



Lead Beyond Honour the Past
Build the Future

**Development
Plan**



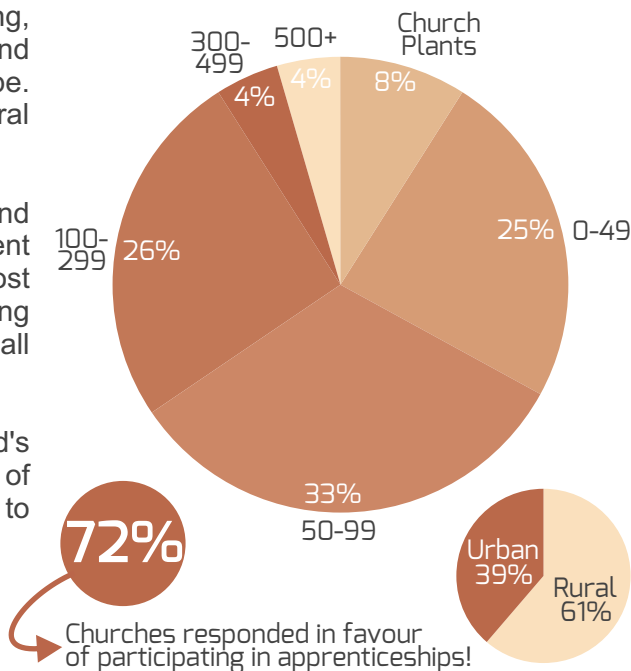
The EFCC At A Glance

The EFCC is an association of 157 self-governing, interdependent churches, church plants, and mission outposts in Canada and around the globe. We are comprised primarily of small, rural churches.

What we believe determines what we value and what we value defines how we live. Our Statement of Faith centers on the Gospel; God wants lost people found. We are people of the Word; knowing and obeying the Word of God is fundamental to all true success.

We embrace prayer as the primary work of God's people. Without the empowerment of the Spirit of God, we can accomplish nothing. We are called to faith-filled risk.

Total Churches – 160



LeadBeyond At A Glance

The EFCC has been served well and shaped by a series of pioneers and builders, people of passion and faith who were moved to reach people groups with the gospel. However, current leaders are aging. Our recent group insurance renewal reveals a growth in our 55+ membership on the plan with 50% of our leaders being over age 50.

We are called to perpetually raise up new generations of leaders who cherish the gospel as the singular message of hope, who understand and embrace the ethos of the EFCC, and are skilled leaders committed to moving people to God's preferred future.

With the support of the districts and EFCCM, LeadBeyond will focus our attention on identifying, advising, apprenticing and affirming all levels of church and mission leadership!

The LeadBeyond Mission Is Best Achieved By:

Honouring the past: knowing the EFCC history and what God has done among us.

Building the future: working in partnership with our District Superintendents, our district boards, our lead pastors and our local church leaders to identify and train new leaders. Becoming a leader is a fluid process that lasts a lifetime!

Leadership starts with foundational learning and continues with daily renewal, specialized training and, most importantly, experience.

Just Imagine:

- A whole new generation of leaders embracing the call of God in an environment of encouragement and support that inspires, equips and unleashes their ministry potential.
- Present leaders affirmed and encouraged to share their discernment and insights and to continue in their own development as leaders.
- A diverse network of like-minded partners working together to identify, inspire, equip and deploy courageous leaders!

Key Opportunities And Challenges

Encouraging Ongoing Investment and Contribution at a Local Level

We recognize the vital place that local leaders hold in the success of this initiative. As a denomination that values congregational leadership, we invite the contribution and input of leaders at all levels across the EFCC/M. We also acknowledge a sense of disillusionment with national initiatives that may at times limit contribution if they are perceived as inapplicable to local contexts.

Consequently, with the full support of the District Superintendents, we are committed to transparency and collaboration with those at the grassroots level of the EFCC, trusting that through increased communication and the development of relationships, we will be better equipped to move forward in unity of purpose.

A commitment to developing a culture of reproducing leaders is required at all levels of the EFCC in order for the initiative to be successful.

Key Opportunities And Challenges (Cont'd)

Training Must Be Applicable to Local Contexts

We acknowledge the differing dynamics present in urban, suburban, rural, large, small and micro churches. These varying needs require different qualities from their leaders.

Consequently, we recognize that training must be contextualized to the places where leaders will serve and are committed to making training and resources as accessible as possible.

Strategic Priorities: Phase 1; EFCC Ministry Workers

We recognize the need to focus our efforts on pastors in the first year, but in the long-term plan to broaden our scope to include training leaders in all ministry positions.

Leaders in training with LeadBeyond will be called Apprentices as we will focus on the practical elements of ministry and leadership development. During their training, experienced leaders (called Mentor-Coaches) will come alongside our LeadBeyond Apprentices to facilitate their development.

Provide Practical Application: LeadBeyond will seek to provide Apprentices with a balance of practical and theological training to help them experience how the two work hand in hand in ministry. We will also seek to provide current ministry workers with practical resources that address relevant issues.

Mentor-Coaching: We will not only work to establish a network of Mentor-Coaches for Apprentices, but will provide Mentor-Coaches with training to ensure that they feel supported and equipped to invest in LeadBeyond Apprentices well.

Please Note: While LeadBeyond survey respondents valued formal training, that is outside the scope of this initiative. We will encourage leaders to access quality training opportunities that already exist within each district.

Networking: Survey respondents expressed a desire for increased collaboration and accountability that could result from better connection at all levels of current leadership. Consequently, we will seek to support and encourage increased communication and collaboration on multiple fronts:

- Between other local pastors and denominations: for ongoing support and collaboration with others who are facing similar challenges in ministry.
- Between other kinds of leaders: not just pastors, but elders and other local church leaders, where they could connect and support each other in the specific needs that those roles require.
- Between Apprentices who could connect on a national level or perhaps within each district to be trained and to find mutual support as they develop in leadership together.
- Between current leaders at all levels of leadership: this includes more collaboration between the national office, the local church, and district leadership.
- Between Apprentices and current leaders in Mentor-Coaching relationships.



Resourcing: The majority of leaders who responded to the survey expressed a desire to be connected to applicable leadership development materials.

We will work toward providing those resources as they relate to LeadBeyond's established priorities.

Leadership Of LeadBeyond

Dan Nicholson: serving as the EFCC's Leadership Catalyst, Dan is bringing direction and leadership to the initiative.

Karmen Stel: works as the LeadBeyond Project Coordinator to support the administrative elements of the project.

LeadBeyond Team: Comprised of EFCC leaders from various levels and contexts of leadership, the LeadBeyond Team collaborates to work toward our shared goals. The team includes: Ann Griffiths, Lorin Bergen, Marilyn Reichert, Rob Stewart, Linda Stromsmoe, Glenn Gerbrandt, Brad Jarvis, Dan Nicholson, and Karmen Stel.

What Can You Expect From LeadBeyond?

We Commit to "Honour the Past" Through:

- Reaffirming and re-stating our EFCC ethos and what leadership in the EFCC looks like...in essentials unity; in non-essentials charity; in all things Jesus Christ.

We Commit to "Build the Future" Through

- Increasing partnership with district, mission, and local leadership
- Discovering, affirming and training the Mentor-Coaches among us
- Assisting in the networking of Mentor-Coaches and Apprenticeships
- Encouraging the development of "cluster" groups of leaders that share the burden of leadership through case-study dialogues
- Re-awakening contact with Bible colleges as we seek emerging leaders
- Re-thinking and implementing an Apprenticeship strategy
- Resourcing these goals by the discovery of new financial partners
- Connecting local church leaders to valuable leadership development resources



Business Plan Strategy

30 For 30's Place Within Leadbeyond

We recognize that finances can at times be a limiting factor in local churches' ability to host interns and invest in leadership development, even though many leaders have expressed a strong sense of willingness and excitement to support the development of EFCC leaders. Consequently, at the EFCC Conference in 2014, we announced an initiative called 30 for 30. To celebrate 30 years of the EFCC's ministry in Canada, we're asking for \$10 per attender per year over 3 years (\$30 over 3 years).

Funds raised will be used to support ongoing leadership development and affirmation of our established apprenticeship model.

A Sustainable Financial Model

We must strategically grow and diversify a budget for this leadership initiative. Our financial priorities that must be raised include:

- \$9,000 to assist the District Offices in developing resource libraries.
- \$8,000 to develop pilot training sites in churches to train new ministry workers
- \$9,000 to train and equip Mentor-Coaches.
- \$8,000 in additional travel expenses per year for LeadBeyond Leadership
- Starting in 2016, we need to raise **\$48,000 per year** to sustain Apprenticeships.



Starting in 2016: We need to raise \$48,000/yr to sustain Apprenticeships.



LeadBeyond

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