

Envisioning Meeting Notes
October 16, 2012
9:00 Am – 4:00 Pm
Ballroom A – Delta Hotel
Chairman – Paul Vallee

Welcome, instructions for envisioning, prayer

Workshop on Church Planting in Canada - Jim Reimer, facilitator - 1.5 hours

1. Do you agree that FCA as a national body of autonomous churches should be engaged in a collective, collaborate manner to plant 10 churches in 10 years in Canada?

1b. If you agree, then what are the practical steps we could take to begin to see the process to actually plant churches in Canada?

If you don't agree, then what is your groups view to best accomplish Church Planting in Canada?

Should it be a national strategy to provide resources?

Keep to the autonomy of the local church

Pooling resources from others who are successful

Develop a coordinator and teams

What is the mandate?

Identify local mentors

Work with endorsing church (develop a policy/procedure)

Proper balance in how the leadership functions

Get several people to write a paper with feedback from a regional level to explain the needs and how they believe it could be accomplished?

One of the elder's additional roles could be offering support in their region

Leadership identification (**vision/calling**) in each area (one with heart/passion)

Prayer initiatives

Identify the localities that are best to plant in

Demographics – local needs/culture of the area/can we adapt

Seek the leading of the Holy Spirit

Improve on communication local, regional, national needs/ideas (Skype, FCA Web site, conventions, etc.)

Partnership/point person

Training/equipping for church planters

Send out evangelistic teams to lay the groundwork (learn and understand demographics)

Balance between autonomy and accountability to God

Local resources evaluated (transportation/mentors)

Process suggestion

Divide up 10 churches to 10 regions with 10 separate regional groups that can share their ideas etc.

How do we better collaborate and remain autonomous

Determine what kind of church needs to be planted (identify communities and the type of leader)

Create a clearly defined strategy

People need to see this as a viable option

2. If churches are to be planted then funding becomes a practical consideration. How should church planting be funded within the context of the culture and the polity of the FCA?

Church planter can be bi-vocational

Endorsing church could help in providing financial aid (encourage them to make it a part of their budget)

Church plant could rent/share a building (not permanently)

Discuss the need with churches outside the FCA

From local church – regional - national

A fee increase? Set aside a portion for supporting church planters

Send in a team of 6-10 couples

Church planting fund?

Funded by collaboration of local church budgets?

Who decides how the funds get designated?

Watch out for too much red tape

Change ½ % to 1% for church registration cost

Church planting rep

Voluntary giving (encourage networking with businesses/organizations)

Identify regional funding/government grants

3. If the FCA plants churches and money is raised for church planting, then what form does accountability take place?

Planted church is fiscally responsible to the endorsing church

Make clear the autonomy vs. accountability

Policies surrounding need to be clearly laid out

Create criteria/template for funding and accessibility

Involve local church planters

FCA rep with church planting portfolio

Quarterly financial reports

Semi-annual or at least annual business meetings

How often do leaders get together?

When will the group begin to function on their own?

Help in preparing reports for government funding

Transparency

Community integrity/reliability

4. Should we select one person to give leadership to a church planting strategy with the FCA or should it be a committee of individuals, and if so, how would this be funded?

Support to teams not individuals

Matching funds

May need to jump start donations

Committee with FCA eldership involved/oversee

Increase fee to 1%

Point person

Volunteer Committee

5. Workshop on Leadership Development - Paul Reich, facilitator - 1.5 hours

**ENVISIONING SESSION ON
LEADERSHIP DEVELOPMENT IN THE FCA**

PREAMBLE:

George Barna has been writing on leadership for many years. In his book, *Leaders on Leadership*, Barna highlights the importance of leadership for the church.

"Now, after fifteen years of diligent digging into the world around me, I have reached several conclusions about the future of the Christian church in America.

The central conclusion is that the American church is dying due to a lack of strong leadership. In this time of unprecedented opportunity and plentiful resources, the church is actually losing influence. The primary reason is the lack of leadership.

Nothing is more important than leadership.

...

I have studied modern history to comprehend the dynamics of revolutions, people movements, societal systems and national fortunes. The result is the conviction that there have not been - and are not likely to be - any significant and successful movements, revolutions or other systems in which strong visionary leaders were not at the forefront of those groups, leading the way for change in thought and word and deed.

...

... unless we can develop effective leadership within the Church, we are not doing all we have been called by God to do to effectively and obediently serve Him.

That is why I believe nothing is more important for the future of the Christian Church in North America than leadership."

George Barna, *Leaders on Leadership*, 1997, 18-20.

Another seasoned author on leadership, Aubrey Malphurs, writes:

"The ultimate test of a leader isn't the magnitude of his or her ministry but whether that leader trains other leaders who can sustain the church or parachurch organization when he or she is no longer present. The true test is the leadership legacy that the pastor leaves behind"

~ Aubrey Malphurs, *Building Leaders*, 11

The ultimate test of our leadership individually and collectively as a Fellowship will be our ability to train other leaders who can sustain our churches and the FCA. Aubrey Malphurs is right on the mark, but I don't think he has gone far enough. We should not only be raising up leaders to sustain our churches and Fellowship, we should be raising them up to take our ministries and Fellowship further than we have – to a whole new level of fruitfulness for the kingdom of God. We need to have a vision to raise up leaders for advancement and increase, not just sustenance.

The fact that we all live a finite life in this world requires that we pass the baton of leadership on to the next generation. We need a vision beyond ourselves and our generation. The Apostle Paul taught this so clearly.

2 Timothy 2:2

“The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also.”

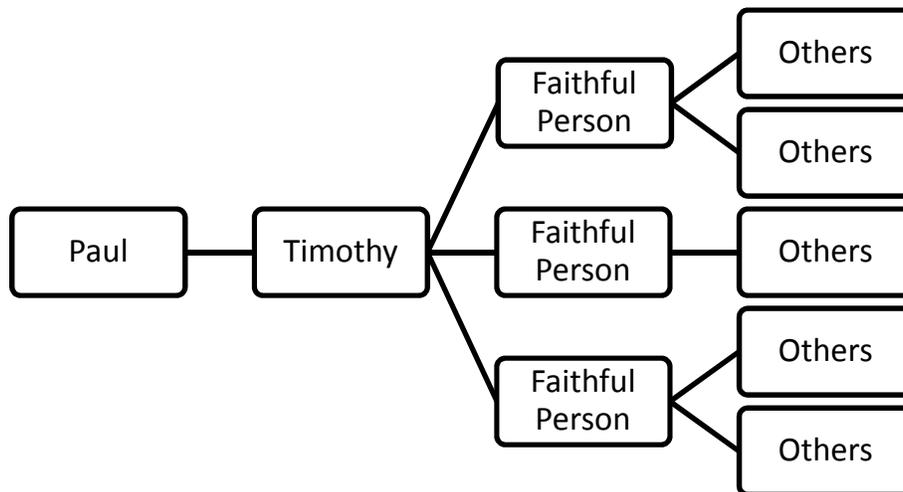
Paul’s vision went beyond Timothy to those Timothy would train. More than that, His vision went to those who would be trained by those that Timothy trained. Paul had a vision for at least three generations of leaders beyond himself. This passage therefore shows leadership transference between four generations of leaders.

2 Timothy 2:2



A leader is not fully trained until he can train others. A leader has not fulfilled his responsibilities until he has raised up other leaders who can carry on the legacy of Christ to future generations. We are not just to make disciples; we are to make disciple makers. We are not just to train faithful men; we are to train faithful men who can teach others. In other words, we are not just raising up followers or ministers for one generation, we are raising up leaders who can multiply themselves.

Not only does this passage convey the need to have a vision beyond the next generation, it indicates a multiplication effect. Paul didn’t say, “Train a faithful man,” he said, “Train faithful men.”



We must also remember that Paul was not only investing himself in mentoring Timothy as an up and coming leader, he was raising up other leaders as well. For example, he was mentoring Titus and his pattern was to train and appoint elders over each of the churches he planted. Jesus invested his life into twelve men who, with the exception of Judas Iscariot, each invested their lives into others. As leaders and as a Fellowship, we need a strategy that will multiply leaders for new churches and ministries, not just sustain the ministries we now have.

That brings us to the purpose for this portion of the envisioning day. How can we as leaders both within our various churches and ministries and collectively as a Fellowship better pass the baton of leadership onto others who can also multiply themselves?

Strategies to Better Equip Current Leaders for Greater Ministry Effectiveness

Recognizing that leadership development is a lifelong process, how can we better equip current leaders toward continual development and excellence in their leadership resulting in greater fruitfulness for the kingdom?

Current FCA avenues commonly used for equipping current leaders in the Fellowship

- Annual Convention
- Regional Gatherings
- Website Resources
- Living Faith Bible College (on campus, distance learning)
- Local Church Seminars and Training

1. What other intentional strategies could we implement collectively as a Fellowship that would raise the level of leadership in our Fellowship by helping current leaders continually develop their leadership knowledge and skills?

- Doing what we are currently doing (as listed above) better—intentionally focusing on leadership development
- Regional Leadership Development Day
- Online courses for church use
- Webinars
- Internship/apprenticeship
- Cross-pollinate pastors
- Encouraging current leaders to mentor/encourage upcoming leaders
- Forum for completing and recognizing completion of courses/programs
- Empowering people to serve
- Mentorship program with a review process
- Field opportunities where leaders can gain experience
- Share bio's on a website to encourage networking
- Identify people who have a skill in leadership development

2. What knowledge or skills would you personally like to receive training in to become a more effective leader?

- Skills in fund raising
- Good Seed International
- Altar calls/closing the sale
- Prayer and fasting
- Leadership training
- Effective communication
- Accountability from staff (people identify their own goals)
- Develop a template to help people form a lifelong learning plan
- Conflict resolution
- Dealing with difficult people
- Hearing/discerning God's voice
- Self-evaluation as a leader
- Empowering others
- Casting vision
- Being led by the Holy Spirit and spiritual gifts
- How to mentor
- How to raise up volunteers
- Training in worship leading/ministry
- How to recognize and release leaders and their gifting
- Character development
- Delegating well
- Time management
- Administration
- Knowledge of how to use the 4 C's
- Counseling
- Hunger and thirst for the knowledge of God
- Organization
- Communication/Technology

Strategies to Better Equip Emerging Leaders

Several writers have identified five levels of church leadership. Though labels may vary, the groupings are consistent

Level 1 Leaders—Grassroots: Small group leaders, pastoral care workers, class teachers, etc. Those who have direct face-to-face influence in guiding and encouraging a limited number of people. They would normally be unpaid, volunteer lay workers.

Level 2 Leaders—Overseers and Supervisors: Elders, deacons, leaders of church departments, leaders of ministry teams, etc. Their influence is multiplied because they are encouraging and equipping others who are also leading, but their sphere of influence is still limited because of their other regular employment, and because of their focus on their own locality. This category could include self-supporting or “tent-making” pastors and missionaries, as well as volunteer supervisors of a number of house churches.

Level 3 Leaders—Vocational Leadership: Pastors, church planters, evangelists, missionaries, etc. Leaders who are devoting most if not all of their time to the work of Christian leadership. Like the Type 2 leaders, they are also overseeing volunteer leaders, but their influence is broader because they have more time to devote to their task. Yet their focus is still limited to a particular locality.

Level 4 Leaders—Regional Leadership: “Leaders of leaders” or those whose influence is felt within a region including influential pastors, multi-site church planters and leaders, regional leaders of church-planting movements and ministries, district supervisors, the principal of a small Bible college that serves a particular province, etc. Their ministry is generally indirect, in that they work with and through the local leaders who have the primary face-to-face contact with the people. Regional leaders will also interface with national leaders, primarily within their own group or denomination.

Level 5 Leaders—National Leadership: Leaders of church-planting movements and ministries, denominational leaders, pastors of strategic churches, national missions or Christian organizations, or training institutions that draw their students from the entire country, etc. Leaders who have influence throughout the entire country, or internationally. They may exercise influence through policy-making, writing, mass media, or speaking at national conferences, in addition to their personal influence on coworkers who have broad responsibilities themselves.

1. What is your church currently doing to develop leaders in each of the above five levels of leadership?

Level 1:

- Integrate marketplace leaders.
- Emphasize character over gifting
- Create a culture of equipping (identify, recruit, replicate)
 - o Do bi-monthly events to envision, equip servant leaders
 - o Annual/bi-annual in house conferences

Level 2:

Level 3:

Level 4:

Level 5:

2. What strategies do you currently use for identifying new and emerging leaders?

- Relationship
- Experiment
- Prayer (for labourers to be sent into the harvest field)
- Ministry fair
- Re-envision gifted people to the Kingdom cause
- Mentoring: invest time in someone and help them develop

3. What strategies do you currently use for raising up emerging leaders (include relational, experiential, and instructional strategies)?

Relational Strategies (e.g. mentoring, coaching, etc.)

- “Staff Meeting” that includes non-staff members who partner in ministry
- Retreats
- Honouring the “positions”—encouraging respect
- Unconditional love

Experience Strategies (e.g. opportunities for ministry experience)

- Internship program
- Retreats
- Cell Leadership
- Prayer seasons/summits
- Sharing life experiences

Instructional Strategies (e.g. skill training, courses, etc.)

- School of ministries
- In house conferences with equipping workshops
- In house discipleship program (includes “experience” elements)

4. If spiritual leadership is “bringing people onto God’s agenda” (Blackaby), what spiritual traits, principles, practices, and skills are essential for emerging leaders to develop in order to do this effectively?

- Hearing God (listening prayer)
- Devotional Life (in the Word)
- Hearing from experienced people (mentorship)
- Humble, teachable
- Covenant relationship
- Servanthood
- The Holy Spirit—the Pentecostal experience
- Communication
- Stay in touch with culture/generation you are leading
- Provide opportunities for leaders to emerge organically

5. What Bible knowledge do you believe is essential for emerging vocational leaders?

- Needs some form of formal leadership training
- Systematic theology
- 5-fold ministry understanding
- General/Growing knowledge of the Word
- The nature and character of God
- Prayer and prayer strategies
- Scriptural teaching on relationships (covenant relationship)
- Keys to salvation
- Leadership styles of the Bible

6. What leadership and management knowledge and skills are essential for vocational Christian leaders?

- strong leadership skills
- Financial management
- Counseling skills
- Knowing your weaknesses and how to team with others to make up for them
- Understanding your role and the roles of others around you
- Recognizing the strengths in your team
- Administrative skills

7. What other knowledge and skills do you believe are essential for vocational Christian leaders? (eg. Ministry skills, people skills, etc.)

- Mentoring
- Social skills
- Minister in the Holy Spirit
- Church discipline
- Relating to your culture (being relevant)
- How to minister the baptism of the Holy Spirit
- Writing skills
- Counseling skills
- Learning how to identify/meet needs in the community
- Multimedia technology skills
- Current issues/issues of the times/social issues
- Empowering people to fill your weakness
- Spiritual gifting
- inner healing, deliverance
- Listening skills
- Educational/bible studies within the church

8. To be more strategic and effective in reaching our nation and world for Christ, what new knowledge and skills would current and emerging leaders need to develop?

- Maturity action plan
- building healthy relationships

- foundational instruction (reading from the same page)
- networking skills
- technology skills (for social networking)
- Spiritual gifts
- Spiritual warfare
- Breaking ethnocentrism/cultural barriers

9. What new training strategies for developing leaders should we explore and implement?

- coaching – 1 hour/week (prayer/reading)
- Apprenticeship
- making use of the older generation
- being willing to explore things outside the traditional way of doing things/looking at the past and what has worked
- Staff activity report

10. What types of strategic partnerships within the Fellowship would greatly increase our effectiveness for intentionally developing emerging leaders (between churches, church-based discipleship schools, Living Faith Bible College, other organizations)? What would these partnerships look like?

- Regional gatherings
- Who has a passion/for what
- Partnering with other organizations (i.e. – EFC)
- How can chaplains build relationships with local churches
- Book: *The Church at Work* (John Pellowe)
- Promote inspirational training by “provincial” elders
- ISOM

11. How can Living Faith Bible College better help the local church with leadership development?

- Video courses?
- Intensive courses on the LFBC campus?
- Intensive courses in select regions (BC, Alberta, Manitoba, Ontario)?
- Emerging leader retreat?
- Local church seminars?
- Other?
- Build relationship retreats
- Self assessment tools
- Become lifelong learners
- Develop bios of all ministers
- Off campus courses
- Webinars
- Modular courses taught at local settings

12. What addition insights or suggestions do you have that would benefit leadership development in the FCA.

- Each one teach one
- Building mentoring relationships within the fellowship between pastors
- Scholarship funds to help students/ongoing learning
- Self assessment and peer assessment processes for credential purposes
- Performance test/reviews to enable “coaching for success”

6. Great West Life - re Ministerial Pension Plan – Jim Reimer & Gene Enns - 40 minutes

David Devine from Great West Life in Winnipeg made a presentation that is now on the FCA website.

With this proposal the fellowship will have to contribute a minimal amount of \$15,000. Each member has to contribute a minimum of \$1,500/year. The churches have to match at least 1%.

There is an advantage with a group plan of the church not having to pay CPP and EI for their portion thereby giving their staff a raise without costing any money.

Those churches that already have a number of staff working don't have to pay any upfront fees if they have at least 6 staff members.

Churches can also join through the CCCC's. They require a minimum of 5% match from the church.

Should we require churches to have a Retirement Savings Plan if they wish to be a member of the FCA to protect our pastors?

It was suggested that we send a letter addressed to the church boards to encourage them to get involved in a Group Savings Plan.

Ministries sending out and supporting missionaries should also consider this type of plan.

7. Need and plan for position papers on Ethics – Paul Vallee, Facilitator - 40 minutes

Paul introduced the following paper that was compiled by Roger Armbruster. Paul asked for a showing of approval by standing up. A strong support was noted.

Statement of Ethics

(Note: suggested changes are in red)

1. We believe that human life begins at conception, and that the new human cell formed at conception has all of the properties, the DNA, and the self-organizing power of a fully complete (albeit immature) human organism constituted to continue human development, growth and maturing seamlessly throughout embryogenesis, birth, infancy, childhood, adolescence and adulthood—all at different stages of the maturing of human life. Psalm 22:9, 10; 71:6; 139:13, 14; Isaiah 44:2, 24; 46:3, 4; 49:1, 5.
2. We believe that abortion is the tragic and unjust taking of the human life of the most vulnerable and defenceless in our society, and constitutes the violation of the calling and of the human rights of the babe in the womb, and it violates the commandment not to kill. Luke 1:15, 41, 44; Judges 13:5, 7; Jer. 1:5; Galatians 1:15, 16.
3. We believe that marriage is the lawful union of one man and one woman to the exclusion of all others. We believe that the covenant of marriage is rooted in the way we were created in the beginning in the image of God, and born as male and female, and is founded upon the equality and the complementarity of gender, and of the biological reality that we humans exist in two sexes. Genesis 1:27; 2:23, 24; Matt. 19:4-6; Ephesians 5:31, 32; II Cor. 11:2; Revelation 19:7; 21:2.

It therefore supports the inherently procreative relationship that exists only between a man and a woman, and is for the preservation of the intergenerational community. Therefore, marriage is not only a legal *contract*, but a *covenant* that has the unique power to promote the exclusive and **lifelong** sexual, psychological, emotional, social and spiritual bonding of a man and a woman.

4. We believe that all human life is **sacrosanct**, and has a God-given purpose, meaning and dignity, and that it not only begins at conception, but that it ends in natural death. Therefore, to this end, we believe that both euthanasia and assisted suicide are an attempt by humans to usurp the role of God and of His plan for human life from the beginning of life until the moment of death. We are God's workmanship to whom He has given a purpose, meaning and dignity to every phase of our human life on earth from conception to natural death. Psalm 139:15-18; Eph. 2:10; II Tim. 1:9.
5. We believe that the call of the church is to show compassion for the poor, the broken, the vulnerable, the defenceless, and the helpless **from every race, colour and gender** which includes revealing the Father's heart not only for the pre-born, but for the women who are too often abandoned and rejected, and also for the orphans, the fatherless, the widows and the afflicted. Our call is to come alongside these and to reveal the spirit of adoption

which connects and embraces the lonely and the solitary into family. Psalm 68:5, 6; Isaiah 1:17; James 1:27.

We who form the community of the Christian faith are no better and certainly not superior to any other human being, and we, who have been saved by grace alone, and who name the name of Christ, ought to extend that same grace that we have received to every human being who is willing to come to the cross for the healing of our human brokenness, and to be restored to family in a way that mends and heals rather than normalizes and sanctions human brokenness and generational gaps.

8. A proposal to change the annual convention date – beginning 2014 – Paul Vallee - 40 minutes

Canada hosted the convention in April in 2010. We will cancel our fall (Oct) convention in 2014 and have it on April 23-25/14.

There is a recommendation to change our convention to April every year but not on the same week as the US have their convention. We can also change the locations from East to West each year.

5 rotations (1 western US; 1 in Eastern Canada; 1 Midwest US; 1 in western Canada; 1 in Eastern US).

Paul asked those attending to stand if they are in agreement to change the convention as stated above.

OTHER ITEMS

1. Could the FCA apply for charitable status in Canada?
2. Is the bursary being promoted enough? Could there be churches that can contribute toward the bursary so others can attend.
3. Succession planning is something we should be discussing in the future.
4. Leanne Golan spoke about www.fcaministers.com along with a facebook page. We are looking for great Canadian content that we want to add to our site.

Paul Vallee closed the meeting in prayer at 3:45 Pm.

These notes compiled by

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