

1 FELLOWSHIP COUNCIL MINUTES

2 January 31 – February 3, 2001

3 Simi Valley, California

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5 ❖ **Overview**

- 6 ➤ The Fellowship Council met beginning with a dinner on Wed evening until 11:30 Saturday
7 morning. Representatives of Cooperating Organizations were invited to join the fellowship
8 council all day Thursday.
9 ➤ A major agenda item was short-term goals in support of the "Developing Leaders" continuing
10 objective.

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12 ❖ **Wednesday Afternoon and Evening, January 31, 2001**

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14 ➤ The Leadership Team met from 3:00 until about 5:00 PM in order to finalize the agenda and
15 determine new business
16 ➤ The full Fellowship Council came together for dinner at the church at 6:00 pm.
17 ➤ Fellowship Council Meeting 7:15–8:30 p.m.
18 ▪ Present: Dr. Ron Manahan (Moderator), John McIntosh, Dr. (Cmdr) Jerry Young, Ron
19 Boehm, Joel Richards, Jim Custer, Dick Placeway, Bob Combs, Tad Hobert, Dr. Terry
20 Taylor, Dr. Jeff Gill, Dave Mitchell, Jesus Munoz, Dan Thornton, Tom Avey (FC), Greg
21 Howell (Sec.), Absent: Tom Stallter (family illness), Keith Shearer (family death).
22 ▪ Chairman Manahan led us in a Team building exercise
23 ▪ Chairman Manahan reviewed the Agenda: He pointed out some of what we do will be
24 routine, i.e: committees, conference planning, receiving reports from national organizations,
25 work on policies, new church application process, fee structure, Liberty/ Riverside
26 Churches, etc.
27 ▪ Leadership Team report by Dr. Manahan: The leadership team met twice since National
28 Conference
29 • Nov. 12-15, 2000 at Cambridge Ohio with cooperating organization representatives.
30 Discussion resulted in a list of short term goals (see in minutes for Thursday).
31 • Jan. 18, 2001 phone conference. To review proposals to be presented at the Winter
32 Fellowship Council meeting.
33

34 **013101-01 REPORT of the Fellowship Coordinator**

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36 ▪ Fellowship overview and report (Tom Avey)
37 ♦ Overview of Good News
38 ➤ This is the first Fellowship Council where none of the regional Fellowship
39 Council representatives were on the council when the Fellowship Coordinator
40 was hired.
41 ➤ Each time we list positive changes of the past 10 years in the FGBC the list is
42 very impressive.
43 ➤ FGBC Cooperating Organizations are working well together and each excelling
44 in their respective areas.
45 ➤ Focus Retreats are strong and are attracting new young pastors and leaders.
46 ➤ Conference is getting good reviews

- Our three year commitment to the priority of developing Leaders has resulted in a three-year continuing theme for our National Celebration "Taking the Lead"
- Tom is encouraged in his personal contacts with pastors due to their quality and commitment to the Word.
- ◆ The Challenges of Change:
 - A new Fellowship Council paradigm:
 - The Fellowship Council is beginning to see itself as a real leadership body in the FGBC rather than just a membership management team and conference planning team.
 - We need to balance this new leadership role with the realities of autonomous local church and autonomous cooperating organizations.
 - It is still true that there are three things that keep us together – Biblical Relationship, Biblical Mission and Biblical Truth.
 - The tools we have to affect leadership are
 - ◆ National Conference
 - ◆ Focus Retreats
 - ◆ Communication through the national office
 - Our job is to "connect the dots" that make up the FGBC.
 - While we must recognize the realities of autonomy we must also recognize that the Fellowship Council is growing in influence and can exert positive spiritual leadership in the FGBC.
 - A new movement?
 - We need to use that influence to create movement in the FGBC. If we are a "movement" than we must "move".
 - We need to continue to encourage team work between the cooperating organizations, especially Grace College and Seminary, CE National, Grace Brethren North American Missions and Grace Brethren International Missions.
 - Analogy – the greater FGBC (churches and cooperating organizations) is a bicycle where the churches and people are in the driver seat but the wheels are the National Organizations. Those wheels must be lined up and turning in order for us to move. Otherwise we will "fall over" of our own weight and inaction.
 - Note: while we all agree that the National Organizations serve the churches, it is true that three of the four major National Organizations (GBIM, GBNAM, and GC&S) were founded before the FGBC.
 - Executive Directors of GBNAM, GBIM, GC&S and CE National have been meeting together to share and refine vision for their organizations.
 - We need a simple by-line that is a constant reminder of why we exist. Something that is always printed alongside the "Fellowship of Grace Brethren Churches".
 - FGBC Finances— our income is based on declining membership while expenses increase due to inflation and some ministry growth. At the current rate, in 2-3 years our expenses will exceed our income. Due to approval requirements in the Manual of Procedure, the affect of any recommendations taken by the Fellowship Council will take almost a year to be realized.
- ◆ QUESTIONS/COMMENTS

- Hispanic contingent growing as evidenced in their attendance at FOCUS.
- Down side of autonomy is that nobody has the authority to: keep churches and/or property in FGBC, provide compensation information or practical procedural information. Not to change autonomy/but to bolster what we have without destroying the good. Improve communication structures.

❖ **Thursday, February 01, 2001**

- PRESENT: Dr. Ron Manahan (Moderator), John McIntosh, Dr. (Cmdr) Jerry Young, Ron Boehm, Joel Richards, Dr. Jim Custer, Dick Placeway, Bob Combs, Tad Hobert, Dr. Terry Taylor, Dr. Jeff Gill, Dave Mitchell, Jesus Munoz, Dan Thornton, Tom Avey (Fellowship Coordinator) and Greg Howell (Sec.), Absent Dr. Tom Stallter, and Dr. Keith Shearer.
- Guests: Ed Trenner, Ed Lewis, Janet Minnix, Ken Seyfert, John Patrick, Wayne Hannah, Larry Chamberlain
- Dr. Manahan opened the morning with an outline of events, explaining that the Cooperating Organizations representatives were present to answer questions arising as a result of our having already read their reports and to contribute to discussion about the short-term goals.
- New members were introduced through the 3 days of meetings. Jesus Munoz shared a little of his life and ministry. Joel and Jerry led in prayer.

020101-01 REPORTS from cooperating organizations

- Each cooperating organization was asked to submit a written report to the fellowship council in advance. The report was to focus on the continuing objectives of the FGBC specifically, how does each ministry contribute to those objectives.
 - GRACE: What percentage of Seminary students are Grace Brethren and pursuing the pastorate or missions? 26%
 - GBNAM: Would career missionaries have responsibilities beyond their responsibility of church planting? There is a need for area pastors to help build a sense of team in the FGBC and to encourage pastors (beyond church planting). Kurt Miller is assessing each Facilitator's giftedness. Connectedness is our constant plaguing problem, anyway that GBNAM can assist will always be open for possibilities especially in facilitation. The Paraclete ministry will probably help fulfill this need. Tom Avey explained the philosophy and that Charles Ashman is heading it up. It keeps coming up that it would be helpful to have guys in the individual regions. Ed Lewis noted that if different districts could find someone in their district to be a district shepherd.
 - Terry Taylor mentioned that most of our (FC) bonded ness is because most of us have the common bond of having trained at Grace Seminary. Is there any consideration of reinstitution financial help to FGBC seminary students—Yes, some funds are now being raised. Ron admitted that they need to work better at recruiting those Bible and Youth FGBC undergrads that are right on campus, and financial aid is an issue. Also we need to have some additional paradigms since we probably will never be able to reclaim the good old days given our current and future culture. It is the shared experiences and encouragement of ethical behavior.
 - GBIF has for the couple of years been able to provide grants for scholarships, have a continual interest in funding needs around the Fellowship and pledge their continued support. Hispanic pastors are not, as a rule, coming out of the FGBC, so Jesus Munoz is setting up some training. Jesus was referred to Tom Stallter for future development.

- 1 ▪ CE National has Youth Ministries Institute extensions at Washington Bible College (DC).
2 CE with GRACE and GBNAM are working to find 1000 people during the next 10 years
3 that will go into Christian service. We need to be identifying children and youth and
4 encouraging/nurturing them along.
- 5 ▪ Executives of Grace College, GBIM, GBNAM, CE National and the Fellowship
6 Coordinator attended a seminar by Bruce Wilkinson where he encouraged us to move to
7 Vision statements to quantify our Mission statement. (A Vision statement is visualizing a
8 need met). We need to have a system for tracking and measuring.
- 9 ▪ John Patrick presented results of a survey Lee Dice is working on (results represent about
10 35% of 501 surveys). He pointed out these early observations which will probably
11 continue. Many (31%) pastors are woefully underpaid. Maybe we need a national office
12 for the ministerium. Certainly we need to mentor 2-5 young men. AGBM will have a booth
13 at BNYC. Need to establish a scholarship situation to encourage young men to attend
14 Seminary. Suggest that we write a good quality self-study tool on licensure preparation,
15 including history/doctrine. ("GBC for Dummies").
- 16 ▪ Wayne Hannah gave an update on Tom and Doris Julien and their ministry to University
17 students in Paris. Africa is complicated. The prayer response was good, some signs of
18 revival. Roger Peugh just returned from CAR and gave a good report. Lines of
19 demarcation between mission organizations are dissolving and we are able to minister in
20 areas previously closed. Brazil sends more missionaries than any other country. USA is
21 2nd, and Korea is 3rd. CHARIS fits in with model well. Many of our fields are establishing
22 their own sending agencies. Even in Kirgistan they are sending CHARIS associates to the
23 eastern part of the country.
- 24 ▪ INTERNATIONALS USA—Ivanildo suggested that a task force be established to study the
25 changing demographics in this country, their implication to our Fellowship and to make
26 recommendations to the National Conference in the future—this could be called “The
27 Future Multi-Ethnic Fellowship of Grace Brethren Churches.” US Census shows that the
28 largest number ever of people living in the US were not born here. How can we encourage
29 churches (like Bellflower) that are establishing churches within their church and offer their
30 successes as help to others in similar neighborhoods. Would be interesting to take a
31 demographic survey within a 5 mile radius? However, we are driving-to churches, many
32 live well outside the community where the building is located. Most Christians are not
33 doing anything with other Christians let alone with unbelievers. However, most people do
34 not consider where they live to be their community as much as their work place, etc.
- 35 ▪ GRACE VILLAGE—Jeff Carroll distributed list of churches that have responded to the
36 Director Defendant Fund. We need some greater participation. GV’s goal is to provide
37 part of \$300,000 owed to DD which is projected to be paid back May 2004 out of interest
38 on money set aside to repay original investors.
- 39 ▪ WOMEN OF GRACE USA—Working on the process of name change, encouraging
40 churches to take and use parts of the program and incorporate them in any area of church
41 life appropriate. Janet distributed a prototype brochure about WOGUSA. She expressed
42 that 10,000 challenge was an attempt to encourage all women in all churches to recommit to
43 their ministry involvement not necessarily in WOGUSA.
- 44 ▪ HERALD REPORT—Jim Bustraan was not available for questions

- Dr. Manahan introduced a draft of strategic goals. This draft had been a result of discussion at the fall Cambridge strategy meeting and had been distributed to the Fellowship Council in advance of the meeting.
- Leadership
 - ◆ Conduct 4 pastoral ministries days at Grace [Jack Rants, Ken Bickel by 12/31/01]
 - ◆ Identify at least 60 pastors who each identify 3 individuals being mentored for ministry leadership in the FGBC (especially pastors, church planters and missionaries). [Identify pastors: Fellowship Council, Quarterly newsletter: ? Data collection: National Office by 12/31/01]
 - ◆ Pastoral ministries booth at BNYC - for exposure to ministry possibility and to collect names. [AGBM by 07/01]
 - ◆ Develop a strategy to connect with GO team, OB, Time Team and other short term ministry participants to ministry leadership in the FGBC. [AGBM / National Office by ??]
 - ◆ Pastoral support group on Grace campus [Ken Bickel by 03/01]
 - ◆ Placement of at least 1 new ethnic minority member on each national board. [Grace, GBNAM, CE National, GBIM, BMH, WGUSA, AGBM by 01/03]
 - ◆ Promote Ethnic Ministries [Cross-cultural training at every national conference: Provide Spanish translation at all plenary sessions at conference: Significant platform testimony time for ethnic ministries at national conference: NOT ASSIGNED! By 07/01]
 - ◆ Develop a strategic plan to encourage Hispanic ministry leadership development [Jesus Munoz, Ivanildo Trindade 02/01]
 - ◆ Develop a proposal for transition teams to help churches. [Charles Ashman by 07/01]
 - ◆ Conduct a women's focus retreat in 2001. [Janet Minnix (Women of Grace, USA), National Office by 12/31/01]
 - Listening
 - ◆ Identify 15 Pathfinders [Leadership team by 11/00]
 - ◆ Meet with Pathfinders [Leadership team by 07/01]
 - ◆ Conduct annual surveys that help us understand ourselves demographically [Tom Avey by 04/01]
 - ◆ Develop a plan to welcome new and future pastors. [AGBM by 02/01]
 - ◆ Develop a plan to visit each District ministerium. (includes communicating a leadership development challenge) [AGBM by 02/01]
 - ◆ Identify challenges and develop a plan to address FGBC organizational needs that increase it's ability to lead. [Tom Avey, Jim Custer, Galen Wiley, Dave Plaster, Jesse Deloe by 11/01]
 - ◆ Conduct focus groups at adult conference. Linked to questions like – What would it take to keep you...and also linked to the continuing objectives. [Steve Grill (budget \$500) by 07/01]
 - Communication
 - ◆ Produce a lead ("lobby") piece that answers the question, "What is the FGBC?" [BMH by 07/01]
 - ◆ Review Fellowship Council job description in reference to listening and communicating. [FC – Structures committee by 02/01]

- ◆ Develop a plan to enhance electronic communication. [Tom Avey by 07/01]
- ◆ Review need for new Logo [Tom Avey by 12/31/01]
- ◆ Publish a book that is a collection of FGBC authors that help answer the question, "What is the FGBC?" [BMH by 11/01]
- ◆ Increase the email newsletter list to 4000 addresses [Tom Avey by 11/01]
- ◆ Develop a strategy that offers multiple communication tools in FGBC churches that create increased exposure to the FGBC story. [Tom Avey/BMH by 3/3/01]
- ◆ Propose ethnic diversity wording for fellowship-wide directional statements. [Fellowship Council by 02/01]
- By-Line
 - ◆ Develop a proposed by-line for the FGBC. [NatOrg Execs by 12/31/01]
 - ◆ Conduct Focus groups to react to and refine an FGBC by-line. [Fellowship Council by 07/02]
- Chairman Manahan presented the following talking points to be considered while discussing small groups.
 - Is the FGBC needed any more
 - Am I standing in the way of the FGBC
 - Is the way we are (or used to do) inadequate?
 - Is change our only hope?
 - Eventually someone has got to assume responsibility for something. Ron's personal hope is that even if these are small steps that we would end with "I choose to be accountable, I choose to do my part." As busy as we are even this (FC) is a part of that stewardship.
 - We should assess our Fellowship's ability to change. Possible reactions to change include:
 - Preserving peace at any price
 - A turn toward cynicism
 - Always maintain a mental picture of leaving.
 - Willingness to persevere
 - Favoring deep change (co-dependence between personal and Fellowship-wide change.)
 - Follower ("stakeholder"- those people the FGBC serves) questions:
 - Do they believe that my Fellowship and I are masters of ministry?
 - Do they believe that we reach worthwhile objectives (if they followed us would we end up someplace good?)
 - Do they believe that we will fix our problems? (Are we people that work toward solutions?)
 - Does the public believe that we add a value added component that helps them join with us and not with someone else?
 - Note: This is a place to start and he expects that FC will identify other issues/questions.
 - Ron referred to the rehearsal of the OT mighty acts of God. Judges 2 a critical moment in the history of Israel when they forgot to rehearse the previous mighty acts of God. v. 10. Begins a negative period of about 300yrs. Ps.78, Ps. 145 Parallel of that in NT mighty acts of God thru Christ, and Acts 2:2.
 - Time limits our ability to pass on our passion for following Christ. Who and what will we commit to passing on (not just doctrinal framework). Real mark of a leader is not just passing it on, but seeing them reproduce themselves.

- Dr. Manahan formed the Fellowship Council members and Cooperating Organizations leaders into small groups to discuss and prioritize the Goals from the FGBC. Discussion first centered on Leadership and then on Listening and Communicating. These groups continued after lunch.
 - Group reports
 - Group 1
 - ◆ Empowering Leaders to Coach
 - ◆ Continuing training tracks at conference.
 - ◆ Have a licensure tutoring program at conference.
 - ◆ Double our conference fee this year and give additional \$30,000 to Grace Seminary for the purpose of pre-seminary loan. (idea – make it voluntary)
 - ◆ Clarify (discuss?) the role of women in ministry before it becomes an issue in our churches.
 - Group 2
 - ◆ "Mindset of a Leader", that Will Lohnes is using
 - ◆ Word of Life Quiet time diary (and other resources) along with men's groups to identify leaders within the local setting.
 - ◆ Emphasize personal disciplines. Emphasize purpose rather than preferences. Have a purpose statement that helps men identify where we are headed.
 - ◆ Pastors need to "talk up" the ministry.
 - Group 3
 - ◆ Leadership development is a process.
 - ◆ Local churches should identify 5th and 6th graders and guide them through the pipeline.
 - ◆ Priorities of the printed list:
 - #2 - Identify 60
 - #2a – Develop a strategic plan to develop any leadership development. Identify OB, and short term missions youth and track them.
 - ◆ Need to create a model path for men to take into the ministry
 - Includes – Knowledge, skills, experience, and character.
 - Promote ethnic ministries.
 - ◆ "None of us are as smart as all of us" (or as good looking as one of us)
 - Group 4
 - ◆ Produce materials to train leaders
 - That supplement already available materials (on theology etc)
 - Could be available in print or on web.
 - Use the FGBC Handbook as a starting place to list available resources.
 - Group 5
 - ◆ Need a tracking system of information. Need to know where we are going and how well we are doing. Information needs to be held in a central source.
 - ◆ Statistical report is greatly abbreviated from what it was. We need to decide what data is worth collecting and create a system to collect it.
 - ◆ "We don't know where we are going but we are making excellent time"
 - ◆ Remuneration factors are affecting men's entry into the pastorate. We can create guidelines about what is happening in compensation.
 - ◆ Men's discipleship information available – "Point Man"
 - ◆ Job shadowing.

- 1 ▪ Open discussion in response to group reports...
- 2 • CE National has a leadership development profile. Candidating survival kit.
- 3 • Salary surveys available – Leadership Magazine, CMA (Church management
- 4 association).
- 5 • CE Resource – the Role of Women in Ministry.
- 6 • Dave Guiles has available leadership material in Spanish.
- 7 • Jesus Munoz has developed history of GBC in Spanish, and a systematic study for
- 8 licensure preparation.
- 9 • Dan Thornton is developing a web site that is a library of information about the FGBC.
- 10 ▪ More group reports about communicating and listening:
- 11 • Group 1
- 12 ♦ Churches need to listen to our oral history.
- 13 ♦ There are pieces from various organizations to the churches. Churches should take
- 14 time (5 minutes) at elder meetings to give them the bigger picture.
- 15 ♦ Need to communicate that we can accomplish more together than we can separately.
- 16 ♦ Oral heritage
- 17 ➤ In Video
- 18 ➤ Create a 10-15 minute video for use in a new members class in a local church.
- 19 ♦ A healthy fellowship is a reproducing fellowship.
- 20 • Group 2
- 21 ♦ Pathfinders Identified: Knute Larson, Jesus Munoz, Ed Lewis, Dave Guiles, Tom
- 22 Julien, Jerry Young, Larry Poland, Bryant Brothers, Dave Miller, Jeff to name a
- 23 few...
- 24 • Group 3
- 25 ♦ Pathfinders were defined as those who have gone through various experiences and
- 26 have faired well
- 27 • Group 4
- 28 ♦ Pathfinders: Vic Young, Mike, Jay Bell, Dave Bogue and Jeff, etc.
- 29 ♦ Need other venues like Focus to communicate and connect with men.
- 30 ♦ BMH needs to identify what their purpose and goal is.
- 31 • Group 5
- 32 ♦ Continue to use the web
- 33 ♦ Train on how to use the web and email
- 34 ♦ In email newsletter, reply less on web page links
- 35 ♦ Each FC member visiting his assigned districts once each year.
- 36 ♦ District representation on the Fellowship Council
- 37 ♦ Add time to the Focus retreat for a presentation on "what is the FGBC"
- 38 ▪ Open discussion in response to group reports.
- 39 • Anything that puts us in dialog with one another helps advance the Fellowship.
- 40 • Need to structure in an interaction time at conference to build relationships. (Possible
- 41 subjects – communication, reaching out to the world around us, leadership
- 42 development)
- 43 • Developing pastors is a sub-point of leadership development.
- 44 • We are talking about the broader picture of leadership development.
- 45 • By line under consideration: "Knowing Christ... Making Him Known". Consensus was
- 46 positive. No action taken.

- Ed Lewis mentioned some CE resources: Biblical Beliefs (Adult, Youth, Children—fill in the blank courses)
- People who are tellers of the truth have difficulty listening. Need to work on listening more and better and ask for feedback.
 - ◆ He defined Pathfinder (we might refer to them as fringe people), they don't waste a lot of time trying to get people to listen to them. How do we identify and listen to pathfinders? Another group: Young people, hearing them, how they think. In the context of leadership development—these are the ones we are trying to come along side of. How can we as a fellowship listen? Efforts have been made in the direction of listening to our Hispanic brothers. Every ministry leader should form an advisory council of teenagers and sit down with them every few months asking them to evaluate what he should preach on. Group might also include folks who have left us—we ought to listen to them.
- Communication is partly the flip-side of listening.
- Thoughts about value, concerns, etc. of By-line.
- Pathfinders
 - ◆ Nate Leigh, John McArthur, Vic Young, Mike Jentez, Jim Brown, Dave Bogue, Jeff Bogue. Jason Haymaker
- Listening:
 - ◆ Create more ways like Focus Retreats to get people together,
 - ◆ Theological symposiums,
- Communication
 - ◆ E-mail and website has been very good, but they do not accomplish all that the Herald used to do (ie: publishing).
 - ◆ Anything that puts us in dialog creates relationships (discussion after a presentation at National Conference.—structured interaction time)
 - ◆ Ministerium—needs to be revamped.
 - ◆ BMH needs to define what their purpose, goal is.
- BY-LINE—phrase useful to attach our public identity to (summarize)
 - ◆ It's even better than you imagined!
 - ◆ **Knowing Christ...Making Him Known**
 - ◆ Forging the future.

❖ **Friday, February 02, 2001**

- PRESENT: Dr. Ron Manahan (Moderator), John McIntosh, Dr. Jerry Young, Ron Boehm, Joel Richards, Dr. Jim Custer, Dick Placeway, Bob Combs, Tad Hobert, Dr. Terry Taylor, Dr. Jeff Gill, Dave Mitchell, Jesus Munoz, Dan Thornton, Tom Avey (FC), Greg Howell (Sec.)
 - Dan Thornton led us in singing a few songs (Great is Thy Faithfulness, A Mighty Fortress; Majesty; I Love You, Lord)
 - Jerry Young was introduced by Dr Ron Manahan
 - Dr Manahan instructed the council to pray in groups of 3-4.
 - Dr. Manahan dismissed the council to meet in committees.
- Committee reports:
 - Finance Committee: (Ron Boehm, Jerry Young)

020201-01 MOTION to accept the Promise of Honor Report

- Motion to accept the Promise of Honor Report – Passed
- The audit for fiscal 2000 has not yet been completed. The Finance committee will review the audit before the July meeting.

020201-02 MOTION to approve the Expense and Honoraria Policy

- Motion to approve the Fellowship Council Member Expense And Leadership Team Expense and Honoraria Policy as amended – passed
- Fellowship Coordinator Salary review
 - ♦ The Finance Committee recommend an increase to the base pay in 2001 by \$5000 (to \$47,000) and that next year the Finance Committee consider a \$3000 increase in addition to a cost of living increase. They also recommended that the budget provide \$1000 for financial planning and disability insurance with an increase in retirement equal to 10% of salary (\$4700). The Leadership team initiated the concern for Tom's salary and future financial planning.

020201-03 MOTION to approve increase in the Fellowship Coordinators Salary package.

- Motion to approve this increase to the Fellowship Coordinators salary package - passed

020201-04 MOTION to create a task force to look at long-term funding

- Motion that the Fellowship Council chairman appoint a task force to determine a five year financial funding plan – passed.
 - ♦ Tom Avey reported that while our funding is adequate for the near term, our current funding sources will be inadequate in 2-4 years depending on membership growth in local churches.
 - ♦ Note – Ron Boehm, Dan Thornton, Jerry Young, Tom Avey, Tad Hobert were appointed to this task force by the chair.
- A budget for 2002 was reviewed but no action is taken. The 2002 budget needs to be reviewed and approved at the July Fellowship Council meeting in advance of conference.
 - ♦ The Finance Committee asks that the expense items in the budget and financial reports be grouped under three categories: "Office"; "Fellowship Council"; and "National Conference". Items such as "Legal" and "Annual" should be under the "Office" category.
- Membership Committee: (Tad Hobert – Chair, Dave Mitchell, John McIntosh, Jesus Munoz, Terry Taylor)

020201-05 MOTION to recommend approval of new church – Grace Brethren Family Fellowship

- Motion to recommend to conference the approval of the Grace Brethren Family Fellowship, Cumming Georgia as a member church of the FGBC - Passed
- Delinquent churches

- 1 ♦ New Albany Indiana – no membership fees, statistical report, or contact for 3 years.
2 The Fellowship Coordinator has been told by a former pastor of that church that
3 New Albany has joined the Southern Baptist Convention. He has been unable to
4 contact the church (no response) to obtain their withdrawal.
5

6 **020201-06 MOTION to recognize desire of New Albany to no longer be a member in the FGBC**

- 7
8 ➤ Motion to confirm the apparent desire of the New Albany church to no longer be
9 a member in the FGBC – passed (requires delegate approval at the annual
10 business meeting)
11 ♦ Gainesville Florida - no membership fees, statistical report, or contact (with the
12 national office) for 3 years.
13

14 **020201-07 MOTION to recognize desire of Gainesville to no longer be a member in the FGBC**

- 15
16 ➤ Motion to confirm the apparent desire of the Gainesville church to no longer be
17 a member in the FGBC – passed (requires delegate approval at the annual
18 business meeting)
19 • Note: the Membership Committee did not take or recommend action on proposed
20 changes to the new church application procedure. See full council discussion on
21 Saturday.
22 ▪ Structures Committee: (Dan Thornton – chair, Dick Placeway, Joel Richards, Keith
23 Shearer)
24 • The structure committee discussed changes to the procedure used to appoint members
25 and the chair of the nominating committee.
26 ♦ Change the policy so that recent (passed three years) members of the Fellowship
27 Council become nominees to the nominating committee plus three at-large names.
28 (note: this does not require a Manual of Procedure change)
29 ♦ Change the policy so that rather than appointing the chair based on highest number
30 of votes, the Fellowship Council appoints the chair from members elected by the
31 delegates.
32

33 **020201-08 MOTION to place names into nomination for the Nominating Committee**

- 34
35 • Motion to place the following names into nomination for the Nominating Committee:
36 Richard Placeway, Tom Stallter, Dan Thornton, Tom Hocking, Bob Combs, Howard
37 Mayes, Dave Rosner, Glen Shirk, Ron Weimer, Nathan Zakahi, Dan White, Mark
38 Saunders– passed
39

40 **020201-09 MOTION to change the process for selecting nominating committee chair**

- 41
42 • Motion to change the constitution to read “the chairman shall be selected by the
43 fellowship council from among the elected committee members.” - passed – requires
44 delegate approval
45

46 **020201-10 MOTION to appoint Charles Thornton and Bill Snell to the membership committee**

- Motion that Charles Thornton and Bill Snell be appointed to the membership committee - passed

020201-11 MOTION to appoint Jesse Deloe to the parliamentary committee

- Motion that Jesse Deloe be appointed to the parliamentary committee. - passed
- MEMBERSHIP FEE: The Structures committee suggests switch membership fee to attendance base. Because of decline in membership and the cultural shift toward not joining anything. Also Attendance is a more accurate gauge of size of congregation and how we locally keep tabs on things. It would seem to be fairer.

020201-12 MOTION REFERRED to consider a change in the basis for the membership fee

- Motion that the membership fee be changed to be based on attendance – referred to the funding task force.
 - ◆ With this change also suggest that the number of delegate be changed and based on Attendance not membership
 - ◆ Discussion about lowering the fee: with change maybe need to lower to \$4.50 (technically it is now \$5)
 - ◆ Some churches only count those coming to Worship Service. For others, the largest service is evangelistic and thus churches would be "taxed" on those who do not contribute. Some more specific research might need to be done. Several additional areas will be affected so maybe the best immediate solution is to simply raise the rate.
 - ◆ Would it be wise to specifically notify and receive feedback from churches (leaders who pay the bill) for their help in determining what if any change should be made. Maybe increasing \$.25 this year (and future incremental increases) would buy time and get people used to the cost of doing business. We should not need to apologize for trying to be financially strong. The need for resources is tied to the declining membership based on attitude. Maybe categories for size of churches (100 @ \$400, 200 @ \$3.50) Maybe we could have grace periods for new churches so that they are not discouraged/penalized at the beginning of their existence. What about a formula blending attendance and membership to be more equitable.
- Motion to refer the previous motion and issue to the task force for report at July 2001 meeting - passed.

020201-13 MOTION to change the membership fee discount

- Motion to change the membership fee discount from .50 to .25 for churches that pay membership fees by a discount deadline - passed

➤ Other reports:

020201-14 REPORT on the Paraclete Initiative

- Paraclete initiative

- The report is on the Web site. Questions: Any active participation with local churches?
No, but communicating with Districts, still in the formative stages.
- Ashland Brethren reconciliation printed report was distributed by Jim Custer outline the intent and plan for an upcoming meeting. (note: the meeting was held on April 7)

❖ **Saturday, February 03, 2001**

- PRESENT: Dr. Ron Manahan (Moderator), John McIntosh, Dr. Jerry Young, Ron Boehm, Joel Richards, Dr. Jim Custer, Dick Placeway, Bob Combs, Tad Hobert, Dr. Terry Taylor, Dr. Jeff Gill, Dave Mitchell, Jesus Munoz, Dan Thornton, Tom Avey (FC), Greg Howell (Sec.)
- Dave Mitchell led in prayer

020301-01 REPORT on Liberty/Riverside
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- Liberty/Riverside update report.
 - Jim Custer reviewed the situation
 - Background motions:
 - ◆ By Fellowship Council during the pre-conference 2000 meeting: "Because we cannot either categorically reject or accept Liberty's application for membership due to the existence of a broken relationship between the Liberty and Riverside churches, we (recommend that we) postpone action on this request pending a good faith effort towards reconciliation as agreed upon by the pastors of the churches and representatives of the fellowship council." Passed. (One "No" and one abstention.)
 - ◆ By Fellowship Council during a special meeting during the 2000 National Conference: "That we recommend to Liberty GBC that they voluntarily withdraw their application for one year and that Riverside BC voluntarily place itself under a one year probation, and that we encourage a year of reconciliation between Ron Carnevali and Don Rough along with the two churches. If this recommendation is not accepted the FC recommends to the delegates that we receive the Liberty GBC into the Fellowship on the basis that both churches carry out a mutually agreed upon processes for reconciliation"
 - ◆ Both churches did agree to the one year probation and reconciliation request.
 - Discussion:
 - The Fellowship Council must be honest about how effective it can be in these situations. Keith Shearer has met with both churches and pastors. They have met, experienced some set backs, but they seem to be working on reconciliation. It is very hard to measure progress. Are there any unresolved differences between the Fellowship Council and the sponsoring district? It might be good for some reps of the Fellowship Council to sit down with district leaders and share.
 - Tom suggested that he talk to Liberty and ask them if we can reactivate their applications. They are currently members of their district.

020301-02 MOTION to recommend membership approval and reinstatement for Liberty and Riverside
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- 1 ▪ MOTION: The Fellowship Council thanks both churches for suspending membership for a
2 year in order to seek reconciliation and recommends membership approval and
3 reinstatement of their memberships at this year's conference. Passed
4

5 **020301-03 MOTION that Ron Manahan and Tom Avey meet with West Penn district**

- 6
- 7 ▪ MOTION: That Ron Manahan and Tom Avey meet with the leaders of West Penn district
8 to be sure that things are right between the fellowship council and the district, with the
9 freedom to include Keith Shearer. Passed
10

- 11 • Riverside will be presented to Conference as reinstated after being presented with the
12 above Fellowship Council motions. And Liberty be presented as a newly applying
13 church.
- 14 • This situation should never intimidate us to referee in the future.

15

16 ➤ Membership Application Process

- 17 ▪ The Leadership Team recommends that we change the timing of the application procedure
18 to allow for better review of applications. The recommendation moves the deadline for
19 new applications to January 1 but allows extension of this deadline where there is a written
20 request from Grace Brethren North American Missions, a District Missions Board or a
21 sponsoring church. Present procedures allow applications to be submitted up to two weeks
22 before the annual business meeting.
23

24 **020301-04 MOTION to recommend changes to the new church membership application process**

- 25
- 26 ➤ MOTION PASSED: to recommend the following changes to the Manual of Procedure,
27 ARTICLE I MEMBERSHIP Section One. Procedure, to read:
28

- 29 1. Application for membership shall be submitted in writing to the secretary of the
30 Fellowship Council. This application must be accompanied by evidence of compliance
31 with the conditions set forth in Section One, Article IV of the Constitution.
32 Applications must be received before the January 1st preceding the annual meeting of
33 the corporation. The Fellowship Council may extend this deadline up to two months
34 before the annual meeting if there is a written request for the extension from Grace
35 Brethren North American Missions, a sponsoring church that is already a member of the
36 FGBC, or a District Missions board.
37
- 38 2. The Fellowship Council will publish the names and locations of churches who
39 are applying for membership at least one month in advance of the next annual meeting
40 of the corporation.
41
- 42 3. A check for membership fees shall accompany the application. The fee to a
43 member church is based on total membership.
44
- 45 4. The Fellowship Council (see Article III, Section One, point # 3 of this Manual
46 of Procedure) shall recommend the appropriate action to be taken regarding the
47 application at the next annual meeting of the corporation.

5. Upon recommendation of the Fellowship Council, a congregation may be received by majority affirmative vote of the delegates present, entitled to vote, and voting at the annual meeting of the corporation.

020301-05 REPORT on additions to the strategic plan

➤ Strategic Goals

- The Leadership Team gathered feed back from Thursday's group discussion and produced the following addendum to the strategic plan
 - Under Leadership Development
 - ◆ Provide leadership development training at National Conference (Ron Manahan by 07/01 and Jeff Gill by 07/02 and Bob Combs by 07/03)
 - ◆ Implement a licensure tutoring initiative at National Conference (Bob Combs and Dan Thornton by 07/03)
 - ◆ National organizations report how they are addressing the role of women as it relates to the national organization boards (National Organizations by 01/02)
 - ◆ Identify leadership development pipeline from age 5 and up (20-25 touch points) that (1) intentionalizes local church and national organization involvement and (2) identifies the printed materials needed for the pipeline. (CE National by 01/02)
 - ◆ Advocate for pastors by developing and publishing national and regional salary norms and appropriate benchmarks for local church dissemination. (Association of Grace Brethren Ministers by 01/02)
 - ◆ Identify leadership development and training initiatives needed to resource and encourage Hispanic ministry vision and initiatives (Jesus Munoz by 07/01)
 - Ron Boehm recommended adding GBNAM coaching strategy to the leadership development list.
 - Joel wanted to be sure that the methods of mentoring also be reported. Add to 2nd on list "identify what means are being used"
 - The plan is to overlay the addendum to the original chart and track progress to share with FC. With the idea that each succeeding moderator continue and expand the goals. Thus it would be an ongoing agenda for the FC.
 - Recommended process: the Strategy TEAM create a goal to add to the Strategic Goals. This could be accomplished at Cambridge. It was suggested that we gather gifted men and feed them germ ideas from the leaders. Of course the team can draw expertise from any sources they desire. The success of 2000 in 2000 was not the goal but the development of it.
 - Discussion on the by-line – "Knowing Christ, Making Him Known: Only Feed back was to check what Navigators' by-line is. Joel shared that it would work well with his church (but "Its' better than you think" is even more contemporary.) There was consensus to change "Christ" to "Jesus". The by-line should be more for us than for our mission field. "Making" expresses mission. Expresses a Biblical balance, "Loving Jesus"... "Loving Others".

020301-06 MOTION to approve the additional strategic goals

- MOTION: that we adopt these goals and request that those assigned give a written progress report at the July 2001 meeting. Passed

020301-07 DISCUSSION about Statement of Faith

- Jim Custer shared results of McClain Day with panel and discussion about the Statement of Faith. The panel was composed of Jim Custer, Dave Plaster, Jerry Young, Ron Manahan, Steve Taylor, Tom Julien and Don Shoemaker. A safe-haven was provided in that it was agreed in advance not to record the session. The Statement of Faith was distributed and participants were encouraged to circle words that needed to be defined and to strike out and add missing items. About 3 dozen were returned. Pastor Custer made the following observations:

- Very few are totally satisfied with the Statement of Faith as it now stands.
- There are several archaic phrases—notably # 8 “carnal strife.”
- There is tension about how to unite while defining who we are.
- There is a body of folks who feel the ordinances and rapture do not belong.
- Some things that are missing include Sanctity of Life, Security of the believer, Doctrine of God the Father.
- It will be a rough ride to revamp. Unity is strengthened by the fact that we all connected to this document, but not in that we all agree to what we consent to. This tension will always be with us. It was a good effort. Some wish it would have been recorded. Fair and very cordial answers were given by the panel.
- Joel commented on the need for more “safe environments”.

- Jim Custer shared about his involvement in revisiting the 1930’s situation with the Ashland Brethren.

- They were very receptive to his ideas about reconciliation. Dr. Sandburg was introduced at our 2000 Conference and encouraged us to attend theirs. Custer’s referred to his printed report. Several of those in the Ashland group who were involved in the conflict are no longer in the Ashland group. There are two sides to this. It is important to correct our preconceived and erroneous perspectives.
- Jim asked us to respond to his basic 3 questions. Jerry expressed regret that he cannot attend the meeting. Gave the caution that we should be careful that when we use words that they have the same meaning for all. (i.e. congregationalism, autonomy, independence—we tend to speak past each other.) Some of their writers, scholar-leaders have adopted the idea that the split in 1939 was a fundamentalism split (they think they are the balanced ones and we are the radicals—not true there were radicals on both sides) Jesus Munoz applauds the idea. He has roots with the Ashland in Pasadena and his church is presently meeting in one of their buildings in Florida and the Brethren Church have helped them financially (rent \$10/wk while they are waiting a year to put it on the market).

- Fellowship Council representation assignments
 - Tom suggests that the leadership team make those somewhat arbitrary assignments

020301-08 REPORT on Focus Retreat Dates

- FOCUS RETREAT DATES
 - Central – October 1-3, 2001 in Angola, Indiana

- East – October 15-17, 2001 in Maryland
- Southwest – January 28-30, 2002 in San Juan Capistrano CA
- Southeast – February 26-28, 2002 in Haines City, FL
- Northwest – May (TBA) at Camp Clear Lake, WA
- Alaska – May (TBA) in Soldotna, AK
- Pastors Wives Focus – April 15-17, 2002 in Burr Oak State Park (Ohio) – information added after the meeting.

020301-09 REPORT on Future Conferences

➤ FUTURE CONFERENCES

- 2003
 - “Taking the Lead” INTO A HURTING WORLD
 - ◆ Bob wants to have sessions on things like pornography, divorce, abuse, single parents, homosexuals. Wants to bring a least one person that will also draw people. Plan to hold it in Florida. Still working on the place.
 - MOTION PASSED To give Bob Combs freedom to make arrangements for 2003 conference to be located in Florida, July 25-30.
- 2002
 - July 26-31, Adams Mark Hotel in Philadelphia. Leith Anderson for McClain Day 26th , Theme: Taking the Lead: Impacting our Ever Changing Culture. There will be tracks on post-modernism and at least one other track. We will plan some day trips to Urban Hope and Jim Browns Crossroads Ministries. Hotel will provide free buses. Lots of historical sites. Many of our churches are within a days drive of Philly. On February 13, Jeff and Tom will meet with North Atlantic Fellowship pastors. Want to invite area non Brethren pastors to Leith at \$20. Wants to have 75-80% planned by this conf.
- 2001
 - Ron shared that the WEB site has a fair amount of info.
 - ◆ Close to Disney .
 - ◆ Alex Montoya—well known in CA.
 - ◆ Wed. in afternoon we will join BNYC—big crowd.
 - ◆ Wed. Chap Park “How to understand, interact with modern teen culture”.
 - ◆ Some tracks—Growing a healthy church, women in ministry.
 - ◆ Sat. night Grand Finale—working on getting EV Hill, commissioning missionaries.
 - ◆ Tom is working on alternative locations. Anaheim arena or Dave Hocking’s church near Orange, problem is cost.
 - ◆ We will all be able to meet together and eat together all week.
 - ◆ Parking costs (\$4).
 - ◆ Friday is a day to LA.
 - ◆ \$79/night 3 days before & 3 days after at same price.
 - ◆ Fridays with families (BNYC ends).
 - ◆ Sat. stand alone—church day—delegate lunch. Sunday on your own, visit area churches.

020301-10 REPORT on future Fellowship Council meetings

- NEXT Fellowship Council 3:00 PM Monday, July 23 meet for several hours with a working dinner, ending 7:30-8:00. (note: this time was moved to 1:00 – 6:00 on Monday the 23rd)
- FOLLOWIING CONFERENCE Early breakfast Sunday morning. 6am –9 (note: this time was moved to Saturday, July 28, 11:30 am – 2:30 pm)
- 11:30a.m. Adjourn - Lunch