).
- D. New Leaf: my full report on the activities of the New Leaf Network is in Appendix 6
- Here are a few highlights:
 - i. Planter Training - 11 Free Methodist leaders were trained in conjunction with 70 others leaders from our partner groups and denominations.
 - ii. The Evolving Story of Secularity in Canada – this is a significant contribution that New Leaf is making to our denominational efforts to “accept responsibility for our neighbourhoods.” We have shared our best in class resources on the changing Religious Landscape in Canada with over 300 people this year. Many of those are leaders in FM churches. Further details are in the report.

- iii. Bi-vocational Research project – New Leaf is continuing its work on a multid denominational research project on Bi-vocational ministry in Canada.
- E. Departmental Developments: there have been significant changes made to the Church Planting Department. Not the least of which has been the addition of Jessica Isaak to the team. She has been a valuable asset and we are making good progress as a team.
- Guiding Ideas (Appendix 5) – Guiding Ideas are meant to help describe what will make the Free Methodist Church Planting Department unique. This document is an attempt to answer, “What kind of environment do we feel God calling us to create and steward.” These ideas guide not only our actions but will also help us evaluate what success look like. These Guiding Ideas have been discussed by the Church Planting Team, Church Planting Resource Team, and the Church Planting sub-committee of the BOA.
 - Church Planting Process (Appendix 2) – we created a multi-departmental outline of the entire church planting process from potential Lead to full Society status. Church Planting Coaches, Leadership development, the NLT and the BOA Subcommittee have signed off on our work. Very shortly we will begin creating a list of manual edits that the Church Planting Process will require.
 - Church Planting Covenant (Appendix 3 and 4) – we created a covenant with our church planters that includes our expectations of them and what they can expect from us. This document has been seen by the NLT, Church Planting Coaches, the Church Planting Resource Team, and the Church Planting sub-committee of the BOA. In a companion document we outlined what dissolving a relationship with a church plant might entail. Both of these documents will need to be considered by other groups and may require further manual edits.
- F. Misc
- NLT 22 hour prayer retreat, Souly Business Men’s retreat
- G. NLT Duties: 2 Regional Gatherings, Pastors Conferences, General Conference Committee meetings, Department Head and staff meetings, NLT check-ins (weekly), NLT retreat, participation in my network, regular meetings with Quebec Coaches (every 6 weeks), bi-monthly performance appraisal for Jessica.

Respectfully submitted
Jared Siebert, Director of Church Planting