

THE FREE METHODIST CHURCH IN CANADA'S THREE YEAR MINISTRY PLAN 2019

What is the purpose of a “Three Year Ministry Plan”? Every ministry and church should prayerfully develop one for the following purposes:

- ✓ **A plan helps leaders to measure effectiveness of ministries, programs and staff.** Since the plan will include goals and steps, leaders can use the plan to evaluate annually said ministries, programs and staff. Plans foster an environment where LEADERS strive to be their very best.
- ✓ **A God-size, God-inspired plan will excite members into action.** The alternative to “God-size, God-inspired” is something much much less. People leave churches because there is no compelling plan. The Bible says that without “vision the people will perish” (Proverbs 29:18) or “will stumble all over themselves” (The Message). What do we mean by “action”? We mean that people will sacrificially give time and finances to vision-full ministry. Plans are articulated or carefully discerned VISION.
- ✓ **A plan helps focus and develop a suitable budget and finances.** Once a plan is prayerfully discerned, the Finance Team is responsible to create a corresponding budget that reflects needs for this year and the next three years (for instance if the plan is to hire an associate for 2 days / week this year, and then over the next three years add additional time, the Finance Team budgets and saves accordingly. Plans enjoy God’s rich financial PROVISION and BLESSING.
- ✓ **A plan requires a leadership team to fast, pray and listen to the Holy Spirit, and then listen to community and congregation.** Annually the leadership team must spend focused time listening to our Father. Annually this team considers community needs and how their church family’s gifts and resources can help. Imagine a church family that does that?! Plans nurture PASSIONATE SPIRITUALITY.
- ✓ **A plan empowers members to hold their leaders accountable.** Members know each year what the job descriptions, goals and steps are for each ministry leader. A good plan clarifies objectives and silences expectations that members may have that are personal and not in the plan. Plans contribute to UNITY.

(The following section – page 2 – is a recommendation from the Board of Administration to General Conference 2020. The BOA is issuing it here and now in order to solicit prayerful feedback prior to GC 2020. These will be discussed at our Regional Gatherings 2019 – be sure to join us!)

We believe that people can be free. People experience God's true freedom in community. This is why we want to see a healthy church within the reach of everyone in Canada and beyond.

“What is a “Free Methodist” anyway?” The Free Methodist Church has a very rich and meaningful history that inspires us today to accept responsibility for our communities within Canada and beyond.

The early Free Methodists were concerned about a number of issues in their historical setting that still have relevance today. Formed in the early days of the American Civil War, these supporters of the anti-slavery movement believed in equality for all, regardless of racial background or even gender. FREEDOM from oppression and abuses in order to be FREE to be who God created us to be.

The Methodist Church had a practice of renting seats in their churches as a way of collecting financial support from their members. Since this practice was seen as disenfranchising the poor, who could not afford the seats, Free Methodists wanted “free seats” for all, regardless of socioeconomic status.

John Wesley (the founder of Methodism) taught that all Christians could expect to be “free from the domination of sin” in their daily lives through the renewing relationship with the Holy Spirit. Free Methodists wanted to recover this expectation in their movement. A lively spiritual refreshing was sweeping the United States in the mid 1800s, and the Free Methodists wanted this “freedom of the Spirit” in their lives and worship services as well.

Finally, many members of Methodist churches were also members of secret societies that often pulled their loyalties away from their Christian commitments. Free Methodists wanted all their members to be “free” to be full participants in a local church, offering their unique relationship, gifts and resources.

In keeping with the spirit of the Free Methodist Church's history we have updated these “frees” as our **GUIDING PRINCIPLES**. We believe they still encapsulate many of the convictions we hold today and help us to realize our vision of seeing a healthy church within the reach of every person in Canada and beyond.

Free to follow God: We are all free to journey with God, who invites and empowers us to join Him on His mission to reconcile everyone and everything.

Free to hope: We are all free to experience the deep peace of God, to live without fear or guilt, and to accept God's healing, restoring, and transforming grace.

Free to collaborate: We are all free to work, pray, learn, and partner with people, churches, and organizations that are in harmony with our mission to see a healthy church within the reach of everyone in Canada and beyond.

Free to be courageous: We are all free to follow God's Spirit learning, innovating and exploring new territory for ministry, in ways that make sense for our local context and mission.

Free to pursue justice: We are all free to challenge racial and economic injustice, champion equality, and advocate for the inherent rights and value of all people, living out the legacy of our movement.

Free to experience community: We are all free to enjoy gracious, authentic relationships with one another as the family of God, while practicing the ways of Jesus.

FMCiC THREE YEAR MINISTRY PLAN (2019)

Content:

1. Inspiring Women into Leadership Committee
2. A Strategic Plan: LGBTQ – Committee
3. Exploring Facility & Ministry Partnerships
4. Retired Ministers & Chaplains
5. Intercultural Engagement Team
6. Church Health / Regional Coaches
7. Leadership Development
8. Church Planting
9. Evangelism
10. Prayer
11. Discipleship

Appendix 1: Intercultural Engagement Team & Team Leader Job Description

Appendix 2: Proposed Church Planting Process

Appendix 3: Church Planting Covenant

Appendix 4: Procedures for Withdrawal from FMCiC

Appendix 5: Guiding Ideas

Appendix 6: New Leaf Report

1. **“Inspiring Women into Leadership in the FMCIC”**: The BOA has formed a high caliber study commission that would create a report to encourage women into leadership. This is after all a mandate of FMCIC as it is one of our Free’s. But more importantly it is an evangelism strategy, whereby we are mobilizing 50% of the church into leading us into Kingdom growth. Jan Kupecz, a lay leader at our Kemptville FMC has agreed to lead this team.

2. **Task Force FMCIC & LGBTQ**: The BOA approved the SCOD recommendation to create a Study Commissions in order to develop a plan for equipping the FMCIC for meaningful engagement with LGBTQ people, informed by our position found in Chapter 6 of The Manual. The plan could include: pastoral surveys; focus groups, equipping events or forums at General Conference; a support network for pastors with LGBTQ family members; consultation with recognized authorities, affirming believers, LGBTQ Christians and with the FMCUSA.

Time line: Task force makes initial report to BOA in April 2019. Strategies and recommendations to Conference need to be in by November 2019 and report made to General Conference in 2020. This task force, comprised of FMCiC’ers, be asked whether they are willing to be open to God’s Spirit, without bias, with full commitment to the authority of Scripture (as understood by a Wesleyan hermeneutic) on this issue, regardless of their current understanding or position. Rev. Dale Harris has agreed to lead this team.

3. **Exploring Facility & Ministry Partnerships**: In order to model “Catholic spirit”, the FMCiC will explore opportunities with other Christian organizations to partner. These partnerships will include but will not be limited to:
 - I. Wesleyans & Nazarenes: Despite interesting rumours, there are no secrets talks or even desire at this time in history to merge these three denominations. We will however explore opportunities such as:
 - Pastors: transitions, training, transferring credentials;
 - Buildings: In smaller communities we may find ways to share our facilities;
 - Insurance, car rental, hotel, and other administrative issues;
 - Training.

 - II. Developing a stronger working relationship with FMUSA. The US church has much to offer us in terms of resources, and support. We have discussed what a more permeable border might look like for pastors in transition. FMUSA has heartedly welcomed this relationship.

- III. Ministry Center: several organizations have discussed with me shared space, including shared office equipment, shared receptionist, shared meeting rooms, etc. The shared building would promote unity in the Body, fiscally sustainable ministry and would model the same for all our local churches. The ministries that we would share space with would fit criteria related to Kingdom growth. These partnerships will help to inspire our churches (for instance, a “New Pastor Orientation” would be exposed to ministries that are involved in significant community impact – rather than the windowless basement of the current building).
- IV. Develop relationships/ partnerships with Canadian Bible Schools. Explore whether this is a realistic opportunity with US schools.

4. **Retired Ministers & Chaplains**. Already a committee is formed to explore the following (Debbie Hogeboom is the leader of this new team);

- exit interviews for retired ministers;
- preparation for retirement class, follow up meetings;
- zoom networks for retired ministers & the same for chaplains,
- engaging retired ministers in ministry;
- discovering how to support chaplains and spouses.

5. **Intercultural Engagement Team**. (see also Appendix 1)

- A. **The FMCIC Intercultural Engagement Team** (hereafter “IET”) provides general, coordinated oversight and support to missional efforts and projects by local churches across the Free Methodist Church in Canada. The primary objective of all missional efforts coordinated under the IET is to share the Gospel of Jesus Christ with people who are otherwise unlikely to encounter this Good News. These missional efforts are often accompanied by educational, humanitarian and (or) social assistance initiatives, as modeled by Jesus who frequently met peoples' tangible needs while ministering to their spiritual condition. The core responsibilities of the IET fall into four categories: 1) Communication, 2) Coordination, 3) Facilitation, and 4) Administration.
- B. **The Intercultural Engagement Team Leader** will be hired by the current Global Ministries Committee. This committee will help the TL by providing a clear job description, develop a high impact IET, and a “Resource committee” to ensure that the Team gets off to a good start. The same committee will appoint one of its members (a BOA member) to be a liaison for the IET and the BOA. The committee will then dissolve as the IET begins to lead. Once the HI is established the role of the TL will chair / lead the IET to PRAYERFULLY create a Ministry Plan that will

include the following: consider the state of Kingdom advancement in Canada (i.e. is there a healthy church within reach of every Canadian?); explore Church effectiveness with regards our Indigenous peoples, Quebec, new Canadians, “Nones” and “Dones”; lead the HI to be a resource for local churches as local churches want to engage in missions; develop short-term mission opportunities for youth and local churches (to reboot, re-excite, and expose our FMCIC to cross-cultural missions). These trips will be intentionally spiritually rich, discipling opportunities (the TL will develop a ‘curriculum’). These short-term trips will introduce participants to a spiritual formation experience, a cross-cultural experience (that usually leads to a greater love and commitment to missions) and offers FMCIC connectionalism as local churches join together for these trips.

6. Church Health / Regional Coaches

- 1) *Continue to develop the Church Health team.* (Currently comprised of denominational leaders with a focus/ interest in Church Health from The Wesleyans, The Nazarenes, the PAOC, the Canadian Baptists of Western Canada and the FMCIC).
 - a. The plan is to have 2 meetings per year (via zoom). The meetings will be for looking at the big picture issues of church health and to share learnings and resources.
 - b. These ideas and learnings will then have to be discussed with the Regional Coaches, who will help take these big picture ideas and see what needs to be worked into our FMCIC plans and practices and how it will be implemented. The plan is to have the BOA rep be part of these meetings (FMCIC context discussions and planning as this is where budget implications will be discussed and the 3-5 year plan will be formulated/ altered).
 - c. The Church Health team will explore potential partnerships around things like training opportunities, learning cohorts, church consultation, etc.
- 2) *Regional Coaches*
 - a. Develop a better meeting schedule. This will include 2 face to face meetings per year for training, review and resources development. It will also include 1-2 zoom meetings (with BOA rep) to respond to Church Health team meetings/ ideas. This will be in addition to monthly forms that the coaches fill out and at least 6 check in meetings (one on one).
 - b. Resource development. The continued refinement and development of Church Health resources to equip coaches. Suggestions being investigated so far include Delegate training, Official Board training, and LifePlan updates. More to follow.
 - c. Regular training to help expand the coaches’ toolbox. Topics so far include Conflict Resolution, Church Revitalization, Crucial Conversations, and Church Transitions. Also look for books and other resources that will resource coaches. (The coaches will make a decision as to whether they want to read the same book or read different books and

share what they have learned. We may try both approaches and see which is more helpful. The challenge will be French resources.)

- d. As a church health budget line is developed, the coaches will be instrumental giving input (with BOA rep).
 - e. With only one year under our belt, it is too early to tell whether we have enough coaches and/ or hours. We will need to monitor this and bring recommendations before next General Conference.
 - f. Coaches will continue to work on establishing and building relationships with pastors, delegates and local boards in the hopes of serving them better.
- 3) *Director of Leadership Development role in Church Health*
- a. Dedicate one reading week per year to the topic of church health as well as ongoing reading/ learning.
 - b. Continue to look for professional development opportunities in the areas of Church Health, Church Revitalization, Coaching, Conflict Resolution, etc.

7. Leadership Development

1) Leadership Team.

- a. The team is in place but will need to be developed, refined as we continue. Right now it contains the Director of Leadership Development, the Bishop, the Credentialing Coordinator and 5 pastors (including two members from the BOA subcommittee). Part of what needs to be developed is frequency and style of meetings (face to face, zoom, etc.) as well as identifying whether there is a need for check-ins and what those might look like. The team has met once face to face in order to get started and has a zoom meeting scheduled.
- b. Another issue that will need to be settled will be how the financial decisions that were part of the BOA subcommittee work will be handled. One of the options being explored would be to create a MEGAP subcommittee that would include at least the BOA rep on the Leadership Team.
- c. The work in progress includes a “Pastors we need” document that will be helpful in helping us think through all the other aspects of leadership development (for example – classes/ training opportunities we offer, questions MEGAP asks, etc.)

2) Local Church Leadership/ Identifying Potential Pastors

- a. Develop resources for the local church based on “Pastors We Need”. Possible topics include “How to spot a potential pastor” and “What to do when you have identified and potential candidate”.
- b. Explore the potential for specific events for local lay ministers. Decide whether to create a specific event or pair with an event already in place (i.e. General Conference, Regional Gatherings).

- c. Determine whether a plan needs to be implemented for connection with lay ministers (from the Director of Leadership Development). As of right now there really isn't anything in place for this. Is it needed? How can it be helpful?
- d. Explore the best way to resource churches for leadership development/ discipleship. Will this be the development of resources, the curating of resources or some combination?

3) *Towards MEGAP*

- a. A review of policies and practices around internship has been started by the Team and recommendations for our internship program will be developed and passed on to MEGAP.
- b. The need to review FMCIC scholarship policies (including developing a list of approved schools and a criteria for that list) has been suggested. Again, recommendations will be passed along to MEGAP.
- c. The continued development of student gathering groups at Bible schools as well as working with local churches to provide worship opportunities and service experience.
- d. A review of current required foundational courses as well as investigating alternative delivery systems (i.e. online courses). The review will look at what we currently offer and how it needs to improve, what needs to be offered and generally how to make these learning experiences better for students. (Some of this is already being explored). Issues that will need to be taken into account will include language and bi-vocational realities. Any recommendations will be passed on to MEGAP.

4) *MEGAP*

- a. The ongoing relationship between the Leadership Team and MEGAP will need to be worked out. Some issues have already been pointed out (budget allocation decisions, MEGAP process areas). Currently it is felt that an "outsider" review of the MEGAP process by the team with recommendations to MEGAP will be very helpful. With that in mind, what follows is plans/ goals for MEAGP itself.
- b. Ongoing training for MEGAP at their January meeting to help them fulfill their role. Topics suggested so far include Intercultural competency/ understanding, and Coaching.
- c. The ongoing development of the role of MEGAP contact person and expectations around that role.
- d. A review of Foundational Courses as well as educational and experience expectations for those in tracking. (Done with recommendations from Leadership Team).
- e. A review of Scholarship and Internship policy and practice. (Done with recommendations from Leadership Team).
- f. Review and update counselling funding policy as needed. (Done with recommendations from Leadership Team)

- g. A total and comprehensive review of all the interview questions in the MEGAP process (Done with recommendations from Leadership Team and Church Planting Team)
- h. Ongoing conversation and process/ policy development around ongoing MEAGP oversight issues including meaningful connection/ oversight of Special Status appointments; the credentialing and oversight of missionaries (with Missions Team); dealing with non-compliant pastors (part of the MEGAP responsibilities around review of ministers) and others. Develop a plan that will see me meet MEGAP requirement when it comes to connecting with both people in the tracking process as well as with those under special appointment. Also develop a professional development plan.
- i. Continue to work with churches in transition (including being the point person for Interim and Transition Pastor Accountability and resourcing). Explore how to best incorporate Regional Coaches in this process.

5) *Pastoral Health/ Development (Leadership Team responsibilities.)*

- a. Review Counselling funding policy to ensure the program is as helpful as possible and make appropriate recommendations to MEGAP.
- b. Explore issues pertaining to Pastoral Health and Pastoral Development and respond, which may include making recommendations to Networks through Bishop Cliff so that the Network system is as helpful as possible to pastors. It will also include helping to think through events like Pastors Conference and Regional Gathering so that what we offer is as helpful as it can be. (One suggestion to be explored would be to focus Regional Gatherings around issues of Church Health and Pastors Conference around issues of Pastoral Health and Development.)
- c. Explore the development of resources and training opportunities to address issues of both Pastoral Health and Pastoral Development and respond to FMCIC specific issues/
- d. Explore the best way to resource pastors for both health and development issues (in a more general sense). Will this be the development of resources, the curating of resources or some combination?
- e. Develop a FMCIC orientation (similar to new pastors' orientation) for Quebec pastors. This is a new initiative.
- f. With Bishop Cliff and Susan – develop a FMCIC “experience” that will combine elements of The Heart course and New Pastors Orientation (along with other elements).

8. Church Planting

1. *Church Planting Resource Team.* We are building a team of church planting experts to help us ask the following questions will act as something of a road map for our work.
 - i. Where is Canada headed in the next 20 years?
 - ii. What kind of planters will we need for that Canada?

- iii. What will our current and future congregations need to look like?
- iv. What of our current system helps us find, train, nurture, and support those kinds of planters and congregations?
- v. Do we have the best system possible?

2. *Church Planting Process:* With the help of our church planting coaches we are looking at developing and tracking the development of our planters and church plants. It is our hope that further clarity in this area will ensure that our planters will be better resourced and have a better experience as they find their place among us.

3. *Church Planting Covenant:* We are developing a covenant between prospective church planters and our denomination. The goal of this covenant is to form a lasting bond between church planters, church plants, and the rest of the Free Methodist Church in Canada as we engage together in God's mission in Canada. We see missional, self-sustaining, disciple-making church plants as a crucial part of the vision of the FMCiC.

4. *Permanent Funding for Coaches:* At present the Church Planting Budget has the means to support our Church Planter Coaches program for several years. However, these funds will not be sufficient to maintain the program permanently. Over the next 3 years the Church Planting Team will work on developing a permanent funding strategy.

5. *New Leaf:* Over the years the New Leaf Network has enabled our denomination to provide a rich array of resources to our planters and leaders. By choosing to work in partnership with other groups, networks, and denominations the efforts of our Director of Church Planting have been amplified and expanded. Through New Leaf we have been able to provide the following:

- i. Inspiration – New Leaf's podcast and blog are among Canada's largest repositories of stories by and for Canadians. Our planters and pastors routinely tell me that these stories have inspired them to get something new started.
- ii. Uniquely Canadian Focus – America and Canada, although similar, are still very different places. Sometimes American methodologies and ideas are like Saul's armour to Canadian planters and pastors. New Leaf has offered our planters and leaders a direct look at the changing Canadian religious landscape and what works here.
- iii. Timely training – rather than offer training once per year when we have enough planting candidates we are able to offer training when our planters are ready. Without New Leaf our planters would be faced with waiting months or even a year to receive the training that they need, right now!

- iv. Cross-pollination – Our planters benefit from being in an environment where they can learn from leaders in other denominations. Participation in New Leaf offers us a chance to practice our value of “a Catholic spirit.”
- v. A place for women – unfortunately the Canadian Church Planting world is often restricted to men only. With the current state of the church in Canada we cannot afford to have half of our team sitting on the bench. New Leaf’s commitment to making space for and amplifying the voice of women and encouraging them into the mission field has been especially important for our FM pastors. The women who lead our movement are no longer forced into environments where, simply because they are women, their callings, giftings, and legitimacy are called into question.
- vi. Recruitment – there are several church planting leads and current projects that have come our way because of our involvement with New Leaf. New Leaf is held in high regard among Canadian planters and that translates into high regard for the FMCiC.

No matter its future shape the New Leaf Network will remain a largely volunteer collaboration between various groups and denominations. This is a strength we want to carry with us in the future. There are many other church planting organizations that operate in this way – Church Planting Canada being a significant one. This is the pattern that New Leaf wants to follow.

9. **Evangelism.** Evangelism is not a “program”, nor is it a ministry in the local church; rather, it is a lifestyle and should simply be how the church functions regularly. Evangelism in Scripture is married to discipleship (read Matthew 28:18–20); for instance when did the disciples *become Christians*? Bible doesn’t give us their “spiritual birthdate”! The Bible describes how Jesus disciplined His followers into being evangelist–disciple–makers. For Jesus, discipling started with “nones” and “dones” sharing life with Him. ***Evangelism should be a part of the discipleship culture in your local church.*** Evangelism is what happens in our age level ministries, in our quilting ministries, in our sport’s, in our Sunday morning times, etc. Nationally, evangelism is intricately connected to church planting, Intercultural Engagement (missions), and prayer. Furthermore healthy churches evangelize.

Evangelism is in our opinion a part of the discipleship process, however it is being listed here separately because of this one question. “*Do members of the FMCiC feel equipped, confident and motivated to tell others about Jesus?*” Towards this end the NLT is in talks with an organization that equips the local church with training and the development of an EVANGELISM PLAN, to fully live as evangelists.

10. **Prayer**: Prayer is not a program, nor is it a ministry in the local church; rather, it is a privilege and responsibility every follower of Jesus is entrusted with. The National Prayer Team, led by Rev. Ken Roth, has already invited each church to appoint a “Prayer Point Person” to be in contact with this national movement. These point persons and the National Prayer Team have already begun to pray together monthly via Zoom. It is the National Prayer Team’s goals to: continue to grow these monthly prayer times; pursue prayer partnerships with FMUSA, and other Canadian churches; to develop training and equipping events for the point persons; to mobilize the FMCiC into prayer; to help each local church create a PRAYER PLAN.

11. **Discipleship**: Discipleship is not a program, or 12 week class, nor is it a ministry in the local church; rather, it is a lifestyle and should simply be how church family shares life together. **Discipleship** is an intentional, organic and transformative relationship that Jesus modeled for each of us. The purposes of discipleship include: i) nurturing church family; ii) learning God’s Word; iii) prayer-worshipping; iv) participating in God’s mission in the world (Matthew 28:19) and v) healing, deliverance, and wholeness in Christ. There is obviously no ‘one size fits all’ model of discipleship, therefore several organizations and leaders are helping us develop training opportunities for our leaders. First of all the FMCiC has already developed, and will continue to develop, “Bearing Faithful Witness: Exploring what it means to be a community that lives and tells a good news story”. This free discipleship resource is already available to you on our website. Other organizations and resources available to us include: “IF”, “3DM”, and “Radical Mentoring”. Several FM churches are also functioning with very healthy models that we need to consider.

In order to have discipling churches we need to have disciplined pastors and leaders. To this end, we have reshaped our NETWORK system to now be “discipleship communities” where pastors mutually disciple one another. Mentors will be one more discipleship experience for Network Leaders, and Network Leaders are charged to help create a discipleship experience in their network.

The goal is that every FM church has a discipleship model or ethic or plan, and a strategy to help form a **discipleship culture**. That when people talk about the FMCiC, “discipleship” is one of the descriptive words.

Appendix 1: Intercultural Engagement Team

A. How will this new team serve the local church?

Preamble. The team will help your church prayerfully *develop* a plan (based on your Life Plan findings), help *implement* a plan, *coordinate* with other church families in Canada, and communicate your efforts to others so as to invite prayer and inspire the rest of us!

A.1. Introduction. The FMCiC Intercultural Engagement Team (hereafter “IET”) provides general, coordinated oversight and support to missional efforts and projects by local churches across the Free Methodist Church in Canada. The primary objective of all missional efforts coordinated under the IET is to share the Good News, the gospel of Jesus Christ with people who are otherwise unlikely to encounter that Good News. These missional efforts are often accompanied by educational, humanitarian and (or) social assistance initiatives, as modeled by Jesus who frequently met peoples' tangible needs while ministering to their spiritual condition.

The core responsibilities of the IET fall into four categories: 1) Communication, 2) Coordination, 3) Facilitation, and 4) Administration.

A.2. Communication. The IET will offer local churches consultation, informational sessions and communication products that articulate the new vision for missional efforts in the FMCiC. This vision encourages the development and broadening of mission-minded churches with a passion to accept responsibility for their local, regional, national and global communities.

The IET suggests the decision pathway below for local churches who are considering their options to begin, grow, re-ignite or re-direct their missional efforts. Churches may direct their resources and efforts to one or more of the following support streams in any order of preference. As an initial step in the decision pathway, local congregations should conduct or consult their Life Plan process to identify strengths, challenges, context, resources, dreams and plans. Any or all of these aspects of the church health analysis can inform or direct decisions around missional efforts. The support streams to be considered are as follows (remember the local church will make these decisions based on focused prayer in tandem with Life Plan):

1) Canadian opportunities. For churches wanting to support local or regional mission opportunities, the IET will assist with decisions around what those opportunities are, where they are, and how to get started with engaging local or regional community groups and needs. IET will encourage the local church to invite other churches to participate in the opportunity.

2) Global opportunities: For churches wanting to continue or begin supporting established global mission efforts under the FMCiC, the IET will encourage and explain opportunities for supporting our existing global programs in Ghana, Sri Lanka, Niger, and Haiti.

3) Partnership with ICCM: For churches wanting to focus on meeting global children's needs through sponsorship and community transformation programs, the IET will directly link local churches to the ICCM. The ICCM programs (and Tearfund Canada, see below) are well-established, high-functioning international programs with deliberate objectives, engagement strategies and support priorities of their own, but the IET can assist with aligning local churches with these international programs when churches choose these options. The ICCM currently has active programs and/or sponsorships in Brazil, Burundi, Cambodia, Ecuador, Ethiopia, Ghana, Haiti, India, Kenya, Nigeria, Philippines and Sri Lanka.

4) Partnership with Tearfund Canada: For churches wanting to focus on global relief efforts and on ending poverty in impoverished nations through an established international program, the IET will directly link local churches to Tearfund Canada.

5) Other opportunities: The IET recognizes that some churches or individuals may wish to engage in other missional efforts through established relationships, new contacts, or emerging prospects. The IET encourages that these opportunities be explored through a thoughtful and prayerful discernment process, and the Team can provide guidance and support in developing and implementing missional engagement plans.

A.3. Coordination: The IET strives to provide overall coordinated direction to mission efforts across churches in the FMCiC, such that efforts and resources can be aggregated and optimized. A starting point is to clarify and establish an appropriate contact person from each congregation for discussions on missional efforts. Following initial discussions with the IET leaders, and under the guidance of the IET, local churches can draw upon the supplementary resource team that is available to assist with each of the missional support streams #1-4 above. The IET will also coordinate communication among local churches with similar mission interests and experiences in an effort to bolster local church initiatives. It is the responsibility of the IET to track and report ongoing and developing missions efforts across the FMCiC.

A.4. Facilitation: The IET facilitates local church missional efforts through training, resourcing, and equipping mission-minded people and church programs. This includes providing assistance with encouraging, developing, and resourcing youth or other persons with interests in fulltime missions work nationally and globally. It also includes providing or directing missionary member care before, during and after deployment. Drawing largely from the FMCiC Global Missions policy document, the

IET provides direction, advice and training for persons wanting to participate in short-term regional and global mission trips and projects, helping mission-minded people to understand and apply the principles of sustainable inter-cultural relations.

A.5. Administration. The IET has responsibility for providing administrative support for current FMCiC missions and their missionaries, other than those associated with the ICCM and Tearfund, which have their own administration systems. The Team has budget development and oversight responsibilities, tracks and reports all income and expenditures, and provides assistance to local churches with the Missions Giving Stream, and other giving processes and options. The IET periodically connects with the US Global Missions efforts to explore and discuss joint ministry and finance opportunities.

B. Who Will Lead the IET?

Intercultural Engagement Team Leader (hereafter “TL”)

Preamble. The current Global Ministries Sub-Committee has decided to evaluate our mission vision and our mission effectiveness. The idea we, the GMC, is proposing is to hire a part-time leader who will mobilize FMCiC into missions, beginning with Canada (“Jerusalem”). The necessary funds for TL will come from the Global Missions Giving Streams. This TL lead an IET in asking the question: is the FMCiC fulfilling the Great Commission in Canada, is our witness firmly established in Canada, while we consider and participate in our mission beyond Canada?

B.1. Scope. The Intercultural Engagement Team Leader will be hired by the current Global Ministries Committee. This committee will help the TL by providing a clear job description, develop a high impact IET, and a “Resource committee” to ensure that the Team gets off to a good start. The same committee will appoint one of its members (a BOA member) to be a liaison for the IET and the BOA. The committee will then dissolve as the IET begins to lead.

Once the HI is established the role of the TL will chair / lead the IET to PRAYERFULLY create a Ministry Plan that will include the following: consider the state of Kingdom advancement in Canada (i.e. is there a healthy church within reach of every Canadian?); explore Church effectiveness with regards our Indigenous peoples, Quebec, new Canadians, “Nones” and “Dones”; lead the HI to be a resource for local churches as local churches want to engage in missions; develop short-term mission opportunities for youth and local churches (to reboot, re-excite, and expose our FMCiC to cross-cultural missions). These trips will be intentionally spiritually rich, discipling opportunities (the TL will develop a ‘curriculum’). These short-term trips will introduce participants to a spiritual formation experience, a cross-cultural experience (that usually leads to a greater love and commitment to missions) and offers FMCiC connectionalism as local churches join together for these trips.

B.2. What is the “Intercultural Engagement Team” (IET)?

We have learned that the original idea about teams was not practical: experts / practitioners are focused on their own areas of ministry and not necessarily building FMCIC (I want to be careful to not overstate this concern). **Therefore**, the IET include but not limited to NLT member (or in this case TL), a BOA rep, other members also passionate about intercultural engagement, who will pray, develop a Ministry Plan, help administratively, oversee the ministry area and will help with communication.

B.3. What is the Resource Committee?

IET will create a Resource Committee to include experts and practitioners in areas within the mandate of IET. The “Resource Committee” which will not be limited to FM’ers, and will be experts and practitioners in the field. For instance, Leadership Development has a Resource Committee comprised of leaders from other denominations, AND the “Leadership Development Team” will be Regional Coaches and a BOA rep. Church Planting has a high quality resource committee, AND the church planters with a BOA rep will be the “Church Planting Team”. The Intercultural Engagement Committee will include but not limited to experts / practitioners in these areas: indigenous peoples, new to Canada, Quebec ministries, Ghana, Sri Lanka, etc. This Resource Committee will meet approximately 2 times per year.

B.4. Objectives of the Intercultural Engagement Team Leader (TL),

- 1) Create and lead a IET with the help of the current sub-committee;
- 2) Evaluate, with the IET, current state of missions in Canada, and opportunities (including our FMCIC relationship with Indigenous people, new Canadians and Quebecois).
- 3) Create, with the IET, a Ministry Plan that maps out national initiatives and begins to include international short-term missions and partnerships.
- 4) Create, with the IET, a discipleship ‘curriculum’ for all short term trips. The TL will train and lead teams. The TL will also train others to lead teams.
- 5) MC and IET will be a resource for local churches in development of missions (see “Protocol below”);
- 6) TL and IET will create, submit and oversee an annual budget.
- 7) IET will oversee other matters related to global missions (current missionaries, partnerships, and other mission issues as they surface);
- 8) Performance Appraisal will be conducted by the Bishop in conjunction with IET.

C. Intercultural Engagement Team Protocol

The Intercultural Engagement Team (“IET”) will meet with a local FM church in order to discuss that particular local church’s “mission” opportunities.

Session A. Exploration Discussion

The local church will invite the IET to discuss current and future mission endeavours. The IET will ask questions like:

- What are you hearing from God about your “mission”?
- What are you “hearing” from your own church family (i.e. who is in our church family? Where are we called? What languages do we speak? What resources and gifts do we have?)
- What do you see as a great need in terms of “mission”? (Assumption is that not all churches see the same intercultural needs)

Session B. Assessment Discussion

Based on Session A discussion, IET will propose options, opportunities, and potential connections. The IET will propose projects / organizations already engaged in ministry in the area that the particular local church is interested in prayerfully pursuing. The IET will also connect any other local church interested or already engaged in the ministry.

Intercultural Opportunities: National

- Indigenous (*list of organizations & local churches already involved*)
- New Canadians (*list of orgs & local churches already involved*)
- Quebec (*list of orgs & local churches already involved*)

Intercultural Opportunities: International

- ICCM (*list of opportunities related to findings in Session A*)
- Tearfund (*list of opportunities related to findings in Session B*)
- Ghana
- Sri Lanka
- Niger
- Haiti
- Eastern Europe?

Session C. Equipping / Training / Support Visit

C.1. CONNECTIONS: The IET will facilitate a conversation between the local church and other FMCIC churches involved in the mission effort. The IET will also facilitate connection between appropriate organizations (i.e. ICCM, Tearfund, Indigenous, etc.).

C.2. TRAINING: The IET will offer “Intercultural Training”, “Preparing for a Project” (team building and administrative considerations such as visas, insurance and immunizations), and evangelism training.

Session D. Ongoing Reporting & Communication

Appendix 2: Proposed Church Planting Process

Leads

- Planter (regular contact, but no commitment)
 - Coach assigned
 - idea list/leads- info goes into CP database
 - Initial conversation- more info goes into CP database
 - Tell me your story. What is the root of this idea?
 - How does your spouse feel about this?
 - Who else are you sharing these ideas with?
 - Idea enters discernment phase- info into CP database

Discernment

- MEGaP process
 - We need to create an equivalent process to Lay Ministers License
 - Where necessary we need to create a membership equivalent
 - divorce review
 - criminal record check
 - where helpful a Job Description could be created
- Personal discernment process
 - Enter into New Leaf Discernment process (retreats, coaching meetings, cohorts, prayer)
 - Grip Birkman or equivalent personality profile
 - Coach requests survey
 - Survey is approved and paid for
 - Feedback exercise
- FMCIC Environment
 - Learning Parties
 - Church Planting Design Shop (subsidized)
 - Guiding Ideas
 - Neighbourhood exegesis walk
 - Core Team exercise?
 - Prayer Team
- Check points
 - Decision to Act (date)- filed in CP database
 - approved by coach (date)
 - approved by Dir. of CP
 - Church Planting Proposal
 - letter acknowledging proposal acceptance

- Feedback
- approved by coach (date)
- approved by Dir. of CP
- Initial exposure to Church Planting Covenant
- Added to prayer list

Pre-Launch

- FMCIC Environment
 - Tracking Process (to be clarified with MEGAP)- info in to tracking database, Susan cc:Jessica. Determine which of the following applies:
 - Not Appointable. Non-Member at any local FM church**
 - Pre-MEGaP Interview (which includes a spousal support component) with coach involved
 - Regular MEGAP process after the interview- documents for tracking database sent to Susan cc: Jessica
 - pg 1 of tracking form (biographical info)
 - Resume,
 - transcripts (or life-learning/experience portfolio)
 - 2 foundational courses (WTH and HCF)
 - Intro to Bible and Intro to Christian Doctrine course equivalencies
 - copy of police clearance
 - divorce review/clearance (if applicable)
 - Lay Ministers license equivalent
 - Core team (small group equivalent)
 - Family of Origin
 - signed Affirmation form (871)
 - SHAPE profile
 - Accountability Partner
 - reflection paper on call
 - Grip Birkman results filed by coach (MBTI equivalent)
 - Letters of reference (coach, core team, ministry leader or sponsor church)
 - recommendation and request for appointment from Dir. CP (383b)
 - Does not need membership in a local church
 - MEGAP interview
 - recommended by regional MEGaP to become Ministerial Candidate

- approved by Board of Administration
- appointment request from Dir. CP approved
- Tracking for ordained or commissioned minister continues
 - 4 years of appointed service and educational requirements for ordained minister
 - 3 years of appointed service and educational requirements for commissioned minister

■ **Not Appointable. Member at a local FM church**

- Coaches research/note on previous membership in a local FM church and/or Lay Ministers
- Regular supervision and interaction between coach, planter and board for Lay Ministers license annual approval
- documents for tracking database sent to Susan cc, Jessica
 - pg 1 of tracking form (biographical info)
 - Resume,
 - transcripts (or life-learning/experience portfolio)
 - 2 foundational courses (WTH and HCF)
 - Intro to Bible and Intro to Christian Doctrine course equivalencies
 - copy of police clearance
 - divorce review/clearance (if applicable)
 - Lay Ministers license equivalent
 - Core team (small group equivalent)
 - Family of Origin
 - signed Affirmation form (871)
 - SHAPE profile
 - Accountability Partner
 - reflection paper on call
 - Grip Birkman results filed by coach (MBTI equivalent)
 - Letters of reference (coach, core team, ministry leader or sponsor church)
 - spousal support interview with MEGaP sub-committee
 - recommendation and request for appointment from Dir. CP (383b)
- MEGAP interview
 - recommended by regional MEGaP to become Ministerial Candidate
 - approved by Board of Administration

- appointment request from Dir. CP approved
- Tracking for ordained or commissioned minister continues
 - 4 years of appointed service and educational requirements for ordained minister
 - 3 years of appointed service and educational requirements for commissioned minister

■ **Appointable. Ordained in another denomination**

- Pre-MEGaP Interview (which includes a spousal support component) with coach involved
- Coach recommends the appointment to Jared
 - met CP Dept requirements
 - regularly met with coaches
 - Jared approves
- request for appointment from Dir. CP
 - regional MEGaP votes to approve appointment
- Regular MEGAP process after the appointment to complete the transfer of credentials into the FMCiC - documents for tracking database sent to Susan cc Jessica
 - pg 1 of TF tracking form (biographical info)
 - Resume
 - transcripts (or life-learning/experience portfolio)
 - 2 foundational courses (WTH and HCF)
 - copy of current ordination credential
 - letter of good standing from current denomination
 - reflection paper on spiritual relationship with God
 - copy of police clearance
 - divorce review/clearance (if applicable)
 - Family of Origin
 - signed Affirmation form (872)
 - SHAPE profile
 - Accountability Partner
 - Grip Birkman results filed by coach (MBTI equivalent)
 - Letters of reference (coach, core team, ministry leader or sponsor church)
- MEGAP interview
 - recommended by regional MEGaP to transfer as a full member (ordained minister) into FMCiC conference
 - approved by Board of Administration

■ **Appointable: FMCiC Ordained or Commissioned Minister**

- Planter enters transition (2 year max)
- Coach recommends the appointment to Jared
 - met CP Dept requirements
 - regularly met with coaches
 - a spousal support interview
 - Jared approves
- recommended for appointment by Dir. CP
 - regional MEGaP votes to approve appointment
- Sponsoring Church preparation
 - Board conversation and questions
 - Sheep stealing agreement created if necessary
- Planter's work
 - Core Team Development
 - Core team contact info provided to coach and Ministry Centre
 - Guiding Ideas finalized
 - Core team development plan
 - Lead Team development plan
 - Proto-board (3 members minimum)
 - Financial
 - embryo grant? (usually around \$5000 for initial expenses)
 - Subsidy Application?
 - Budget
 - Location?
 - Remuneration
 - central payroll application, file with Ah Sun cc:Jessica
 - letter of understanding between proto-board and church planter, file with Rosaline cc:Jessica
 - expenses
 - denominational participation

Launch

- FMCiC Environment
 - Accountable to Sponsoring Church
 - Board minute reflecting that they are a ministry of that local FM church
 - Budget set
 - Plan to protect
 - Insurance
 - Accountable to Network

- Planter's Work
 - Core Team/Church Health development
 - Public Meetings Start (date)
 - become "newborn" and our data is sent to Vinola for main database
 - Vinola creates an CID number for a new church
 - Membership/Partnership preparation
 - Planter Job Description revisited
 - Financial
 - covenant signed
 - annual subsidy application (up to 4 years)
 - budget performance
 - Tellers and treasurer
 - multi-year plan
 - treasurer training (Sandy)
- Coaching Concerns
 - rest?
 - emotional health?
 - Sharing vision?
 - gathered? Scattered?
 - ongoing ordination process - to be built in consultation with MEGAP
 - assigned a MEGAP contact person
 - coach acts as local church for growth areas
 - assigned MEGAP contact person works in conjunction with coach

Stabilize

- FMCiC Environment
 - Trade-Mark/Assoc. (This gives you the right to use the Free Methodist Church name in association with your church. Contact Roseline at the Ministry Centre for this information)
 - Accountable to Network
 - transitionally accountable to Regional Coach
 - hand-off protocol
 - Accountable to Sponsoring Church
 - leaving plan
- Planter's Work
 - Core team/Church Health development
 - Membership
 - Nominating Committee
 - Board Election

- Board Training with Regional Coach
 - Ministry Plan adjustment process
 - LifePlan?
 - Annual General Meeting
 - Financial
 - Insurance
 - plan to protect
 - directors insurance?
 - Apply for Charitable Status with Canadian Government
 - Jessica and Roseline will help
 - Annual subsidy application (up to 4 years)
 - Budget performance
 - Location
 - Remuneration
 - expenses
 - denominational participation (events, CORE, CP Giving Stream, etc...)
 - multi-year plan
 - getting off subsidy?
 - apply for extension?
- Coaching Concerns
 - rest?
 - emotional health?
 - Sharing vision?
 - gathered? Scattered
 - ordination process
 - should I stay or should I go?

Society Status

- FMCIC Environment
 - apply for Society status
 - recommendation to the BOA
 - Regional Coach to Leadership Development
 - Approved by the BOA
 - letter of acknowledgment sent from BOA
 - accountable to Regional Coach
 - accountable to Network
 - Ongoing ordination process
 - coach and MEGAP are comfortable with candidates process

- Accountable to Network
- JD and performance appraisal system (file with personnel)
- Planter's Work
 - Financial
 - No longer receiving subsidy and **have become Financially independent**
 - **10% operating budget to CORE**
 - or a written and approved plan to get there
 - Principled commitment to giving to CP Giving Stream
 - Some support for one or all other Giving Streams (Leadership Development, Global Missions)
 - Church Health Development
 - Apply for Society Status
 - **Membership**
 - **Have at least 12 members**
 - Members have been approved by **Official Board**
 - Members have given public assent to adoption of the Manual.
Event to be attended by Regional Coach, Bishop or NLT member.
 - Certificate of agreement signed.
 - **Board with minimum of 3 members**
 - **Nominating committee**
 - **AGM**
 - LifePlan or equivalent

Appendix 3: CHURCH PLANTING COVENANT

The goal of this covenant is to form a lasting bond between church planters, church plants, and the rest of the Free Methodist Church in Canada as we engage together in God's mission in Canada. The FMCiC vision is for there to be a healthy church within the reach of every person in Canada and beyond. We see missional, self-sustaining, disciple-making church plants as a crucial part of that vision.

Benefit and Responsibility

Belonging to a denominational family provides both benefits and responsibilities. We believe in working together in effective and God-honouring ways that fuel freedom in Christ and build toward the redemption of all things. We believe in joining together as a family bound by a common commitment to one another – a covenant.

The mutual benefits of this covenant.

1. For the church plant.

- *Belonging* – a family that is dedicated to God's mission.
- *Safety* – sponsor churches help provide proven infrastructure, informed prayer and relational support.
- *Companions* – network of other church planters that support, encourage, and nurture the character of pastoral leaders.
- *Support* – coaches provide hands on guidance, training, expertise and resourcing.
- *Accountability* – clear and biblical expectations of each other.
- *Guidance* – leadership formation through our ordination process.
- *Collected Wisdom* – theology & practice that have proven themselves over time.
- *Structural Support* – central payroll support; financial and legal expertise
- *Investment* – subsidy grants/loan for planter enrichment and slight operational budget support

2. For the FMCiC.

- *Mission* – our vision of “a healthy church within reach of all Canadians” depends on church planting.
- *Learning Community* – our ability to develop in best practices in our plants and established churches depends on vibrant, diverse and connected church plants. WE are stronger together.

- *Unified Voice* - by actively engaging with each other via our shared theological and cultural distinctives we can begin to speak into Canada with one voice.

The mutual responsibilities of this covenant.

1. We agree to live as a family in pursuit of faith in Christ through the ancient practices of the church.
2. We agree to be guided by the Articles of Religion and the rest of the Manual
3. Covenanting together to grow in active support of the FMCiC and her vision through.
 - Mutual connections - we agree together to be present with each other through the following gathering points:.
 - Networks
 - Pastor's conferences
 - General conferences
 - Denominational committees and task forces
 - Mutual Financial practices - we agree to support each other financially.
 - The Church Planting Department begins the process by contributing financially to the operating budgets of local plants and to the resourcing of planters.
 - Church plants will take meaningful steps toward a 10% contribution of their operating budget to CORE. This is an expectation we have of our Societies and we would expect church plants to participate in this process from the beginning.
 - Church plants will make a commitment to one or more Giving Streams.
 - Mutual Learning - we agree to learn together
 - The Church Planting Department will collect and communicate all that we are learning from our plants across the country.
 - Church plants will freely share what they are learning with their networks, coaches, and other leaders.

Appendix 4: Procedures for the withdrawal of a church plant from the FMCiC

Accountability

When a church plant, planter or denominational leader habitually violates or neglects the covenant relationship, it is the responsibility of all parties to point to the failure and seek in love to restore the relationship. If these steps have been taken and one party continues to not keep their commitments, we may agree to end our relationship. The process for this is outlined briefly below and further expanded in the Manual.

This Covenant May be Terminated by.

1. Church plant closure or failure to thrive (*decided mutually by planter, plant and FMCiC*).
2. Voluntary withdrawal (including permission to withdraw under complaint).
3. The church plant joining another denomination.
4. Persistent neglect of denominational relationship, which in effect is voluntary withdrawal.
5. Expulsion following disciplinary action by MEGAP, BOA, or Bishop.

Voluntary Withdrawal of a congregation from this covenant requires

(procedure for pastoral withdrawal is handled by MEGAP)

- Three month notice with written argument supporting this decision submitted to the BOA.
- Board and membership $\frac{2}{3}$ majority vote in favour of withdrawal
- Members who do not wish to leave the FMCiC must be given opportunity to transfer into an existing or newly organized congregation with letters of membership transfer.
- Documentation cancelling any affiliation or other legal agreements with The Free Methodist Church in Canada, and termination of any Trademark License Agreement granted to it.
- Return of any proceeds from the sale of property or titles of said property to the FMCiC in accordance with the trust clause in para 350 of the Manual.
- Repayment of subsidy funds - subsidy assistance will be considered a loan to be repaid. The amount of the subsidy to be repaid will be reduced by twenty per cent for each year of belonging to the FMCiC.

Appendix 5: Guiding Ideas

1. Culturally Competent Missionary (Kingdom) Response

- The Canadian context demands leadership that is effective at reaching Canadians. We need planters, pastors, and leaders that are culturally competent. Our missionary responsibility is to develop genuinely creative and contextual ways of life.
- Our dream is to see a healthy church in reach of every Canadian and beyond. In order for us to do that we are going to need a broad diversity of church expressions to help us accomplish our dream.
- We want you to pursue God's dream for your life and neighbourhood.

2. Grassroots Initiated

- We want to see a majority of the energy, creativity and decision making come from the grassroots of our movement.
- As such our systems will have to become planter centred.
- The question of where to plant comes primarily from the grass-roots of our movement.
- We do not believe that a top down model of church planting is healthy, viable or sustainable.
- We allow the patterns, direction, and responses to emerge
- As a rule we allow things to take their natural course rather than frequent and constant interventions.

3. Motivated by Delight

- We want a system that runs on commitment and not just compliance.
- Because of that we value the "delight" of our planters. Delighted church planters will want to participate!
- Through the structures, we aim to develop an environment of support, nurture, and encouragement that planters actually want to be a part of.
- Our systems only have value if they empower the local church.

4. Mistakes Are Useful

- We value being a learning organization. In this next phase of life in the church we're going to have to. There are no predetermined formulas. There are no surefire methodologies. Experimentation is a must. Failure will be a valued option.
- Our attitude is going to have to be one where we aren't afraid to change our mind.

5. Better Together

- We value playing as a team. Lone Rangers and Lone Wolves need not apply. We value being together. Learning from one another.
- We need each other. We're in this together.
- Planters and denominational leaders should never enter into a relationship if it is only motivated by personal interest.
- Healthy planters are vital to our movement.

Appendix 6: New Leaf Report – 2018



On August 29–31, 2018, the New Leaf Lead Team met in Saskatoon to review the last year and look forward into the future. As part of our ongoing commitment to becoming a discerning community these were not simply planning meetings. They were filled with prayer, listening and opening ourselves up to God and each other. It was powerful!



Present (L-R): Jay Mowchenko, Greg Langford, Elle Pyke, Jared Siebert, Amy Bratton (holding Ira Bratton)

Review of the past year.

- This past year New Leaf has grown by leaps and bounds. Many of things that were just ideas last summer have become full resources to the Canadian church. Here's a quick sample of what we've been up to.
- *New Leaf Design Shop* - is our longest standing and most widely used church planter training resource. 2018 was as strong a year as ever for Design Shops. This year we trained over 70 leaders in the basics of church planting in Canada. 11 of these leaders were from the FMCiC. We are already fielding requests for future Design Shops in 2019.
 - Here is a news story about one of the church plants that was a part of our training event in Saskatoon in April - <https://barrie.ctvnews.ca/coffee-shop-offers-everything-at-no-cost-1.4063928>
- *The Evolving Story of Secularity in Canada* - This event started off as a Pre-Conference at the Church Planting Canada Congress. We brought together scholars and practitioners to speak about the shifting religious landscape in Canada and the increase in those who would claim no religious affiliation - the "nones." Our event was a success! Nearly 200 leaders from all across Canada were engaged with the new reality that faces the Canadian church. Many of those leaders sought ways to bring us to speak to their people. We are anticipating several more invitations in 2019.
 - While nearly 200 people were present at the Montreal event we served an additional 300 more when we took our event on the road! This is a game changing strategy for getting content to Canadians. By moving away from single events to touring smaller gatherings of people we are able to reach more people.
 - Here's a list of places we've been in 2018 with several more already booked for 2019: The Meeting House, Victoria, Surrey, Calgary, Toronto, Smiths Falls.
- *Transformational Coaching* - In 2018 we took on our first partner organization in *Transformational Coaching* (Greg Langman). It is our hope that other organizations will partner with us to extend our reach and capacity to train planter and denominational leaders. *Transformational Coaching* ran a Winter session (which was used to train our Church Planting Coaches) and is about to begin the Fall session. By the end of 2018 we expect to have trained nearly 50 people to coach others from a posture of personal transformation.
- *Planter Discernment Process* - Throughout the year a multi-denominational design team has been building a discernment process for potential church planters. This team is lead by Elle Pyke, and Jeff and Jan Steckley (Mennonite) along other leaders (FMCiC, CMA, Anglican) is planning its first test weekend to be held November 23-25, 2018. Six potential planters will be invited to discern together and give us feedback on the process.
- *Bivocational Ministry Research Project* - New Leaf has been facilitating a multi-denominational national research project on Bi-vocational ministry in Canada. Our work so far this year has included submitting our proposal to the research ethics review board at Tyndale, to conduct a full literature review of bivocational ministry, to convene focus groups, to seek out financial

partners, and to begin designing our interview process. At present we have put out an open call to denominations for participants. New Leaf's investment in quality administrative staff and structures have made us an essential ally in getting this project off the ground. We hope that the work that results from this project will help the Canadian church better understand the stressors and joys of bivocational ministry. Within the next 12 months we hope to conduct interviews, summarize and publish our findings and begin a national education campaign on bivocational ministry.

- Budget
 - We did a mid-year review of the budget in June. The good news is that we are in a healthy financial situation.
 - We adjusted the budgeted revenue and expenses based on our actual event books, many of which were up in the air as of Dec 2017 when we set the budget. By mid-year, we had already exceeded the revenue budget for the Design Shop, added a new source of revenue through partnership on the Bivocational Ministry project, and added a budget for contract support staff to account for the growing momentum.
 - We still have a significant funds from successful events in past years and a generous donation in 2017. This buffer will help us move into new areas to keep the growth and momentum going.

Our Current and Immediate Future

- *Organizational Development* - The growth of New Leaf in the past year has required us to focus more specifically on our systems and structures. We are quick transitioning from our earlier start up mode to a fledgling organization.
 - *Staffing* - we have made several shifts this year in order to keep up with our growing capacity. These moves have freed both Jared and Elle from getting bogged down in the day to day operations of New Leaf.
 - *Structures* - as we grow we are having to put more thought into how we think about partnership, vision, and direction. In the next few months we will be developing a deploying several new organizational structures.
 - Regional Partners - a key to our ongoing sustainability is engaging regional partners to help support our work. From Design Shops and training events, to coaching, and even blog writing all require us to work closely with our partners. On an annual basis we will work with leaders (denominational, pastors, and interested New Leafers) to calendar out the specific ways that New Leaf will operate in that region for the following calendar year. At present we have 4 regions.
 - Southern Ontario - FMCiC, CBOQ, Salvation Army, CMA Central District, MCEC

- Saskatchewan FMCiC, CMA, Salvation Army, PAOC (Horizon College hosting), MCSK
- British Columbia - CMA, CBWC, Vision Ministries, Anglican Church of Canada, Anglican Network
- Atlantic Canada - CMA, CBAC
- *Events for 2018/2019*
 - *The Evolving Story of Secularity* - Smiths Falls
 - This will be a continuation of the content we had been touring since last October. This will mark the first time a local church has invited us in to present our content to them in specific.
 - *Church Planting Canada* - Intersession
 - A long time partner with the FMCiC and now with the New Leaf. We will take our place at the CPC table at their intersession to offer our unique perspective to denominations in Canada that are interested in mutual support for church planting.
 - *Reimagine* - Hamilton
 - A conference put on by the *Parish Collective*. Elle and Jared will be presenters at this conference.
 - *Neighbourhood: A Learning Party* - Kingston
 - A Learning Party weekend designed to kick off a regional network of churches that would like to engage with their neighbours in a missional way.
 - *Women/Men/Church: Thriving Together in a #MeToo World*
 - The last little while has marked a massive shift in the way that men and women relate to one another. How should the church navigate this shift? What is the pathway forward? Join us November 17 as *New Leaf* hosts another safe space for dangerous conversations - men and women wrestling with the reality, embracing the opportunity, and seeking to thrive in a #MeToo world.
 - *The Evolving Story of Secularity* - Vancouver/Richmond - 2019
 - *The Evolving Story of Secularity* - Mennonite Regional Meeting - 2019
 - Design Shops - BC, SK, ON, Maritimes - 2019
 - An Evening with David Fitch - Saskatoon - 2019

Looking Forward.

- In the next 12 months, we will steer more intentionally into the following areas
- *Guiding Ideas*

- We are drafting a refreshed set of Guiding Ideas. Not much has shifted, in essence, from the ideas we shared in December of 2015. But we need to do further work to sharpen and reflect our current realities.
- *Organizational Chart*
 - We are actively working to put down on paper an organizational chart that builds on the strengths of our team, and looks for gaps, and helps us find people to partner with. We are no longer a small team that can where all the organizational hats. We want to better understand what “partnering with New Leaf” means. We also want to explore ways that other groups, networks and denominations can take further interest and ownership in the work we do.
- *More admin support*
 - We need to work at finding more admin support. Our current plans are to seek out contracted hires who can help in busy times.
- *Independent Organization?*
 - We may soon exceed the support capacity of the FMCiC’s admin services department. We intend to address this challenge in two ways:
 - A joint meeting – to explore more efficient ways of working together. However, if we continue to grow as expected this will only be a temporary solution.
 - Begin exploring the process to become a Not-for-profit or charity organization that stands alone. In the next several months we will be developing a clearer picture of the gains and losses of pursuing independence from the FMCiC.