

2019 **Annual Report** **+ Ministry Plan**



We can be free ...

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.

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Sanctified Imagining.



Christianity is a revolutionary movement, and is part two of the story of God in human history. Part one has as chapter headings: “Creation”, “Fall”, “Covenant”, “Rebellion, Repentance, Rinse and Repeat”. Part one is about God’s desire for loving shared life with us, us then religiousizing the relationship (or institutionalizing) which seems to lead to us rejecting Him. Part two is the Jesus revolution: Jesus confronts the institutionalized spirituality, and the rebellion by creating a new covenant.

This pattern has not changed: the offer for wonderful, abundant shared life with God, vital and dynamic community of faith making an eternal difference in the community, institutionalization, rejection, repentance, revival, wonderful abundant shared life with God, vital and dynamic community of faith making an eternal difference in the community, institutionalization...

The founder of Methodism stepped into a time of institutionalization and rejection, and was the catalyst for revival. The founder of Free Methodism stepped into a time that the

Methodist church had become institutionalized and a Christian nation was rejecting faith. B.T. Roberts was a catalyst for repentance and revival. I wonder if we are in a season of institutionalized church and rejection. And I wonder if we, the FMCIC is being called to be a catalyst in our nation? Actually, I am not wondering as much as I am sure! The true prayerful wondering that I am doing is *“what does it mean for us to be a catalyst towards wonderful abundant shared life with God, and a vital and dynamic community of faith that accepts responsibility for our community?”*

Part of the answer is for FMCIC to dig into our unique calling, or contribution within the larger Body of Christ. These values are summed up in the six “FREES” in this document. In fact, the hope is that the next time you are on a plane, or with a friend, and they ask, “what’s a Free Methodist anyway?” you will be able to pull out these compelling FREES and tell them our story.

The hope is that these FREES are not merely value statements that identify us, but drive us, and help us introduce people to Jesus.

Bishop Cliff Fletcher

Vision + Proposed Guiding Principles

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.

The Free Methodist Church has a very rich and meaningful history that inspires us today to accept responsibility for our communities. From the beginning Free Methodists have wanted everyone to experience the freedom to be who God created them to be.

In keeping with this spirit we have renewed the "frees" as our GUIDING PRINCIPLES. We believe these new "frees" encapsulate many of the convictions that we have held from the very beginning and help us to realize our vision.

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.

Our Build/Design Structure

Part of the FMCIC culture that we all value is our flexibility – our “build-design” willingness. “Design-build” is a construction term, but “build-design” has been our approach for the past 20 plus years. We (the FMCIC) are open to new ideas, and we are comfortable with not knowing all the details. We are prepared to try, fail sometimes, learn, and rebuild...

BOARD OF ADMINISTRATION (BOA)

The Board of Administration of The Free Methodist Church in Canada is elected by the General Conference with equal ministerial and lay representation. This group serves to oversee the ministry, leadership, and strategic plan of the denomination.

NATIONAL LEADERSHIP TEAM (NLT) + MINISTRY CENTRE

The NLT and Ministry Centre staff serve the local church and support the various ministry teams and functions of the denomination.

The Bishop – Rev. Cliff Fletcher

- **Kalesha Peters**, Administrator to the Bishop
- **Vinola Pakkianathen**, Missions Administrator

Director of Church Planting - Rev. Jared Siebert

- **Jessica Isaak**, Administrative Assistant to Director of Church Planting
- **Church Planting Coaches**

Director of Leadership Development – Rev. Marc McAlister

- **Susan DePlanché**, Credentialing Coordinator
- **Davika Dotson**, Administrative Assistant to

Director of Leadership Development

- **Leadership Development Team**
- **Regional Coaches** (Church Health)

Director of Administrative Services - Mark Molczanski

- **Ah Sun Kim**, Senior Accountant
- **Roseline Isaac**, Administrative Assistant to Director of Administrative Service
- **Isabel Garcia**, Accounting Assistant

Communications

Lisa Howden, Communications Director

- **Jasmine Rock**, Receptionist
- **Alison McKinnon**, Social Media Journalist & Administrator
- **Elle Pyke**, Communications Assistant
- **Juliette Crozier**, Translator

Generosity & Stewardship Ministries

Sandy Crozier, Stewardship Director

International Childcare Ministries (ICCM) -

Paula Moriarity, ICCM Director

- **Lucia D'Sousa**, ICCM Administrator
- **Emily Goodyear**, Donor Care & Communications Coordinator

NATIONAL PRAYER TEAM led by Ken Roth

INTERCULTURAL ENGAGEMENT TEAM (MISSIONS) led by Adam Kline

CHILDREN & YOUTH MINISTRY TEAM

Still to be developed.

17

Support Staff
(full-time/part-time,
not including NLT)

13

**Board of
Administration
members (BOA)**

32

MEGaP members

10

**Regional & Church
Planting Coaches**

FMCIC/Organizational Chart



General Conference (Local Churches)

*Our vision is to see healthy churches within reach
of everyone in Canada and beyond.*

As a family, we represent over 141 local churches across Canada with services in about ten languages. We are in six provinces from BC to Quebec and dream of growing to represent all provinces and territories from sea to sea to sea.

The strength of our structure is our inclusion/balance of both laity and ministerial leadership. Pastors and lay people together are free to creatively pursue God's mission in their community. The creative synergy and perspective allows us to strategize while at the same time having an 'ear to the ground' for what is effective and resonates with the local church. The many voices add to our 'sanctified imagining' as we ask every Free Methodist church board and leadership team to prayerfully consider one question:



*What does it mean for us to take responsibility
for our community?*

GENERAL CONFERENCE (LOCAL FREE METHODIST CHURCHES)

Membership of the Canadian General Conference of The Free Methodist Church in Canada consists of the **ministerial members** (ordained pastors) and **lay delegates** (members of the Local Church) who are elected by each local church.

Looking Ahead to General Conference



GENERAL CONFERENCE PLANNING COMMITTEE

The General Conference Planning Team is responsible for the success of each General Conference. Planning for next General Conference in 2020 has already begun. Our current working theme is '2020 Vision – for both now and the future.

We all know Canada is a very large country! Hosting General Conference in Toronto did represent cost efficiencies, but continuing to host it there will see higher costs as accommodations and airfare continue to increase. Moving the location of General Conference will cost more (mainly with higher transportation costs) but would allow our western churches to participate in hosting. There is no way around it – it is costing us more each General Conference to travel across Canada.

Balancing rising travel and hotel costs, we explored spreading the extra costs of hosting over two conferences one in Toronto and one in Saskatchewan. We have made a recommendation to the BOA to raise the registration fee for General Conference accordingly and use the expected surplus from the 2020 General Conference to subsidize the 2023 General Conference in Saskatoon. We are also making concerted efforts to find partners to share the costs of General Conference as sponsors.

In the years between General Conferences, it is essential that we continue to connect with local churches through Regional Gatherings and with pastors through the Eastern and Western Ministers Conference.



REGIONAL GATHERINGS

Despite the hectic schedule at the Ministry Centre, our regional gatherings are energizing on all levels. These gatherings are open to anyone from the local church and have proved to be an opportunity to connect and listen to Godly men and women across the country. It is also an opportunity for people to ask good questions about ‘accepting responsibility for their community’.



MINISTERS CONFERENCES

The Fall Eastern and Western Ministers Conferences allow us to pour into our pastors with encouragement and training as well as an opportunity for them to connect with one another.

LOCAL CHURCH ‘TEAMS’

The Local Church members also make up important committees in our denomination:

- **Nominating Committee (National)**
- **Ministerial Education Guidance and Placement (MEGaP) Committee**
- **Study Commission of Doctrine (SCOD)**

CHURCH CAMPS AND RETREATS

Thank you to our church camps and retreats for providing opportunities to set aside the business of life and rest, celebrate God’s creation, and call us to deepen our spiritual walk with God and each other.

Our Free Methodist Camps & Retreats include:

- Arlington Beach Camp and Conference Centre (SK)
- Echo Lake Camp (ON)
- Kakabeka Falls Camp (ON)
- Maple Grove Christian Retreat Centre (ON)
- Pine Orchard Camp (ON)
- Severn Bridge Camp (ON)
- Wesley Acres Christian Retreat Centre and Campground (ON)

In 2018

+ **36** Camps
286 Retreats

3963
Attended Family
Camps + Retreats

1300+
Children Campers



2019 CONFERENCE, LEADERSHIP + POLICY MINISTRY PLAN

The Ministry Plan budget comprises the ministry and leadership of the Bishop, Church Planting, Leadership Development, Church Health, Administration & Support Services, Regional Coaches, and Stewardship.

Ministry Initiatives include: Working with Local Churches, Pastors Network, MEGaP, SCOD, BOA, Ministry Teams and Coaches, National Prayer, Inspiring Women into Leadership, FMCIC & LGBTQ, Evangelism & Discipleship, Exploring Facility and Ministry Partnerships, Retired Ministers, Chaplains, and Francophone Ministry.

BOA COSTS	\$18,000	
GENERAL CONFERENCE	\$7,324	
FEES, MEMBERSHIPS + PROFESSIONAL SERVICES	\$55,500	
NLT LEADERSHIP + MINISTRY/MANAGEMENT	\$614,145	
PROFESSIONAL DEVELOPMENT	\$7,000	
CHURCH/MINISTRY TRAVEL	\$86,000	
REGIONAL GATHERINGS	\$2,500	
STUDY COMMISSION ON DOCTRINE (SCOD)	\$4,000	
MINISTRY PLAN SUB TOTAL	\$794,469	35%



PASTOR, HOW IS YOUR SOUL?

Networks continue to be an essential component in supporting our pastors. In spirit and principle, the networks reflect John Wesley's leadership development genius, in his practice of class and band meetings.

The Pastor Networks are designed to be a safe place for pastors, chaplains, and other ordained leaders to be supported and grow in their ministries.

Our Network Leaders and Mentors (pastors who volunteer to lead networks) focus on making the Network meetings relational and highly productive. They work at establishing a 'safe' place where pastors can 'check in' and ask each other, 'How is your soul?'

RETIRED MINISTERS & CHAPLAINS

Already a committee is being formed to explore the following:

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

286

Ministers (including those retired and not currently appointed)

79

Retired Ministers

21

Network Leaders

6

Network Mentors

“The FMCIC Network has served as the soil in which love for God and one another has been cultivated. The mixture of the ingredients of **shared listening, learning, laughter and lament with friends and fellow pilgrims on the journey towards wholeness in Jesus has been deeply enriching.”**

Pastor in a Network

Church Planting

Our Church Planting Team

- Director: Jared Siebert
- Administration and Systems: Jessica Isaak
- Coaches: Evan Garst (Ontario), Grant Wolfe (Ontario), Jay Mowchenko (Western Canada) and Edrice Clermy (Quebec).

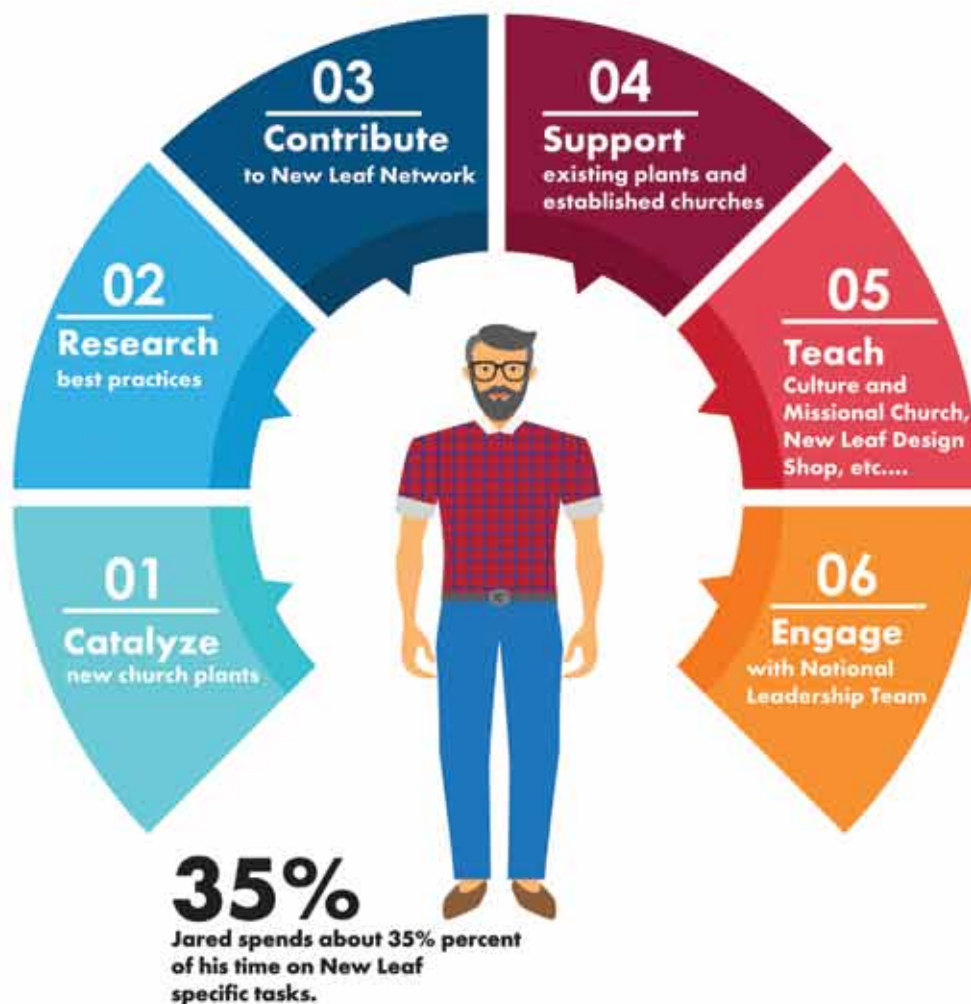
Our team has the privilege of working with new and emerging leaders and communities of faith, as they follow Jesus into their neighbourhoods. The strength of our church planting process and our involvement in New Leaf are producing fruit. We are currently tracking 49 different projects through the various stages of church planting.



965 hours

Our coaches spent 965 hours working with 49 different projects all at various stages of development.

The Free Methodist Church Planting ecosystem leans heavily on our team and the work of the New Leaf Network. Both are vital to the future health of our plants.



The New Leaf Network is a multi-denominational resource sharing group. We help each other plant new churches! With the New Leaf Network we can do the following:

Inspire - New Leaf inspires Canadian Christians to start new things. With New Leaf our denomination has the critical mass necessary to curate and present inspiring workshops and Learning Parties that call people into God's mission in Canada.

Coach - New Leaf also helps Canadian denominations recruit, train and establish coaches for their planters. With New Leaf our denomination is able to train coaches and offer them a reliable coaching plan as they walk alongside our planters.

Train - New Leaf, is developing a whole suite of training resources that support starting new missionary works in Canada. With New Leaf we have the critical mass necessary to offer rich training events and can offer this training when our planters are ready to receive it.

Research - New Leaf is tackling some big questions about the future of mission in Canada. With New Leaf we can create "made in Canada" information. It is easier to plant "made for Canada" churches.

NEW LEAF: QUICK FACTS



Does the Free Methodist Church subsidize New Leaf?

Not exactly. On an annual basis we give the New Leaf Network a \$2500 subsidy. That's the same amount we have been giving to Church Planting Canada for nearly 15 years. New Leaf is made financially sustainable primarily through people participating in our various events. The FMCiC spends about \$15,000 per year helping our planters access training and resourcing from a variety of Church Planting networks (Missio Alliance, Church Planting Congress, New Leaf, etc...)

New Leaf uses its revenues to hire a small three-person team (Elle Pyke, Amy Bratton, and Alanna Johnson). This team looks after the day to day work of New Leaf and enables its various partners to volunteer their time without getting overloaded.

Our Future - Consider supporting our work

Over the next few years the Church Planting Giving Stream will need to grow in order for us to sustain our church planting program, especially our coaching program. If 100 churches decided to give \$308 per month to the Church Planting Giving Stream we would have all that we need to keep all of our programs functioning and we could better subsidize our plants. Please consider making your church a regular donor even if you can't meet the \$308 monthly target.

Every donation helps us get closer to our goal.



Contact

You can learn more about Church Planting by visiting the website at: www.fmcic.ca/church-planting or by contacting Jared Siebert, Church Planting Coaches or Jessica Isaak.

2019 CHURCH PLANTING MINISTRY PLAN

FM CHURCH PLANT GRANTS/SUBSIDY	\$150,000	
CHURCH PLANTING COACHES + EXPENSES	\$57,000	
QUEBEC NETWORK + CHARITABLE STATUS	\$9,000	
NEW LEAF NETWORK	\$2,500	
CHURCH PLANTING CANADA	\$2,500	
MINISTRY PLAN SUB TOTAL	\$221,000	10%

LEADERSHIP DEVELOPMENT



LEADERSHIP TRACKING PROCESS

The Free Methodist Church in Canada desires to develop strong leaders for the local church as well as identifying and forming those called to vocational ministry. We continue to look for ways to resource churches and pastors for this important work, focusing on discipleship, raising up lay leaders, and those called to pastoring, church planting and local and global missions.

Local Church Leadership/ Identifying Potential Pastors

We are developing 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 a potential candidate.”

Preparation for Ministry (MEGAP)

We are committed to walking alongside those who are pursuing the call to vocational ministry. Internships, scholarships, and mentorships will continue to play key roles in the formation of future ministry leaders. We are strengthening our connections with schools, and students attending and working with churches to provide service experience for those attending college/seminary.



Church Transitions

Marc continues to work with churches in transition (including being the point person for Interim and Transition Pastor Accountability and Resourcing).

Pastoral Health / Development

Once in ministry, we want to help our pastors be as effective as possible. Some of that has to do with ongoing training and development and we are hoping to provide timely and helpful ministry help through Pastors Conferences and other means.

* Scholarships and Internships are funded in partnership with The Free Methodist and Lorne Park Foundations.

Contact

If you have questions about tracking or leadership development contact Marc McAlister or Susan DePlanche, Credentialing Coordinator.

170
ministers attended
2018 Ministers
Conference

27
students received
funding towards
their education

20K
used to fund 5
church internship
opportunities

65
enrolled in FMC
foundation courses
(subsidized by LDM)

CHURCH HEALTH



Church Health Team

The Church Health Team, led by Marc McAlister – Director of Leadership Development, is currently comprised of denominational leaders with a focus and interest in Church Health from The Wesleyans, The Nazarenes, the PAOC, the Canadian Baptists of Western Canada and the FMCIC.

The Church Health Team will continue to explore potential partnerships around things like training opportunities, learning cohorts, church consultation, etc.

Regional Coaches

Six Regional coaches have been hired and are connecting with and working with local churches. These six individuals are respected pastors who share a heart for coming alongside churches, pastors, local church boards, and other leaders to help them pursue robust church health. Over the next three years, we will continue to refine and develop Church Health resources/tools to equip our coaches.

Tools

- Church Health Survey
- LifePlan
- Journey Discipleship Survey
- Official Boards Training
- Delegate Job Description

Contact

You can learn more about resources and tools by visiting the website at: www.fmcic.ca/church-health or by contacting Marc McAlister or your Regional Coach.



A healthy Church does whatever it takes to continually place the gospel within reach of those around them resulting in a worshiping community of Jesus-followers who do whatever it takes to continually place the gospel within reach of those around them resulting in a worshiping community of Jesus-followers.

2019 LEADERSHIP DEVELOPMENT + CHURCH HEALTH MINISTRY PLAN

PASTORS NETWORK LEADERS	\$20000	
PASTORAL CARE (COUNSELLING)	\$8,000	
LEADERSHIP DEVELOPMENT	\$50,000	
SEMINARY/COLLEGE + WESLEY CHAIR	\$65,000	
MEGAP	\$27,500	
MINISTERS CONFERENCES	\$10,000	
TRANSITION PASTOR GROUP INSURANCE	\$3,000	
MINISTRY PLAN SUB TOTAL	\$183,500	8%



National Prayer Team

As we continue to become a movement of churches that focuses on loving and serving our neighbourhoods and communities, we know we're in need of the power of God. Together, we want to dive into this rich and deep mystery of prayer because we believe that prayer is the key to unlock the power of God.

The National Prayer Team, led by Rev. Ken Roth, has already invited each church to appoint a "Prayer Point Person." Those who have already been appointed have begun to pray together monthly via Zoom.

It is the National Prayer Team's goals to:

- Grow these monthly prayer times
- Pursue prayer partnerships with FMUSA, and other Canadian churches
- Develop training and equipping events for the point persons
- Motivate and mobilize the FMCIC into prayer.

For more information about National Prayer Ministry, go to www.fmcic.ca/prayer
Or contact Ken Roth, National Prayer Team Leader at ken@chapelridge.ca

Currently over

50

point people people
from 50 churches
across Canada

so far

24

Free Methodist churches
meet online to pray for
renewal in Canada



Do good, be rich in good works, **generous**, and ready to share. 1 TIM. 6:18

Generosity & Stewardship

The Stewardship Director, Sandy Crozier, works with individuals, local churches, and other community leaders in developing a culture of generous stewardship in the lives of individuals, our churches, and our communities.

In the current three year ministry plan we are continuing to provide resources (all free for FM churches):

- Whole Life Generous Discipleship
- Financially Fit Seminars
- Financial Hope Small Group Material
- Personal and Church Stewardship Foundational Course
- Planned Giving
- Narrative Budgets
- Asset Mapping
- Grant Connect Foundation Search Tools
- Digital Giving
- Local Church Generosity Assessments
- General Conference Sponsorship

A few new initiatives in this 3-year ministry plan include:

- Updating the Treasurers Guide
- Church Planters Generosity Guide
- More Than Enough Financial Coaching Partnership
- Generosity by Design Workshop



Thank you for the work you have done on the Financial Hope material. I have been going through the facilitator's training and am so impressed with the care, thoroughness and solid biblical work behind all these sessions. I am only regretful that it's taken me so long to access it.

D. HARRIS

You can find more information about Generous Stewardship Ministry & Resources at:

www.fmcic.ca/stewardship, or you can contact Sandy Crozier, Director of Stewardship at **sandy.crozier@fmcic.ca**

STEWARDSHIP BUDGET: \$20,000
ONLY **1%** OF FMCIC BUDGET

over
100
free resources!

In our first year over
2 Million
in planned estate
gifts to the Kingdom!

MINISTRY PLAN INITIATIVES

INSPIRING WOMEN INTO LEADERSHIP IN THE FMCIC

The Board of Administration has commissioned a high caliber study commission that would create recommendations to encourage women into leadership. The recommendations will be presented at the 2020 General Conference.

This new commission is NOT about rehashing our current doctrine on women (we are egalitarian, which we believe is the Biblical position). One FM woman wrote about this new study commission, "It IS about living according to the doctrine by identifying barriers hindering women in ministry and specific ways to release and enable women to move beyond these boundaries into more effective ministry and leadership".

1

EVANGELISM

Evangelism is not a "program", nor is it simply a ministry in the local church. Rather, it is an integrated lifestyle and should be how the church functions regularly. Evangelism in Scripture is married to discipleship (read Matthew 28:18-20). Evangelism is what happens in our age level ministries, in our quilting ministries, in our sports, in our Sunday morning times, etc. Nationally, evangelism is intricately connected to church planting, Intercultural Engagement (missions), and prayer. Furthermore healthy churches evangelize.

3

TASK FORCE: FMCIC + LGBTQ

The BOA has established a Task Force to develop a five-year strategic plan (which includes long-term desired outcomes) for equipping our movement to engage more effectively with LGBTQ matters.

Comprised of people from within the FMCIC this task force will 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. All recommendations and strategies will be introduced at General Conference in 2020.

2

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:

1. Nurturing church family;
2. Learning God's Word;
3. Prayer-worshipping; and
4. Participating in God's mission in the world (Matthew 28:19).
5. Healing, deliverance, and wholeness in Christ.

4



EXPLORING 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:

Wesleyans & Nazarenes: We will explore opportunities such as: pastors, transitions, training, transferring credentials; sharing our facilities; and training.

Developing a stronger working relationship with FMUSA: the US church has much to offer us in terms of resources, and support.

Ministry Centre: Discuss shared space, including shared office equipment, shared receptionist, shared meeting rooms, etc.

Develop relationships and/or partnerships with Canadian Bible Schools.



CHILDREN + YOUTH MINISTRY TEAM

We are endeavoring to form a ministry plan for both children and youth in Canada. The prayer and objective is to develop either a Children and Youth Team or two separate teams for each age group. This team(s) will exist to support and equip FMCIC children and youth ministries and leaders as well as consider our role (as FMCIC) in mobilizing the Church in Canada to work together in these areas.

56

Intercultural Engagement (Missions) Team

The Intercultural Engagement (Missions) Team will serve to inspire, invigorate and mobilize the FMCiC into a greater mission mindset. In order to build our capacity for missions, the Team will work on creating partnerships and exploring opportunities to enhance the missional work that is already being done in Canada and to also equip individuals/churches to work beyond our borders.

Working with churches that are considering how to begin, grow, re-ignite or re-direct their missional efforts, this team will help by providing general, coordinated oversight and support to missional efforts and projects by local churches across the Free Methodist Church in Canada.



Canadian Opportunities: For churches wanting to support local or regional mission opportunities, the Intercultural Engagement (Missions) Team 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.



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



Partnership with International Child Care Ministries (ICCM): For churches wanting to focus on meeting global children's needs through sponsorship and community transformation programs, The Intercultural Engagement (Missions) Team will directly link local churches to the ICCM. The ICCM currently has active programs and/or sponsorships in Brazil, Burundi, Cambodia, Ecuador, Ethiopia, Ghana, Haiti, India, Kenya, Nigeria, Philippines and Sri Lanka.



Partnership with Tearfund Canada (formally World Relief Canada): For churches wanting to focus on global relief efforts and on ending poverty in impoverished nations through an established international program, The Intercultural Engagement (Missions) Team will directly link local churches to Tearfund Canada our international development and relief partner.



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

Contact

If you have questions about Intercultural Engagement Team you can contact Adam Kline, Team Leader or Vinola Pakkianathen at the Ministry Centre.

Our relationship with Indigenous people

We are paying attention to our relationship with our indigenous brothers and sisters. We are hoping to engage in conversations that will develop into friendships. This will be the theme of our Ministers Conference in 2019 and an important part of our General Conference in 2020.



37

countries reached
by local Free
Methodist Churches

82

Free Methodist
Churches involved
in International
Missions



Francophone Ministry

Bishop Cliff, Marc, and Jared meet monthly with leaders of our Quebec Church in order to develop a stronger relationship and to support them. David and Jenn Wright will be joining our Francophone Ministry in 2019. Quebec is considered one of the most unreached people groups in the world with less than 1% of the population being evangelical Christians. The situation is very similar in France and French speaking Belgium and as a result there are very limited Christian resources in French. Their goal is to help encourage and support our bi-vocational pastors in these areas (Quebec, France and Belgium) with intercultural and theological training and resources to better enable them to reach their communities while assisting with oversight of the work in Niger.

The Xchange

As a pilot project, Dave and Jenn hope to encourage youth cultural exchanges between our churches in Ontario and the youth in Quebec to build community, encourage the discipleship process and serve the body, expanding their world and view of the church and encouraging the next generation of FM missionaries!

2019 INTERCULTURAL ENGAGEMENT (MISSIONS) MINISTRY PLAN

CANADA (IE TEAM LEADER, TRAVEL) + BANK WIRE CHARGES + PENSION	\$63,200	
GLOBAL MISSIONS (EXPLORATORY MINISTRY, MISSIONARY TRAINING, ETC.)	\$9,000	
CAMBODIA (SOK EM)	\$10,000	
GHANA	\$10,000	
SRI LANKA	\$40,500	
NIGER (THE WRIGHTS)	\$113,300	
MINISTRY PLAN SUB TOTAL	\$246,000	11%



Communications

Here are the highlights of the Ministry plan for the Communications Department. Our goal is to continue pursuing excellence in communications for the entire organization while updating and optimizing our current resources and structures.

Video Library: One of the goals for the FMCIC Communications team is to share robust and creative stories that highlight the existing good things happening in our churches and to encourage the reporting of the work of the Holy Spirit within our churches, communities and neighbourhoods.

French Translation: We want to continue to see our existing FMCIC resources translated into French.

Branding, Logo and Website: One of our goals is to see our website updated (or potentially redesigned in its entirety) with an eye to streamlining communications, creating clear access to the resources our pastors need, with a fresh and inviting space for communicating who and what the FMCIC is all about. This will include a logo update and other branding elements to be refreshed or freshly created.

Creation of Resources: One of most important goals of the communications department is to continually look for opportunities to create resources that are providing value to our pastors and churches. We want to expand the list of resources that are available and ensure that we are updating old ones.

eMOSAIC: With an eye for honouring story-telling and connecting, our goal is to continue with the MOSAIC, but transform it to an online format that is cost effective and easily accessible for those who continue to read and contribute to this resource.

Contact

If you have questions about Communications within the FMCIC, contact Lisa Howden at lisa.howden@gmail.com



International Child Care Ministries (ICCM)

ICCM is working in 12 countries to holistically develop children through innovative initiatives, child development centres, and sponsorship. Through partnership with the global Free Methodist church we are able to impact kids through education, spiritual growth, and opportunities to develop their potential!

In 2018, there have been 22 church visits and four international trips by Paula to develop global and local partnerships, build engagement, and conduct cultural awareness workshops. We have also improved our systems for communications and updates – from our monthly email newsletter (which has averaged a 60% read rate compared to 18% industry average), to our Facebook page (which has grown 20% in likes), to our regular child letters, pictures, and thank you letters. We have also provided resources such as a new easy-to-use website, promotional materials to distribute, and Encounter Trip opportunities.

By creating the position of Donor Care Coordinator, we have been able to expand our online presence, publish multiple magazine publications, and improve donor communication. As we continue into 2019, our goals are to develop our partnerships with our local FMC's and global ministries, as well as making strategic connections to fully engage our churches and donors.

We hope for a world where every child is loved, safe, and being developed to their full, God-given potential.

2019 INTERNATIONAL CHILD CARE MINISTRIES (ICCM) MINISTRY PLAN

CHILD SPONSORSHIP & PROJECTS		
SPONSORSHIP DONATIONS	\$948,000	
SPECIAL GIFTS & PROJECTS (100% TO DESIGNATED PROJECT)	\$100,300	
TOTAL DONATIONS	\$1,048,300	
MINISTRY EXPENSE		
COMMUNICATIONS	\$13,784	
MINISTRY SUPPORT STAFF	\$142,000	
ADMIN/OPERATING COSTS	\$17,840	
2019 ICCM MINISTRY BUDGET SUB TOTAL	\$173,624	
2019 CHILD SPONSORSHIP	\$874,676	83%

1578

children are
sponsored as of 2018

202

chickens gifted to
struggling families

133

water filters for a
community or school

over 30K

towards our food
funds, feeding
thousands of children

Administrative Support Services

The purpose of the Administration Services Department is to serve and support the work of Missions, Church Planting, Leadership Development as well as administrating central payroll, pensions, group benefits, accounting, legal and other support services for the FMCIC, Conference and local churches.

The Administrative Services Department, headed by Mark Molczanski, manages the following areas; finance (including payroll), personal benefits, pensions, investments, property management, corporate administration, bequests and other legal affairs for The Free Methodist Church in Canada.

Because of our collective support, we are able to support all of our local churches. The following are a few key ways this department works hard to serve: Central Payroll for Free Methodist Churches – providing bank payroll service (including pension, group insurance, statutory deductions/reporting, and issuing of T4s and T4As) to our local churches easing the work load on local churches and treasurers and ensuring that pastors and church staff are paid on time.

Group Benefits for Pastors and Church Staff - Part of caring for our pastors and church staff is providing for group benefits coverage. Because of our collective support all our churches (big or small) are able to offer their employees working at least 20 hours per week the following benefits:

- Life Insurance
- Dental
- Dependent Life Insurance
- Long Term Disability
- Supplementary Health Expense
- Accidental Death and dismemberment
- Emergency Travel Assistance

Local Church Administrative Support

- **Government Compliance** – helping churches understand and ensure they are compliant with all government requirements to maintain their charitable status as a church.
- **Letter of Understanding** – Helping churches hire new pastors with a clear and fair letter of understanding
- **Termination of Employment Agreement** – When pastors leave, we help local churches prepare the required termination of employment agreement and any other necessary forms that need to be submitted to the government.
- **Church Treasurer Support** – helping experienced and novice treasurers serve the local church with training, support, resources and guides
- **Clergy Residence** – assisting pastors to benefit from allowable income tax deductions
- **Suggested Church Policies** – Prevention of Child Abuse, Confidentiality, Conflict of Interest, Facility Rental, etc.
- **Assistance with the Purchase/Sale of Local Church Property**
- **Legal Assistance** – including incorporation documents, charity tax issues, etc.

21

full/part-time staff
serving the FMCIC

367

pastors and church
staff on central
payroll

111

pastors and staff
receiving group
benefits

Ministers Pension

Defined Benefit Portion

We continue to care for those who have faithfully served the church with our Ministers Pension Plan. This plan provides members with a known and guaranteed level of retirement income. The FMCIC Ministers Pension Fund (Defined Benefit Portion) not only looks after our retired pastors, but also funds the FMCIC Mortgage Program – helping local churches build – and the interest charged by FMCIC mortgages is used to support the Defined Benefit Pension Fund. Choosing a FMCIC mortgage for your church helps look after our retired pastors.

Defined Contribution Portion

The Defined Benefit Pension was frozen in 2009 because it was no longer sustainable. This was replaced with the Defined Contribution Plan which continues to provide pensions for our pastors where they determine their contribution level as well as their investment choices.

Because of our collective participation, we are able to provide a Defined Contribution Fund to our pastors at fees that are in many cases half of what an individual could create in their own comparable fund.

FMCIC Loans and Mortgage Program

The FMCIC has two programs which can help fund church renovations, repairs or builds: The Loan Program and the Mortgage Program. Because all church properties are classified as commercial, they do not qualify for residential rates on loans or mortgages. The Management Committee bases the interest rates charged on current commercial/Bank of Canada rates. Unlike most financial institutions, there are no setup fees or penalties for early repayment.

The FMCIC Mortgage Program is funded by the FMCIC Ministers Pension Fund. The FMCIC Loan Program is funded primarily by FMCIC Bonds –churches or individuals with excess funds can help other churches in need by investing in FMCIC Bonds. Their investment in our churches will bring not only an eternal return, but a current interest rate of 1.75% which is paid out in June and December of each year.

Immigration & Refugee Sponsorship

The FMCIC has been assisting churches with refugee sponsorship for over 20 years. As a sponsorship agreement holder, any FMCIC church in Canada can sponsor refugees under our status with the Minister of Citizenship and Immigration.

We help facilitate the process with local FM churches which starts by submitting a refugee sponsorship application package to Immigration, Refugees and Citizenship Canada (IRCC). The local church raises/ allocates funds to support the sponsored individual or family for their first year in Canada.

in 2018
we helped

57

refugees resettle
in Canada

98

pastors receiving
pensions (2018)

\$2.6M

in current church
mortgages

\$1M

in current church
loans (12 churches)



Foundations

Our Foundations provides the medium for generating investment income on donated funds that then affords the on-going funding stream for established endowments, scholarships and various other designated ministries of The Free Methodist Church in Canada.

Free Methodist Foundation

The Free Methodist Foundation is responsible and accountable for the stewardly administration and investment of gifted funds to FMCIC. Its presence ensures that donated funds create a capital base which is separate and distinct from the general church operating funds.

Lorne Park Foundation

The Lorne Park Foundation provides assistance in two ways: through the Leadership Development Ministries Fund of the FMCIC and through designated scholarship funds and academic awards.

Contact

If you have questions about Administrative or Financial services provided by the FMCIC, contact Mark Molczanski, Ah Sun Kim, Roseline Isaac or Isabel Garcia at the Ministry Centre.

2019 FINANCE, ADMINISTRATION + MINISTRY SUPPORT MINISTRY PLAN

Supporting the work of Global Missions, Church Planting, Leadership Development as well as Adminstrating Central Payroll, Pensions, Group Benefits, Accounting, Translations, Legal and other Support Services for FMCIC, Conference and Local Churches

FM MINISTRY & CHURCH SUPPORT	\$605,363	
COMMUNICATIONS	\$40,500	
STEWARDSHIP	\$20,500	
OFFICE EQUIPMENT & EXPENSES	\$82,100	
BUILDING MAINTENANCE, UTILITIES, TAXES & FEES	\$57,800	
MINISTRY PLAN SUB TOTAL	\$805,763	36%

OUR COVENANT TOGETHER....

"Thank you for partnering..."

From our beginnings, we believed in being a connected people who share resources in order to do what God has called us to do in Canada and beyond. By our working – and giving – together, we are able to accomplish far more than we could ever do alone.

At the 1996 General Conference, it was unanimously agreed that all of us would collectively support the Free Methodist family in Canada through our CORE Giving and Giving Streams. This is our covenant together. Our giving together is how we care for each other, raise up new leaders, grow together, become effective disciples and what enables us to accept responsibility for our community.

It is a matter of faith together... practicing it and modelling generosity as a church to our church and how we support and mission together – we are all stronger and do more together when we all fully participate with our gifts, CORE giving and prayer.

Our model of generosity is based on the Biblical tithe - each local church covenanted together to contribute 10% of their monthly Operating Receipts towards our collective 'CORE Giving' – our leadership ministries that support the development of healthy churches across Canada and beyond.

Our ability to effectively support each other depends on all of us giving together. We invite you to dream with us; to minister with us; to support each other as we accept responsibility for our communities.

Thank you for investing your gifts and resources together in building for the Kingdom of God here on earth. Your generosity to your local church and our collective CORE and Giving Streams giving is what enables us to minister together as laid out in this ministry budget.

CONFERENCE, LEADERSHIP & POLICY

CORE GIVING

36%

Includes the ministry and leadership of the Bishop, Church Planting, Leadership Development, Church Health, Administration & Support Services, Regional Coaches, and Stewardship.

Ministry Initiatives Include:

Working with Local Churches
Pastors Network, MEGaP, SCOD,
BOA, Ministry Teams and Coaches
National Prayer
Inspiring Women into Leadership
FMCIC & LGBTQ
Evangelism & Discipleship
Exploring Ministry Partnerships
Retired Ministers & Chaplains
and Francophone Ministry

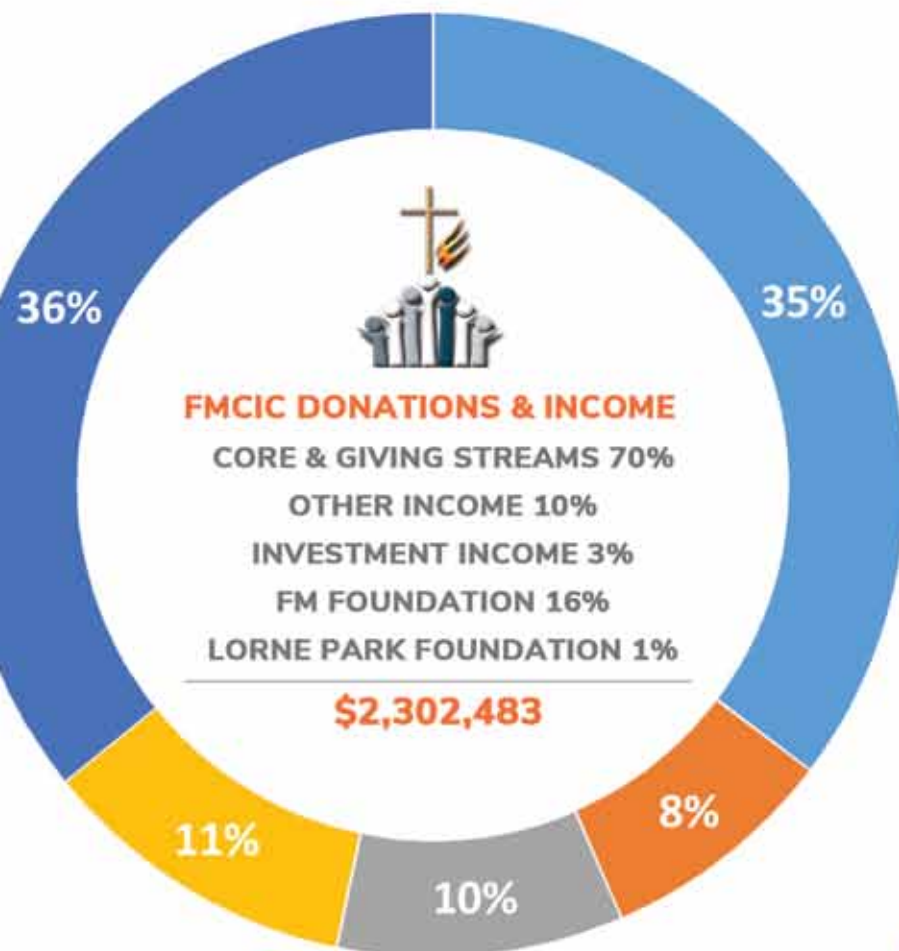
INTERCULTURAL ENGAGEMENT (MISSIONS)

GIVING STREAM

11%

Intercultural Engagement Team
Canadian Opportunities
Global Opportunities
Partnership with International Child Care M
Partnership with Tearfund Canada
Francophone Ministry

2019 FMCIC MINISTRY PLAN



FINANCE, ADMINISTRATION & MINISTRY SUPPORT

CORE GIVING

35%

Supporting the work of Global Missions,
Church Planting and
Leadership Development

Local Church Administrative Support:

Central Payroll for FM Churches
Group Benefits for Pastors & Church Staff
FM Ministers Pension
Local Church Treasurer Support
FMCIC Loan & Mortgage Program
Government Compliance
Clergy Residence
Assistance with the Purchase/Sale of
Local Church Property
Immigration & Refugee Sponsorship
Legal Assistance for
Incorporation Documents
and Charity Tax Issues

LEADERSHIP DEVELOPMENT & CHURCH HEALTH

GIVING STREAM

8%

Local Church Leadership
Identifying Potential Pastors
Tracking & Credentialling
Pastors Network
Ministers Conferences
Ministerial Education Guidance & Placement
Church Transitions
Pastoral Health & Development
Church Health Team
Regional Coaches
Student Ministry

CHURCH PLANTING GIVING STREAM

10%

Church Planting Resource Team
Church Planting Coaches
Church Plant Grants/ Subsidy
Quebec Network
Church Planting Process & Covenant
New Leaf Network

CONTACT INFO

**The Ministry Centre
The Free Methodist Church
in Canada**

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