

FELLOWSHIP COUNCIL MEETING
MID-YEAR MINUTES JAN. 30-FEB.2, 2002
SIMI VALLEY, California

❖ **Wednesday, January 30, 2002**

- The Leadership team met on Wednesday afternoon.
- The Fellowship Council had dinner together and the evening session was for prayer and relationship building. No business was conducted.

❖ **Thursday, January 31, 2002**

- PRESENT: Jeff Gill (Moderator), Ron Boehm, Dave Ogden, Keith Shearer, Jesus Munoz, John McIntosh, Mark Saunders, Tad Hobert, Joel Richards, Jerry Young, Ron Manahan, Bob Combs, Ted Kirnbauer, Terry Taylor, Tom Avey (FC Coordinator), Greg Howell (Acting Secretary)
- GUESTS: Jeff Carroll, Dan Thornton, Janet Minnix, Helen Miller, Larry Chamberlain, Ed Lewis, Dave Guiles, Ed Trenner, Ken Bickel, John Patrick, and John Haller.

013102-1 PRESENTATION of Vision for 2010

➤ VISION FOR THE FGBC

- ◆ Tom mentioned that originally “visionary” was not in his job description, but it is time, in order to promote unity throughout the Fellowship, to establish a new vision. He explained the difference between vision and core values. Core values (Biblical truth, Relationships, Mission) are non-negotiable. They are what keep us going straight. Vision, however, is what propels us forward.
- ◆ We have been flat, in membership, for 20 years (since about 1983).
- ◆ When you look at the charts, our performance has been lackluster.
- ◆ Tom suggests the following vision ideas as a springboard for discussion:
 - By 2010 we will be experiencing sustained growth by conversion.
(The Missional Church—most denominations began in order to preserve something, but that often is not enough to carry them forward --God is a sending God (father sent the Son, they sent HS, Jesus sends us))
 - By 2010 that every church in the FGBC intentionally act as a community that is “sent” by God.
 - Sent to their local towns to present Jesus
 - Sent to whole world either through committed prayer, through sending others, or by personal ministry.
 - By 2010, Grace Brethren Churches will train, equip, and deploy more than enough leaders to significantly increase the size and influence of the FGBC.
 - Trained, these leaders will know and obey the Bible, will love God, and will love people.
 - Equipped, these leaders will be mentored in how to lead people into a growing relationship with Jesus Christ and a right relationship with one another.
 - Deployed, these leaders will be strategically released for local church and outreach ministries
- ◆ Jeff divided FC into five groups to answer the following questions and then report:
 - WHAT RESOURCES DO WE CURRENTLY HAVE CONTROL OF (IN TERMS OF ADVANCING THE VISION)?
 - WHAT POINTS OF INFLUENCE DO WE HAVE?
 - WHAT WOULD IT TAKE FOR THE FELLOWSHIP COUNCIL TO BE ABLE TO SUSTAIN THE PURSUIT OF THIS VISION?
 - WHAT WOULD THE FGBC LOOK LIKE IF WE ACCOMPLISHED THIS VISION?
- ◆ Responses from the groups:
 - WHAT RESOURCES DO WE CURRENTLY HAVE CONTROL OF (IN TERMS OF ADVANCING THE VISION)?
 - National conference
 - Tom Avey
 - FOCUS Retreats & agenda
 - Web site
 - Tom Avey's E-mail messages
 - CE Seminars at Conference
 - McClain Days
 - Nominating Committee
 - Appointments to committees

- Where and when Fellowship Council and Conference meets
- Key documents that portray us to the world (ie: Statement of Faith)
- Brethren Handbook (Annual)
- WHAT POINTS OF INFLUENCE DO WE HAVE?
 - National organizations
 - Fellowship Council members
 - Pastors (weakly)
 - Key men and women
 - Students at Grace College
 - Ministeriums
 - Itinerate people with GBIM and GBNAM
 - Publications from our Nat/Orgs.
 - Nominating Committee
 - Training Seminars
 - Participants at FOCUS Retreats
 - Grace Seminary
 - Local church leaders
- WHAT WOULD IT TAKE FOR THE FELLOWSHIP COUNCIL TO BE ABLE TO SUSTAIN THE PURSUIT OF THIS VISION?
 - More time to discuss this. Substance, not just slogans.
 - Start measuring what we value (conversion growth?)
 - Recruit men to the FC according to their gifts.
 - More effective relationships
 - Measure progress
 - Success stories to produce energy
 - Systems to measure conversion growth and leaders to cultivate and implement them
 - On-going education/training for pastors
 - Communication systems that are better and unify our diversity
 - A tracking system of leaders in development
 - More statistics related to measuring our vision
 - Ownership of the vision--out there
 - Steps to get closer to pastors/people
 - Keep promoting the main thing as the main thing
 - Broad contact with the Fellowship
 - Resources
 - Passion
 - Nat/Orgs to work closer together (as they are beginning to do)
 - Present FC structures may need to change
 - Empower key individuals to move ahead
 - Ask Nat/Orgs key questions to measure if they are reflecting the vision
 - Ask churches to report on how they are attempting to implement the vision--change the stat report
 - Celebrate with churches resorting at National Conference
 - Fellowship Council members need to buy into the goals
 - Re-define the role of the Fellowship Council
 - Need a monitoring process to see if we are following through with what is decided upon
 - Fellowship Council needs to be more pro-active at reaching the influencers
- WHAT WOULD THE FGBC LOOK LIKE IF WE ACCOMPLISHED THIS VISION?
 - The graph would be going up.
 - What kind of church would we like to leave to our kids?
 - FC would train leaders
 - FC would spend more time on vision refinement
 - Arenas where we see men handling the Word (we don't trust people until we see them handling the Word of God faithfully.)
 - Totally coordinated effort around a centered vision
 - Grace, turned inside-out
 - Growing group of churches with a lot of life
 - Look like the first century church

- It would not look like what we said it would look like because God would be working outside of the box
- Radical transformation of individual lives
- A church that is culturally relative rather than a sub-culture in our society
- People would see God at work in peoples lives, rather than a focus on "church stuff"
- Perhaps a small-group-oriented church
- Discussion about the Vision Statement
 - Add a National element to "Sent" statement (leave to wordsmiths)
 - Sent to their regional communities and major urban centers to present Jesus...
 - Sent to the whole nation and world either through committed prayer...
 - Add #2: Sent to North America by extending ministries to under-churched communities and people groups
 - Add discipleship concept to growth by conversion. Or...sent to their local towns and cities to make reproducing disciples of peoples from all cultures and generations.
 - Should it say something about families?
 - Under third statement:
 - √ -Omit "...into a growing relationship with Jesus Christ and a right relationship with one another."
 - √ -First bullet: remove 'love' and add "effectively lead..."
 - √ -Third statement: Add "leading: before "local"
 - √ Transformational vs. transactional leaders. We need transformational leaders, not just those who transact business
 - Prioritized tools
 - √ National Conference
 - √ Focus Retreats
 - √ Communications (web, Direct mail)
 - √ Nat/Orgs.
 - General Comments
 - √ "Duh"--they seem so obvious--yet we generally haven't been doing them.
 - √ Although we might agree in theory, some churches may feel threatened by the cost of making changes.
 - √ Will require careful thought as to the training of men--so they have the skills to do things like lead for conversion growth
 - √ Should we be asking the question "why?"--why aren't we reaching the lost? Discover and understand causes that have created today's situation.

013102-02 PRESENTATION Concerning Women of Grace National Office

- WOGUSA (Women of Grace USA)
 - ◆ Helen and Janet shared what they shared with the FC Leadership Team at their retreat at Cambridge. Redefining and reaffirming vision for WOGUSA.
 - That FGBC women would be growing in relationships with Jesus and in the Great Commission ministry.
 - Helping existing groups to continue.
 - Communicate with women throughout the FGBC that are on mission
 - Communicate their existence and success to the rest of the FGBC and let them participate in the WOGUSA projects.
 - ◆ Not asking that all women's groups come under WOGUSA, but to celebrate what they are doing and to connect so they can see that they are part of a bigger picture.
 - ◆ Executive duties have grown to the point where staff is needed. Now need the finances and how to generate income to be able to hire staff and find office space.
 - The Leadership Team appointed Tom Avey, Ken Seyfert and John Teevan to counsel them toward how to proceed.
 - ◆ Currently just under 100 groups representing about 4000 women.
 - Challenge 10,000 is not just to join WOGUSA but all FGBC women in ministry.

013102-03 PRESENTATION of Brethren Missionary Herald direction

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- BMH Report--Dan Thornton, Chairman
 - ◆ The BMH Board is realizing that Radio Stations and Book stores have gotten in the way of the mission of BMH. Dan reported that they have decided to partner with Operation Mobilization (turn management over to them), this will expand distribution of FGBC authors (Board will be retaining BMH books), Jim Bustraan's work as Interim Executive Director will be finished when the partnership begins. Dan's primary job is liaison with different Fellowship groups.
 - ◆ Questions: Define networking?—not sure exactly, communication/how can we bring other groups together. Is there a search/process for Exec. Director?—not until direction is determined, maybe even whether there even is a BMH. Dan's personal hope is that the May meeting will give a clear sense at to FGBC needs and what to do about them. Then at the Conference FC meeting he will be able to flesh out what and how. He has been given good counsel not to rush this transition. What is the possibility of a monthly magazine, combining what the Nat-Orgs are doing? Primary thing that we have lost is the information about local churches.
 - ◆ Poll for needs in communication: Is there a need for BMH publishing books, that only Brethren may want to read? Probably no longer a need to own the printing equipment, but maybe manuscripts need to be collected and arranged for publishing and advertising and distribution.
 - ◆ Dan welcomes input. Jot a note, e-mail, etc., danthornton@fgbc.org BMH Board meets in May.
 - Dave Guiles encouraged attendance at Wilkinson's Vision of the Leader conference. Helped a lot with goal setting, and determining the finish line, vision.
 - ◆ Larry—Wilkinson's seminar is now on video, would recommend that local church boards view it on a retreat. It would be unfortunate to be visionless.

013102-04 PRESENTATION of Alternating Purposes Conferences

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- ALTERNATING PURPOSES CONFERENCE IDEA—initiated by John Teevan
 - ◆ Jeff mentioned that John Teevan is missing because his mother-in-law passed away and some family issues.
 - ◆ Purpose of Conference is: Mission, training, celebration, relationship
 - ◆ John's suggestion is that one year Conference would concentrate on Mission, celebration, and relationship; leaving out the seminars. This could provide better use of conference time for celebration and mission. Then the next time concentrate on Training and relationship---Centering around continuing education (CE and Grace). Not just tracks, but even credited offerings. Winona would be an obvious place, but possibly California with Neil Cole, etc. We would still have an evening celebration, get together.
 - 2 year moderator terms
 - -begin with 2004 as a training Conference
 - Comments—going to be hard to be all things to all people. Currently the training seems to be geared toward professional Christian workers, not the person in the pew. Need to be real about where the market would be. Probably not every one who comes to Celebration will enjoy the training Conference. We need to evaluate the pros & cons of encouraging spouse and family attendance. Maybe a Central training Conference and in the same year provide regional celebrations. There is concern since we are a relational fellowship. Need to preserve the things that contribute or expand the relational aspects. Need auxiliary groups input. Most Nat-Orgs need a corporation meeting.
 - ◆ Jeff distributed John Teevan's notes. Maybe we can capture some of the built-in relationship bonding that came with being in seminary all at the same time. If the participants were able to sit around and debrief while attending training times. Seems like everything is planned around pastors' needs. Are we working against the family oriented Conferences? Need to have 20s and 30s sharing on cutting edge methods.

013102-05 PRESENTATION of Association of Grace Brethren Ministers Request

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- ASSOCIATION OF GRACE BRETHREN MINISTERS (AGBM) REQUEST
 - ◆ John Patrick & Ken Bickel provided a Pastoral Snapshot
 - Ordained 427, Licensed 121, Retired 111
 - Looking at ways to provide sabbaticals, maybe get retired men to come in for 90 days.
 - Demography

- ✓ 40-49 year olds largest group, but the next group is only about a third the size. We are facing a giant shortage when these pastors retire.
- ✓ Churches are looking for non-FGBC pastors.
- ✓ Only one denomination has more pastors than churches—Assembly of God

- Pastoral Need Projection
 - There are some guys out there looking for a conservative fellowship to be a part of
 - Need to be looking for, discipling, encouraging young men, boys, local church elders to consider the pastorate
- MISSION USA

FGBC: Mission USA

AGBM

Fellowship Council

Pastoral Ministry Office

Church Ministry Office

1. Recruitment & Membership
2. Development & Effectiveness
3. Encouragement & Care
4. Redeployment of Pastors

1. Pastoral Connections w/open Churches
2. Research & development
3. Crisis, Realignment, & Redeployment
4. Church education

- Proposing the concept of how to staff these needs (1 person with two bosses, two people coordinating between the duties) John said he didn't have a clue as to how to fund.
- Recommended initiatives
 - ✓ Fellowship wide Prayer Effort
 - ✓ Reducing Pastoral Attrition
 - ✓ Specific Effort to Retrieve Pastors
 - ✓ Emphasize God's Claim on the Lives of Youth
 - ✓ Exhort Churches to Honor their Pastors
 - ✓ Establish a Church Ministry Office
 - ✓ Establish a Pastoral Ministry Office
- Discussion
 - ✓ Legitimate needs expressed. Not able to accomplish with one man. Could be funded in part by ministerial dues (instead of death benefit) but not nearly enough. How does the current office of Fellowship Coordinator fit this proposal? The goal of the presentation was to receive a positive stamp of approval on the concept and get the go ahead to look into solutions
 - ✓ FGBC Pastoral Challenge--The number of churches needing pastors is increasing, while the number of available pastors is decreasing
- Further discussion and decisions will occur on Saturday.

- Adjourned for the evening at 4:39 pm.

❖ Friday, February 1, 2002

- PRESENT: Jeff Gill (Moderator), Ron Boehm, Dave Ogden, Keith Shearer, Jesus Munos, John McIntosh, Mark Saunders, Tad Hobert, Joel Richards, Jerry Young, Ron Manahan, Bob Combs, Ted Kirnbauer, Terry Taylor, Tom Avey (FC Coordinator), Greg Howell (Acting Secretary), and Dave Guiles.

020102-01 PRESENTATION concerning Implementing Vision

- Implementing Vision, Dave Guiles, Grace Brethren International Missions
 - ◆ Dave shared a PowerPoint presentation using principles gleaned from the book BUILT TO LAST – by James Collins and Jerry I. Porras, c1994, Harper Collins books—New York, NY. The book analyzes the top companies in America determining the answer to the question: "What separates the very good from the best?" The authors compared the best companies with the second

best in their respective fields. These are companies that have weathered the cycles of time. In each case the companies were not about money. Their purpose in being goes beyond financial. They have contributed to society—their bottom line does not drive them. They don't exist primarily to maximize profits. And they aren't trying to make themselves great places to work for everyone.

Primer companies and their competition

American Express	Wells Fargo
Citicorp	Chase Manhattan
Ford	GM
General Electric	Westinghouse
IBM	Burroughs
Walmart	Ames
Walt Disney	Columbia
Sony	Kenwood

- Shattered Myths about Successful Companies
 - They require great and charismatic leaders
 - They exist primarily to maximize profits
 - They are great places to work ... for everyone
 - They succeed because of brilliant and complex strategic planning
- The difference between the very good and the best?
 - Time Telling versus Clock Building
 - The companies' founder(s) operated toward the creation of an empire that continues after its founder's demise (ie Disney)
- So the question becomes, "What does it take to build a clock?..."
 - Core values—The organization's essential and endless tenets—a small set of general guiding principles; not to be confused with specific cultural or operating practices; not to be compromised for financial gain or short-term expediency.
 - GBIM Core Values:
 - ✓ Relentless pursuit of the Great Commission and its implications
 - ✓ Prayer that leads to vision that leads to Risk-taking faith
 - ✓ Valuing individuals And empowering teams
 - ✓ The glory of the Church as God's plan for this age
 - ✓ Strive for Excellence in all we do
 - Dave pointed out the unplanned (by him) acrostic:
 - ♦ **G**reat Commission
 - ♦ **R**isk-taking faith
 - ♦ **A**nd
 - ♦ **C**hurch
 - ♦ **E**xcellence
 - Core Purpose
 - ✓ Purpose is the set of fundamental reasons for our existence. "why are we here?"
 - ✓ Properly conceived, purpose is broad, fundamental and enduring; a good purpose should guide and inspire the organization for years.
 - ✓ We pursue, but never fully achieve our purpose – like chasing the earth's horizon.
 - "The purpose of this society shall be to carry out the Great Commission of our Lord"
Constitution of the Brethren Foreign Missionary Society September 4, 1900
 - GBIM exists to mobilize men and women to evangelize and disciple the nations through church-planting movements.
 - ✓ Mobilize Christians to impact the world through personal involvement in cross-cultural ministries
 - ✓ Deploy highly trained teams in strategic areas to initiate and nurture church planting movements

- √ Empower churches and leaders around the globe to reproduce through effective training and strategic assistance

♦ B. H. A. G. (Big, Hairy, Audacious Goal or **Big, Holy, Audacious Goal**)

- Goals that require us to look beyond the simple projection of current activity into the future.
- Looks outside the “box” of status quo and stretches resources in significant ways.
- Such goals are well out of reach of the organization and cannot be achieved without substantial reorganization at some place and time.
- Notable examples:
 - Henry Ford (1907) —in 10 years horse will be oddity on highways
 - President Kennedy (1960)—in 10 years we will have a man on the moon
 - GREATEST B.H.A.G. of all times:
 - √ “Therefore, go and make disciples of all the nations, baptizing... and teaching them to obey everything I have commanded you.” Matthew 28:19-20
 - √ “Go into all the world and preach the good news to all creation.” Mark 16:15
 - √ “But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth.” Acts 1:8
 - √ How did a goal this big change the manner in which the disciples faced the task?
 - They recognized they were needy, that it would be impossible without help (from God’s Holy Spirit), and they would have to mobilize others.
- GBIM has the mandate and same realizations. Must Mobilize Christians to impact the world through personal involvement in cross-cultural ministries.
- Dave personally believes that a person can’t know God without being on mission.

♦ MOBILIZATION GOAL

- By 2010, our goal is for every man, woman and child in the GBC to be tangibly involved in cross-cultural ministry. (not just full-time, vocational)
- By 2010, walk into any GBC and be surprised to meet someone not on mission.

♦ DEPLOYMENT GOAL

- Deploy highly trained teams in strategic areas to initiate and nurture church planting movements. 1 Cor. 3 “I laid a foundation, and another builds upon it”
- By 2010, our goal is that one out of every two new Grace Brethren leaders worldwide be deployed to foundation-laying ministries.

♦ EMPOWERMENT GOAL

- Empower churches and leaders around the globe to reproduce through effective training and strategic assistance.
- By 2010, our goal for every Grace Brethren Church worldwide is to have access to viable discipleship and leadership training systems.

♦ Implementing Vision

- Core Values
- Core Purpose
- Big, Holy, Audacious Goals
- and . . .

“The problem with vision is that sooner or later it degenerates into hard work”

Tom Julien

♦ Core Values of the FGBC

- Biblical Truth
- Biblical Relationships
- Biblical Mission

• The Purpose Statement of the FGBC

The Fellowship of Grace Brethren Churches exists to encourage and enable member churches in equipping and uniting the saints in fulfilling the Great Commission.

- FGBC Continuing Objectives

- Work together to Love and Honor Jesus Christ by
- Seeking God,
- Proclaiming the Word,
- Reaching the Lost,
- Planting Churches,
- Developing Leaders
- and Nurturing Relationships.

020102-02 A Suggested Vision for the FGBC

- A Vision for the FGBC
 - ◆ By 2010, the FGBC will experience healthy sustained growth by conversion.
 - ◆ By 2010, every GBC will intentionally act as a community that is "sent" b God
 - ◆ By 2010, GBC will release more than enough leaders to significantly increase the size and influence of the FGBC
 - ◆ Still not a B.H.A.G. yet
 - Two Key Questions
 - Is this God's will for the FGBC?
 - What BHAG will inspire our hearts, unite our efforts, focus our energies and keep us working hard?
 - ◆ After Break, Jeff divided the FC Members into 4 groups to flesh out a draft of answers for questions 1 & 2:
 - Group 1-- Scriptural support for Tom's 3 statements:
 - Group 2-- BHAGs for Dave's second question
 - Group 3-- BHAGs for Dave's second question
 - Group 4-- BHAGs for Dave's second question
 - ◆ Groups reported back:
 - Group 1: Yes, (Hobert, Saunders,
 - GROWING: 2 Peter 3:9, Acts 2:47, Mt. 4:19
 - GOING: Acts 1:8, Mt. 28:19,20; Acts 13:1-4; Mk 16:15, 16; John 20:20, 21
 - LEADING: 2 Tim 2:2; Col. 1:28; Acts 2:41,42; Eph. 4:11-13
 - Group 2 (Young, Richards, Manahan)
 - Growing BHAG—Need to define "conversion." Uses "FGBC" rather than "every GBC". Establish a goal that every household has at least one other household that it is bringing to Christ, continuously. Dawson Trotman (Navigators)—"Who's your man?" Works best in a household setting.
 - By 2010—you'd be surprised to find a GBC household that does not have another household they are reaching. [changed from "every family have another family in their sights"] Every local church will need to transfer the goal creatively somehow (ie Portis, KS). Add the words, "make disciples, who make disciples, who make disciples..... More and better disciples.
 - Disciples that understand and continue to fulfill the Great Commission
 - People who come to Christ is the first step, developing them is on-going.
 - Growth by conversion that leads to discipleship.
 - Group 3 (Ron B., Keith, Dave,)
 - Every person in our nation has access to a GBC
 - Every GBC laboring to give every person access to a GBC.
 - Every GBC intentionally active in Great Commission ministries to people of another community, culture, or nation
 - Every GBC has an active and ongoing outreach that provides opportunity for every member to share Christ with another community, culture, or nation.
 - Group 4 (Bob, Jeff, Ted, Terry)
 - That every leader become passionate about developing the leaders around him.
 - That every leader will be mentoring and discipling another leader
 - That every leader is being mentored
 - That every leader has access to systems and resources to effectively mentor potential leaders.

- That every church will have a process in place that will identify leaders even at an early age.
- Discussion generated the following comments:
 - BUILT TO LAST Book suggests that a BHAG is so clear that it needs little, or no explanation. It should set the goal and horizon so that it can be accomplished with or without the founder of the BHAG.
 - Need to add “observable systems that are effectively working”
 - Dr. Manahan offered some of the thinking about goals and Grace campus he has done:
 - √ One of aims on Campus is to develop processes so that when a student graduates he/she has a life-time goal that can be stated as they walk across the platform to receive their diploma. During the next 20 years over 1 million students should graduate. Grace is beginning to help them start thinking how they can work in local church, not just be there, but have life a goal.
 - Dave—Ron painted a picture that we can see in our mind that all of Grace's efforts can be mobilized for.
- Tom announced that our guest at lunch will be Brian Ollman, ministering to Rave culture in Pomona, CA. Ivanildo will lead us to a Korean restaurant.

020102-03 Recommendations for accepting new churches

- RECOMMENDATIONS FOR ACCEPTING NEW CHURCHES
 - ◆ Assign a FC rep to each church
 - ◆ New Church reception
 - ◆ Mother church, district, or GBNAM recommend for membership
 - ◆ Encourage pastor of church becoming a member to be at Conference

020102-04 review of FGBC Strategic Goals

- Tom reviewed FGBC Strategic Goals as printed Nov. 14, 2000
- Tom mentioned that a national logo has been on the back burner for some time and suggested that it would be good to work with the marketing staff of the various Nat-Orgs to develop a standard logo that can be used by all FGBC organizations and churches. If the Nat-Orgs help develop they will own it and use it.

020102-05 Consensus to approve LOGO development

- ◆ By consensus it was agreed to authorize Tom to consult with the marketing staff of the various National Organizations and develop a national FGBC logo.
- ◆ Tom suggests that we keep working on the Strategic Goals, adding to them as new projects come up, because it keeps us on track and shows the progress made.

020102-06 Presentation by Membership fee basis Task Force

- MEMBERSHIP FEE BASIS—TASK FORCE Ron Boehm
 - ◆ Ron's sampling at .75% of General Fund shows that EVERY church would have to pay more. However .4% allows that some churches would pay less than under current system, but would provide 49% more to Fellowship budget than currently. Ron reminded us that Reheboam did not follow good advice of “not putting a heavy yoke on the people” We already have a yoke but need to be sure that it is no too heavy.
 - ◆ Funding Change Plan Goal: 2004 FC —approve in 2002, communicate between Conferences and then vote at 2003 Conference and apply in 2004
 - ◆ QUESTIONS
 - Do we want to proceed with the concept of basing our participation fees on General Fund Offerings or leave it as is?
 - What % should we ask for?
 - Is the general plan to implement the change reasonable? Suggestions?

- ◆ RECOMMENDATIONS will be discussed in Finance Committee Meeting.

Ray Blackwell (on Simi Valley's Elder Board) took group picture for Tom at break. Committees met until 4:30 and will report in the morning.

❖ **SATURDAY**

- **PRESENT:** Jeff Gill (Moderator), Ron Boehm, Dave Ogden, Keith Shearer, Jesus Munos, John McIntosh, Mark Saunders, Tad Hobert, Joel Richards, Jerry Young, Ron Manahan, Ted Kirnbauer, Terry Taylor, Tom Avey (Fellowship Council Coordinator), and Greg Howell (Acting Secretary).

➤ **COMMITTEE REPORTS**

- ◆ **FINANCE COMMITTEE** (Young--Chair, Saunders, Boehm)

- Promise of Honor pay off is \$1 of membership fee (of \$5 total)
- The Committee recommends that an external accounting review of the FGBC financial records be done, not an audit but a review for 2000-2001 and a report at the July meeting be made.
 - A review is a step less than a full audit and costs less (about \$400 vs. \$3000). We have been doing an internal audit, so this is a good step up from that.

020202-1 MOTION to authorize an external accounting review

- A MOTION prevailed to authorize an external accounting review of the FGBC 2000-2001 financial records and that that review to be reported at the July meeting
- The Committee recommends that a policy be established to have equipment fully expensed in the year that it is purchased. This will simplify our record keeping, since expenses are few and relatively small and thus only have to be dealt with once.

020202-2 MOTION to fully expense equipment

- A MOTION prevailed to make a policy change to have equipment fully expensed in the year in which it is purchased.
- The Committee recommends that the next statistical report include a request for each church's gross offering figure for 2001 income excluding extraordinary income (bequests, building funds, ...), this figure may be rounded to the nearest \$1000.
 - Discussion: We should have statistical reports returned by May and thus be able to chart out some realistic numbers by the July Fellowship Council meeting, so that we have a clearer picture. Collections to begin 2004 on 2003 income reported.

020202-3 MOTION to request statistical report to include gross offerings

- A MOTION prevailed to request each church's gross offering income from 2001 on the next Statistical Report excluding extraordinary income (bequests, building funds, etc.). This figure may be rounded to the nearest \$1000.
- The Committee recommends that the basis for the Nat-Orgs' contributions to the FGBC budget be clarified so that we may know what to expect for the future.

020202-04 MOTION to establish basis of the National Organizations' contributions to the FGBC budget

- A MOTION prevailed that the basis for the National Organizations' contributions to the FGBC budget be clarified so that the FC may know what to expect for the future
- The Committee agrees with the salary package recommended by the leadership team. It includes a \$3,000 increase on the base salary for Tom Avey, a retention of \$4,700 for retirement, a deletion of \$500 for disability until Tom presents the Leadership Team with a proposal, and \$1,000 added to the funds available for financial planning expense (for a total of \$1,500). The total package recommended is \$54,700 for salary and retirement and \$1,500 available for financial planning. The

finance committee recommends a base salary of \$51,000, and retirement of \$5,100 for a total of \$56,100.

- The Leadership Team has asked Tom for a report from him on disability proposals. He has medical through his wife's income.

020202-05 MOTION concerning Tom Avey's salary package

- A MOTION prevailed to set Tom Avey's salary package at \$51,000 base with retirement at \$5,100 (with \$1,500 of that available for financial planning expense) for a total of \$56,100.

♦ MEMBERSHIP COMMITTEE (Hobert--Chair, McIntosh, Munoz, Taylor)

- The Committee is planning to contact each of the delinquent churches—Tom will send appropriate letters (1,2,3 years). Individual committee members will contact the delinquent churches as well as the new churches.
- Delinquent Church Report

State	Listed city	Name of Church	2000	1999	1998	Comment
AZ	Tonalea	Red Lake GBC	Delinquent	Delinquent	Delinquent	Ethnic
CA	La Verne	Grace Church of LaVerne	Delinquent	Delinquent	Delinquent	Need to send 3 rd letter
CA	Long Beach	Grace Cambodian Church	Delinquent	Delinquent	Delinquent	Ethnic
FL	Ft. Lauderdale	Eglise Evangelique De La Freres	Delinquent	Delinquent	OK	Ethnic
FL	Gainesville	Grace Bible Fellowship	Delinquent	Delinquent	Delinquent	Released in 2001 wants reinstatement
KY	Clayhole	GBC	Delinquent			GBNAM may cover \$ --District followup
NM	Counselor	Cedar Hill Navajo GBC	Delinquent	Delinquent	Delinquent	Ethnic
NM	Taos	GBC	Delinquent			Need to sent 1 st letter
OH	Greenville	GBC	Delinquent			Need to sent 1 st letter
PA	Harrisburg	GBC	Delinquent			Need to sent 1 st letter
PA	Frankford	Crossroads	Delinquent			Need to sent 1 st letter
PA	Boswell	Laurel Mt. GBC	Delinquent	Delinquent	OK	Need to sent 1 st letter
PA	Tremont	Echo Valley GBC	Delinquent	OK	Delinquent	Need to sent 1 st letter (chronic offender)
VA	Roanoke	Washington Heights GBC	Delinquent			Need to sent 1 st letter
WA	Mabton	Iglesia de los Hermanos	Delinquent	Delinquent	Delinquent	Ethnic

- The Committee recommends that an assigned Fellowship Council member stand with the Pastor or leader when a new church is introduced for membership at Conference

020202-06 MOTION that new churches have a Fellowship Council member guide them toward membership

- A MOTION prevailed that an assigned Fellowship Council member guide each new church toward membership and stand with the Pastor or leader when that new church is introduced for membership at Conference.
- The Committee recommends that the Fellowship Council hold a reception at Conference with new church pastors and/or their representative with whole Fellowship Council.
 - Discussion: This should be early in the Conference program (maybe the night before), even before we meet to recommend new churches. Also so that we have face recognition during Conference. Might be good to have them Thursday during our fellowship dinner. Tom will find funds if it comes up that a church can't afford to send representatives. Tom needs the information early to be able to provide financial help.

020202-07 AGREEMENT to invite the people from new churches to join us for dinner Thursday night.

- It was AGREED by consensus to invite the people from new churches to join us for dinner Thursday night.

020202-08 MOTION to recommend a new church for membership

- A MOTION prevailed to recommend *Crossroads GBC*,---Wisanomy, PA (Bob Pearson, pastor) to the delegates for admission into the FGBC.

020202-09 MOTION to recommend a new church for membership

- A MOTION prevailed to recommend *NEW HOPE GBC*—Morgantown, WV, (Ron Thorne, pastor) to the delegates for admission into the FGBC.

020202-10 MOTION to recommend a church for reinstatement into membership

- A MOTION prevailed to recommend *Grace Bible Fellowship*—Gainesville, FL, (Randall Arthur) be reinstated contingent on repayment of 3 years past due membership fees.
 - Discussion: Paid up last year's fees, so only 2 yrs behind. They either need to reapply or a new process for those who are released on the technicality of missing stats or fees needs to be established. We ought to require payment of all back dues. Recommend that an appeal be made to district to assist in making up the deficient funds if that will be a hardship for the church.
- What to do about ethnic churches that have been chronic in not paying. Terry will contact Steve Galagor about Native American, Jesus & Tom will contact Mabton about Hispanic church there.
- Question: Is there a trigger that alerts about when new church application is due?
 - It is noted on Web. Tom will remind GBNM regional reps about the 3 month extension.
 - Church history is voluntarily requested on the back of the New Church application. Tom calls pastors/leaders he knows in the District when he isn't sure of the origin/history of the new church.
- ♦ **STRUCTURES COMMITTEE** (Richards--Chair, Kirnbauer, Shearer)
 - **NOMINATING COMMITTEE**—suggestions: Dan Thornton, Richard Placeway, Glenn Shirk, Ron Wiemer, Dan White, Mark Saunders, Dave Mitchell, Tad Hobert, Jesus Munoz, Tom Hocking, Steve Taylor, Dave Marksbury, Nathan Zakahi.
 - Normally arrive at 12 names to be sure that there is a choice for the 6 positions and in case several decline to run.
 - Discussion: It is important to have former Fellowship Council members on the Nominating Committee so that there is continuity and some ability to share vision with future Fellowship Council members and Moderators.

020202-11 MOTION naming Nominating Committee nominees

- A MOTION prevailed that the above named nominees be contacted to be requested to be on the ballot.
- **PARLIAMENTARY COMMITTEE** suggestions: Dave Plaster, Galen Wiley

020202-12 MOTION to appoint a Parliamentary Committee member

- A MOTION prevailed to appoint either Dave Plaster or Galen Wiley to serve on the Parliamentary Committee and to ask them in this order.
- **MEMBERSHIP COMMITTEE** suggestions: Andy Wirt, Don Rough, Terry Daniels

020202-13 MOTION to appoint Membership Committee members

- A MOTION Prevailed to ask Andy Wirt, Don Rough, and Terry Daniels to serve on the membership committee and ask two of them in the order they are listed.
- **PASTORAL CONNECTIONS** recommendation: Greg Howell

020202-14 MOTION to appoint Pastoral Connections Coordinator

- A MOTION prevailed to appoint Greg Howell as Pastoral Connections coordinator for another year.

- SECRETARY & TREASURER recommendations: Tom Avey and Tom Stallter respectively

020202-15 MOTION to recommend the appointment of Secretary and Treasurer

- A MOTION prevailed to recommend to Conference the appointment of Tom Avey and Tom Stallter continue as Secretary and Treasurer respectively for the 2003 Conference year.
 - Fellowship Council Structure: Nothing to recommend
 - Two-Year Moderator idea:
 - Discussion: Seemed to connect to alternate conference idea. Noted that Moderator's address need not be attended live, video, web, its in the Handbook, etc. How many pastors/people go to FOCUS and not to Conference. Might be a better vehicle to accomplish what need but differing emphasis during alternating years.
- NORTHWEST DISTRICT CONCERNS: John McIntosh shared from contact with ministerium in Northwest District conference call. There were about seven concerns mostly dealing with direction of Conference and the Fellowship based on 2001 Conference speakers and workshops. John was able to care for all but one question and now has the answer to that one which he will forward to Nathan Zakahi, chairman of the Northwest Ministerium.
- FUTURE CONFERENCES
- ♦ Jeff Gill, 2002--Philly--Leith Anderson, McClain Day, Prayer Concert, District is putting together tracks, nice big brochure/poster. Sunday night metro-Grace, Urban Hope. Room rates \$99 + 14%, parking is free. Brian Nelson—music, Charlie Ashman is working on some historic tours. Vic Young is working a post-conf motorcycle run.
 - Fellowship Council plans to be there THURSDAY, July 25th right after lunch (1-5pm) meet for dinner (with leaders of new churches). Also Fellowship Council will meet right after conference.
 - Conference fee this year is \$45 Late \$60
- ♦ Bob Combs, 2003—Innisbrook, Florida It is North of Tampa
 - Tom showed slides of the golf resort. All rooms same rate \$89, kitchens. John Boal will work on a Golf tournament. 5 miles from the beach. Lots to do. July 25-30 (Friday-Wed).
 - Knute Larson—keynote, Steve Green?, Theme: **Bringing Hope to a Wounded World**. Jesus M. is also going to speak.
- FINANCIAL REPORT for 2001
- ♦ The Finance Committee looked it over and compared it with last year's. We know that we lost money on 2001 Conference.
 - ♦ Discussion: Is there a simple answer to the loss?—low attendance, had to pay for rooms that we didn't use, and we had to use their meals. This makes two years with Conference losses. That is why the increase in the user fee. This year's is based on 800 adults. Half of adult fee goes to kids' program. Like to charge \$30 for all kids, should help with registrations, etc. The office travel to the West Coast cost more also. How does fund balance of \$34,000 compare with past years? It is dropping, neg for 2001 was \$13,000, so we could sustain another loss. Need about \$40,000 in that buffer balance. Tom doesn't want any less than \$34,000 current balance. Tom has been able to use Promise of Honor funds during the year. Last year was first that he was able to pay it in the year that it was due. Should be able to do it again this year.

020202-16 MOTION to accept Financial Report

- ♦ A MOTION prevailed to accept the Financial Report.
- VISION—2010
- ♦ Growing, Going, Leading
 - ♦ Feedback
 - Jesus—glad that we are working on a vision, somewhere to lead us.
 - Jerry—We need to be initiating new things on a regular basis, so that we can recreate interest and excitement and to test new ideas and possibilities to see how they improve and challenge us. The

challenge is the implementation. In favor of trying something—bridges though instead of leaping chasms. Transition trials instead of great leaps.

- John—great value in discussing what could be, but not sure that the Fellowship Council is the place to implement in light of past accusations against the "powerful" Fellowship Council. And our short individual longevity makes continuity difficult. Might be best coming out of the leadership team—reviewing over and over, with each new moderator—driven from the top down.
- Keith—1st two points very sellable. If first 2 are happening, 3rd is great part of our vision, but maybe not part of this vision. (besides it doesn't start with "g")
- Tom—It dawned on him that Fellowship Council might like this vision, then he has to make it start working. Wants assent from Fellowship Council to continuing developing this thing. Can we keep developing? Just need to be talking about growing again.
- Jeff—If this were a book. This is just chapter one of 12 chapters. Certainly the rest of the book needs to be planned. Desire some kind of direction in order to work on the other chapters.
- Keith—can release one chapter without having the rest written or even planned.
- Jerry—need to be careful not to try to do things we (Fellowship Council) are not capable of doing. Fellowship Council can capture or release vision, but not established in such a way to implement it. Hard enough to do in own local church, let alone the FGBC at large including NAT-ORGS which we have no control over. When we progress toward vision, we need to realize that we cannot make things happen.
- Ted--can make tools and promotion available to influence as many as possible.
- Jerry--need to look at implementation differently than even in our own church
- Tom--What can we do and do it. Then where can we influence. Nat-Orgs are already beating on this drum. As you get influence, you gain influence. Can't start with assumption that we have tools that we don't have.
- Jesus—What is the purpose of the Fellowship Council?
- Jerry—As a member of first one, and of previous Executive Committee. Fellowship Council was formed at same time as the Constitution. It was formed with the desire to do a more effective job than the Executive Committee, which met only one time--at National Conference. The primary purpose is to plan Conference. Also care for the legal affairs that our Fellowship has to care for and bring them to the members.
- Tom--read some of the duties listed in the Manual of Procedure—Conference, Delinquent Churches, approve Cooperating Organizations, Budget, new churches, present appropriate measures to the delegates--16 points listed. Not formed to be a strategic body—high rotation. Then who does it?
- Jesus—What are we doing, who have no vision?—Just protecting the chicken from the fox?
- Tom—somewhat the reason for the representative change
- Jerry—This is the body that was formed to do the operational details that someone has to do.
- Jesus—How do you say, that sounds better than what we are doing.
- Jerry—Fellowship Council recognized the need for vision, which is why the strategy committee was formed.
- Ron B.—Wasn't vision cast from the moderator in the past, so strategy committee formed to elongate vision, since he often cast his vision on his way out?
- Jerry—in an effort to do a better job
- Tom—it seems very viable to establish a new vision
- Ron M.—(his last vibrato)—There is a perception that drives forward whatever happens. We have accepted that perception as reality. Delighted that we are talking about vision. On behalf of Grace, Growing, Going, Leading, are key issues for Grace. We have leveraged one item in our power—nominating committee. As people are asked to serve on Nominating Committee they should have the vision shared with them, so that they begin to own and pass on. Leadership Team met yesterday important to affirm vision and seek to empower Tom to proceed toward the vision. Golden opportunity for FGBC if not now, when?
- Leadership Team recommends to Fellowship Council that we affirm the vision and by that empower Tom to focus time and energy to advance the vision and bring back to the Fellowship Council a report of progress so that is ongoing. These three main categories: Growing, Going, Leading.

020202-17 MOTION to pursue Vision 2010

- ♦ A MOTION prevailed to affirm the vision and by that empower Tom to focus time and energy to advance the vision and bring back to the Fellowship Council a report of progress in these three main categories: Growing, Going, Leading.

- Discussion: We should assume that whatever influence we have as a group is included in this charge.
- This means heavy implementation. Does Tom feel up to committing lots of time to this? TOM, Yes,-
-Will pull together lots of advisors—Nat-Orgs, Ed Trenner, etc. Might involve some things that we don't do any more. Or new things that we start doing. Would like to work on it until the meeting with the Leadership Team in Fall. The burden of responsibility to move the vision forward belongs to the Leadership Team. Tom, as servant to the Leadership Team can be their "legs." We may need to reconsider how the Nominating Committee is chosen. Can we have a statement of purpose to guide and give to new members and those inquiring? This vision will be it--since the old one ran out in 2000.

➤ **ALTERNATING PURPOSE CONFERENCE DISCUSSION**

- ♦ Jerry—(ditto what he said under vision) need to be initiating new things on a regular basis, so that we can recreate interest and excitement and to test new ideas and possibilities to see how they improve and challenge us. Challenge is implementation. In favor of trying something—bridges though instead of leaping chasms. Transition trials instead of great leaps.
- ♦ John Teevan's handout. He states it as a basic need, opportunity for pastors to have continuing education. Need to be careful that emerging leaders are really solidly grounded, not just good speakers, relational, etc. Celebration/Training alternate every other year.
- ♦ Ted--How many pastors does this represent? Would the small number of people that represents come to Conference anyway. Need to research the number/need/interest.
- ♦ Joel—John's "1. B." point seems very educational. Guys at Focus don't come to Conference more as a matter of attitude than wanting continuing education. Need a more practical training time how to implement vision. React to John's phrase; "vacation style celebration". Could we accomplish more by alternating topics. Is Conference in touch with churches? Are we more concerned about age of attendees (attracting younger folks)?
- ♦ Jesus—don't want Conference to dictate where and how vacations are taken.
- ♦ Ted—primarily gray-hairs that you see at Conference. If we go too radical, who will we lose. Many adults who visited at BNYC commented that they would rather have been there all week. We may falsely assume that being radical will alienate regulars. If we took the vacation out of it, maybe people would come for the theme.
- ♦ Jerry—poor selection of word "vacation", "fellowship" would be better. The Fellowship Council has fought against that idea for years. This is an ethical issue as well--it is better to couple Conference with vacation (before/after). Comments about BNYC is that they enjoy seeing the kids, and how they are being motivated, uplifted. It may be possible to test the waters on the training idea, by preparing an intense track just for pastors, with increasing levels of material. This is a need as the knowledge base is declining among pastoral candidates being examined.
- ♦ Keith—can't we have tracks for pastors, men, women, etc.?
- ♦ Tom—hard to cover all of the possible specialized fields.
- ♦ Jeff—do we throw the idea out, put it on the back burner, what?
- ♦ Ron B.—don't throw out. We are trying to pack too much into what we are doing now. Surveys show the need to talk about issues in a safe environment. We are weak evangelism, worship, women's . Great need for training women, which is missing from Teevan's idea. Not just heavy on education, but need a variety of interactions and discussion—can't get it all done at Conference.
- ♦ Jeff—We do need something to train leaders.
- ♦ Tom—could it be worked up to show what alternating Conferences could look like.
- ♦ Jerry—Let's refer it to the Leadership Team. Do we agree that we need to structure for training?

020202-18 MOTION concerning Alternating Purpose Conference

- ♦ A MOTION prevailed to refer the Alternating Purpose Conference proposal to the Leadership Team for further development.
 - Discussion: 2004 maybe too soon to schedule. Could consider coupling training with Focus retreats. Include Nat-Orgs. Should not be a given that it has to occur in Winona Lake.

➤ **AGBM PROPOSAL**

- ♦ Mark—more work needs to be done. Not enough information. Survey very limited. In favor of them to continue to pursue it.

- ◆ Ron B—The need is very real. But one national guy to do it is very, very difficult. Some networking may accomplish it better. The proposal is not realistic.
- ◆ Keith—Why did this proposal come to Fellowship Council instead of Ministerium? Do they want it to come under us—financial?, or just our approval?
- ◆ Tom—They want to split my (Fellowship Coordinator's) office 3 ways adding 2 new ones.
- ◆ Jesus—The needs are real, but may need to empower and increase those who are doing it.
- ◆ Jerry—not enough careful examination to potential resolutions. We need a well-formed proposal to come to Fellowship Council. They need to give us something to decide, not just dump it in our lap. We agree with these problems—please work harder at various possibilities, rather than just high-expense offices, which would become an Episcopal form of government.
- ◆ Ron B. —Their eyes are just looking through one paradigm.
- ◆ Joel—Have we really looked at this from all the angles, not just putting someone in charge?
- ◆ Keith—Tom, do we need a church ministry office?
- ◆ Jerry—Suggest that they work on their end only (pastoral).
- ◆ Joel—can we affirm their initiatives and encourage them to keep working on them?
- ◆ Tom—behind this is two passions. The Ministerium would like to hire a full-time person. Then they also have this burden (pastoral development—which may not be theirs), Ken Bickel's passion is different—He has grads, but doesn't want to drop new pastors into available churches. However, the Ministerium's job is not to provide a pastor for each pulpit. We have two groups affecting pastors (Ministerium and Fellowship Council), wish we could merge.
- ◆ Jerry—give them the 3rd part of vision—Leading. Have them tell us how they are going to fit into this area. Don't ask for money and don't ask us to run it. They need to wrestle with it. We as a fellowship are not set up to deal with it.
- ◆ Tom: They need to step up to the plate and figure out how to run it and fund it and what the real solutions are. They have to sell it if they have to fund it.

020202-19 MOTION concerning Pastoral Ministry Office

- ◆ A MOTION prevailed to reply to their proposal by reporting our 3rd vision goal (Leading) and ask the Association of Grace Brethren Ministers officers to develop a plan for response from their organization.
 - Discussion: We're not interested in expanding our duties at this time. A number of items under their proposed Church Ministry Office currently exist in other Nat-Orgs. They need to be asked, "What other organizations have you networked with?"

020202-20 MOTION to Adjourn

- A MOTION prevailed to adjourn
 - ◆ Closed in prayer by Tad at 12:11pm

Respectfully submitted,

Gregory M. Howell
Acting Secretary