

FELLOWSHIP COUNCIL MID-YEAR MEETING
of the
CHARIS FELLOWSHIP
MINUTES – January 29 - 31, 2020
Grace Community Church, Seal Beach, CA

THURSDAY, January 30, 2020

PRESENT: Phil Sparling (Exec Dir '22), Rex Rogers (A-23), Jeremy Wike (A-20), Roger Holl (A-22), Adam Copenhagen (A-21), Manuel Espinosa (A-24), Dave Pacheco (B-22), Dave Holmes (B-24), Tim Clothier (C-22), Doug Black (B-21), Adam Johnson (C-20), Jonathan Wiley (B-23), Rich Schnieders (C-23), Desir Nonhomme (C-24), Doug Courtier (C-21), Tom Avey (Fellowship Coordinator), Ron Boehm (B-20), , Greg Howell (Recording Secretary), Tim Hodge (Assistant Executive Director ('22).

NATIONAL MINISTRY EXECUTIVES: Dave Guiles—Encompass Executive Director, Liz Gates—Grace Connect Executive Director, Ed Lewis—CE National Executive Director, Jen Avey—Women of Grace Board, Viki Rife—Women of Grace Executive Director. Mark Penfold—Chaplain Endorsing Agent/Eagle Commission, Bo Stanley—BMH Chairman, Ken Seyfert—Grace Brethren Investment Foundation Executive Director, Drew Flamm—Grace Schools VP, Matt Wheelock—Inspire.

Tim Hodge had us introduce ourselves, where we are from and why we are here.

Tim identified the outgoing members (July will be their last meeting): Jeremy Wike, Adam Johnson, and Ron Boehm. He stated that it is tradition that the retiring reps present the devotions and asked Jeremy to share.

Jeremy Wike share a devotional and then opened in prayer

Overview of Fellowship Council Agenda (Tim Hodge)

Housekeeping Items

A MOTION PREVAILED to approve Minutes of ACCESS 2019 July business meeting in Auburn, CA.

A MOTION PREVAILED to approve Housing Allowances for the remainder of 2020: Tom Avey @ \$45,000 & Mark Penfold @ \$30,000
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Executive Director's Intro (Phil Sparling)

New board reps—welcome, Manuel Espinosa, Desir Nonhomme (Miami), Dave Holmes

Phil: I am honored to be in this position. Thank you. It has been a fun journey to watch rebranding, etc. I grew up in Fellowship, went to Westminster, moved to Sacramento, Dick Cron was the pastor. My parents moved us to Auburn to help Duane Jones plant our church. I went on OB (Operation Barnabas), preached my sermonette at Myerstown PA and discovered that's what I wanted to do—God leading. I came home told my pastor. Went to Bible school, came home to worked in construction for 6 years and became Children's Pastor and then 3rd pastor of the Auburn church. We (Fellowship Council) are empowered to lead. We have been

1 chosen by the delegates to serve. We are empowered to lead by humble confidence. Let us be
2 bold! Our culture is shifting, we need to keep up. I am thrilled that position is 3 yrs., that gives
3 traction. Bartley said our role is to create a path. I pleased to ride on the coattails of those
4 before, Bartley and Clancy. When we come here to Fellowship Council, we need to take our
5 local ministry hat off. We are committed to think and make decisions nationally and globally.
6 And then we need to put our hat back on to see how those decisions fit our local context. How
7 to move Fellowship forward. I visited several Focus Retreats and different meetings. My
8 personal encouragement—Let's Go, we are empowered! If we are serious about Biblical
9 Mission, Biblical Relationship and Biblical Training, let's do it!

10 11 Executive Directors Initiatives Intro

12 Charissymposium is not a new idea. At the Global Alliance, we will now be working
13 through the Position Statements. (On an international level we will see if any of the regional
14 Position Statements are universal enough to move them up to basket 3 or 2). We can create a
15 robust document and pull Position Statements out of that. Our Position Statements team is
16 composed of group of people that will think through issues, study, and discuss to come up with
17 robust background for our policies. AC explained the plan is based on Biblical Theological
18 conferences where papers are presented. The Fellowship Council will talk more tomorrow
19 about this.

20 National leadership certification, Tim Hodge has been working on this for some time. It
21 is for leaders who are not interested in licensure or ordination. Tim explained, WOG and other
22 organizations have expressed a need. The final product will address "How to prepare and train,
23 missionaries, chaplains, etc." Individually we are creating some great stuff but need to fix the
24 platform to be able to share with others, especially all the way down to the local church. Grace
25 and Inspire are working on the training tools for Identity Statements. Local churches are hit and
26 miss on training elders, we would like to provide resources to encourage them and that are
27 standardized and accepted throughout the Fellowship. Not all may want or need all parts, but
28 even they only use 3 or 4 modules, that would be a win. Quoted Ed Lewis (from last year) that
29 our autonomy has turned into independence when we need **interdependence**. That would be a
30 win for all our local churches. "Wouldn't it be wonderful if _____", especially for new folks,
31 new leaders to our churches or Fellowship.

32 Phil—what can come out of this is a website with a cluster of modules that everyone can
33 access, and we have all contributed to. 30 or so, with list of 20 that you do to be trained,
34 certified for women's ministry, eldership, etc. Therefore, our leadership development is
35 becoming unified and centralized for all to use.

36 Conflict Resolution department—something we have been experiencing in our (Northern
37 California) district. Down from 10-9 churches to 6. One got upset and just walked away.
38 District had stepped in to help save the church. Hosted ministerium and announced they were
39 leaving. Another happened as pastor was retiring and gave his church to another local non-
40 Charis Fellowship pastor. How do we prevent, come alongside, before it is too late? How do
41 we intervene without interfering?

42 Next year's conference (2021) is "Biblical Relationships," how can we lovingly step in
43 and help? Tom has shared that there is a good percentage of hurting churches and ASSIST
44 has expressed the same. Has to do with loving and accountability.

45 Another thing our district has experienced is a difficulty with a national ministry. NorCal
46 would like Fellowship Council to wrestle with how to help hurting churches, resolve differences,
47 etc. Somewhere in our structure we need a place where hurting churches can "raise their hand"
48 and or where a church can bring concerns about the church down the road. Can we create a
49 process where we can help brothers and sisters come together to help each other? Jesus
50 made a way to solve problems between brothers and sisters, and we need to work those out.

51 These are the 3 initiatives I want us to work on over the next 3 years.

Ken - I commend you Phil. It is vital that we step in with hurting churches, especially where the assets go when a church closes. We need a crisis committee to get involved early—stress early, delicate. But there needs to be honor and commitment. Maybe put things in writing—loyalty and honor.

Phil: Auburn recently put in our constitution at least 50% of assets go back to the Fellowship if church dissolves. God used Grace Brethren people and resources to build our churches. We need to be honest in the disbursement of the assets when the church ceases to function.

Roger - It is about biblical relationship. A big church left in our district, but prior to that, they showed signs of not being connected to the Fellowship: no Grace Brethren literature around, or when looking for a pastor, they ignored looking in the Fellowship.

Phil - yes, biblical relationship. Autonomy does not mean independence.

Rich—need to help, need information flow from multiple sources.

Phil - does Fellowship have any relationship with the elder board of local churches? There should be a sunset clause where things/relationships are reviewed on a regular basis. Auburn was planted by Home Missions with a dissolution clause—all goes back to Home Missions. So, the seed for our (Auburn's) dissolution clause was built in from the beginning. Home Missions no longer exists, so we need to perpetuate the concept other ways.

In this culture of movement, how do we move forward? In the "Charis dance" there is room and need for benefits identified, given, received. Need to be willing to look outside our ministry walls to help and or to ask for help or at least an introduction. Lots of us need to also be the mediator that identifies and connects.

Phil—Short update on Long Beach. We met with elders. And from our meetings, we came away with 2 needs each. Both not changing their/our stance. Our 2nd was not want to look like we ramrodded our view, but that it was/is an exchange among brothers. Theirs = want to continue to be involved some district stuff. Phil asked that we keep it confidential—because they have church membership meeting in March. Outcome will be they will be removed and are agreeable and it will be amicable.

Tom shared about the blanket –gift to board suggested by Grace Schools marketing team and Sharmion selected this gift. Tom will give one to Bob Wriedt, pastor of Seal Beach church, our host, for allowing us to meet here.

Welcome to National Organization Reps - Phil turned the next part over to Ron National Ministry Executives met in Columbus and Ron expressed gratitude about how each has positively affected him and his family. He reviewed guidelines for the group interviews, which are designed to communicate about what is going on, not a report like would share at a local church. Ron pointed out the agenda with 10 or so questions. Leader will take notes and report back to whole group before lunch.

Group Interviews with National Organization Reps -

Five Groups – Three FC members per group / Two Nat Orgs per group / Half hour each.
(* = group leader)

Doug Black, Adam Copenhaver, *Tim Clothier – Grace Schools

Ron Boehm, *Jonathan Wiley, Manuel Espinosa – Encompass

Roger Holl, Dave Holmes, *Adam Johnson – GBIF & Chaplains

Desir Nonhomme, *Dave Pacheco, Rex Rodgers – Inspire & WGUSA

Rich Schnieders, Jeremy Wike, *Doug Courter, – CE & Grace Connect

1 Interview Group leaders shared highlights with whole Fellowship Council and further Q&A with
2 National Ministry representatives.

3
4 **Grace Schools**—Drew Flamm, talked about Bill's work rebuilding relationship with the
5 Fellowship. They see lots of strides along that way and Drew is encouraged. Drew asked
6 permission to receive names and addresses of kids in our church so Grace's trip marketing can
7 connect. Interviewers asked Fellowship Council to give Drew permission to contact someone in
8 each district or churches. This contact can also include Deploy. We as churches should be
9 prouder of our schools. Drew handed out 3 things—report, deploy, prospective student
10 brochure. He stated, "It feels like a positive tipping point in the relationship with the Fellowship.
11 Thanks for letting us have a seat at the table. Excited to have Access2020 this summer." He
12 said Grace is planning so families can come a day ahead to spend an overnight at Grace
13 College. Also, the new video he showed will be on the Fellowship Council web soon.

14
15 Tom said that his goal for attendance at conference this summer is 600+ Registrations open
16 March 1.

17
18 Adam C suggested that we respond to Grace "yes, we want to be connected and this is who in
19 our district should be the connection point person."

20
21 Enrollment—last year Grace had the largest growth enrollment for private Indiana schools at
22 10%!

23
24 **Encompass**—Dave Guiles, --Jonathan Wiley began by giving thanks for the impact Encompass
25 has been over the years. It is great for whole fellowship. He encouraged the Fellowship
26 Council to check out Dave's report and new format. Dave is concerned that the 4th cluster
27 (Position Statements) be filled out for North America. The other regions are ahead of us. He
28 expressed gratitude for the clarity and integrity of the Fellowship Council, such as the Long
29 Beach situation. Dave is retiring soon, and a new person will be the new leader of Encompass.
30 The Board wants someone already in the Fellowship. They are especially careful to be sure
31 they will be in sync with the Charis Fellowship. Pray for Encompass and Dave as he leaves
32 leadership, and for Encompass World Partner's ongoing positive influence. Jonathan expressed
33 he is grateful at how Dave & Encompass have greatly influenced us.

34
35 Dave replied that "it is a great honor to be at the table."

36
37 Phil - prayed for Dave & Sue and the upcoming transition

38
39
40 **Eagle Commission**—Adam Johnson began by telling the Fellowship Council, to get to know
41 Mark Penfold, our Endorsing Agent. Get to know him and his heart. Adam suggested that we
42 shepherd our church to partner with the Eagle Commission. Go to www.eaglecommison.com
43 and subscribe to their newsletter. The impact of a chaplain's ministry is always in motion—2
44 years at a long stretch, with their "congregation" constantly changing. The Eagle Commission is
45 moving toward being a Cooperating Ministry. Mark shared some frustrations with the interview
46 team. He said the biggest thing is to pray—use the Eagle Commission prayer book and the
47 uniqueness of what they are doing. Some churches are not showing the Eagle Commission
48 video because 4 minutes is too long. The Eagle Commission and our chaplains is the best-
49 kept-secret in the Fellowship. When asked if "Do you feel appreciated in the Charis
50 Fellowship?" Mark paused and replied "sometimes." Jen Avey gave a commercial for using
51 Eagle Commission chaplains as pulpit supply.

Grace Brethren Investment Foundation -The interview team reported that Ken Seyfert shared that the Grace Brethren Investment Foundation is in the best financial situation ever. They have been able to give \$700,000 back to Charis Fellowship annually. But they need help determining what a viable church plant is. We have lots of money, few new church plants. He has been Executive Director for 23 years. The Board has three candidates to replace him. The new Executive Director should be determined by May when Ken retires. Ken shared with the Fellowship Council that “these have been the best 23 years of my life. What God has allowed me to witness 1st hand and the risks of visionaries in our Fellowship, it’s the most fulfilling thing a human being can experience. Grateful to you, organizations, churches, and God. Looking at leaps of faith—numbers of young families that are involved in some of these churches because of right facilities. That should be very encouraging. Have also and will continue administrating retirement program—grown to \$23m. Pastors are getting benefit of group earnings and stock market growth. Unfortunately, lots of guys have opted out of Social Security.”—Ken’s advice: “don’t opt out of Social Security.”

Mark also encouraged electronic communication—video ahead of time, etc. Needs pastors to help point young men to him—it is challenging for Mark to be an “Army of one” Roger—these interviews were very encouraging. Our church planting effort is far behind our capability to fund it. We need to be super-charged about planting.

Women of Grace USA - Seems that there needs to be better communication between national ministries and conference planning. Helping their initiatives get presented at conference. They shared how Fellowship Council can come along side National Ministries - they want to help the Fellowship Council to help Fellowship become stronger. Women of Grace wants to know the perimeters of what women can do and then let them “play” within those. And help pastors train women in our churches. Need better clarity with that, will help WOG, pastors, and churches. “Where do I fit in?” has been Viki’s lifelong quest. She asked; “Have Focus retreats always include wives/women?” Their board does not include all districts—what is the process for getting from all regions? Need direction from Fellowship Council.

Inspire, Charis Pastors Network - Inspire has formed a peer review team for articles, books. Need help from Charis Fellowship for marketing trips, events etc. Inspire wants Charis Fellowship/Fellowship Council to come to them, put Inspire back at the table handling doctrinal things/statements. Wants to be more collaborative with the Fellowship Council. Felt blind-sided about Position Statement about elders. Matt’s desire was to decrease the median age of the Inspire board. Inspire and Women of Grace are working together, relationship is increasing and is an example to the rest of us.

CE National - Ed is excited that Jeff Bogue is taking over as Executive Director. Would like every church to adopt the “What if?...” initiative—evangelism by people in the pew. That is how we as churches can help. Ed has “What if?” cards. Philly church went down from 300 to 30. People are biblically illiterate. Knowing, doing, being—everything they do goes through that grid. 1500 visit/help at Urban Hope annually. Resulting in 5000 professing believers.

Grace Connect - Liz is stepping into smaller duties in order to tend to her husband’s memory issues. Kicked around some ideas for articles for Grace Connect Magazine. Subscribe to our newsletter at graceconnect.com. Board has put a hold on new books, 2 this year, Dr. Davis on Jonah next year. Historically books that have done well in the past were by Grace professors. And positive book sales have trended with Grace Schools—both ride the same trends.

Handbook can order at Grace Connect website. She gave each a copy. It is one of the partnership projects. Also, biblical mission/Identity statement brochures are available—free, just pay shipping.

Charis Alliance Report (Dave Guiles)

Dave -The Gospel, the Whole Gospel, and nothing but the Gospel—The Bible, the Whole Bible and nothing but the Bible. 1892 our forefathers thought the 2 phrases were synonymous. Old order favored Bible. Henry Holsinger and the progressives preferred “Gospel.” But when it came to choose a phrase, they chose “Bible.” In 1995 the Charis Alliance was born out of a need for connection, because autonomy was not working. The focus is on interdependency.

A couple of guys on the Encompass board are working on the “theology of interdependency.” They have investigated other denominations to see what is written—nothing, just Americanism put on our organizations. Now they are looking at “what does Scripture teach about autonomy”—nothing, but Bible does speak to “interdependence” because the give and take is necessary for the “body” to function. Thus, a poor Chadian can sit by a rich American and have lots to give/receive from each other. In 2008 the Charis Alliance met, now representatives meet every 5 years. The next international meeting will be November 2020 in Kenya, where the Gribbles fell in love and part of Encompass’ 100 year anniversary (spread over several years—because it took several for James Gribble to get to the “Darkest Part of Africa” even after he arrived in Africa). The gathering will include 14 member countries, and a famous African has been invited to share. The theme will be “Extend Your Hand.” The emphasis is that everyone has something to contribute, don’t wait to be asked, initiate help, offer. This will be a gathering for clarity. A request has been issued to all countries about anything needed about the Identity Statement. And also, a lot of work that will come together on 4th cluster. The representatives will learn from one another about how these clusters work. Americans will probably say that instead of saying short statements, we should have research and documents to back up the statements in our 4th cluster. Representatives will discuss others’ 4th cluster statements, (one country restricts tattoos).

We have agreed that since the adoption of the CCCI, it may need some work on it. In the process now of gathering new leaders in each of the three purposes to rework them to say it better (probably not change it). So, they won’t not just talk about it, but share what are you going to do, (or currently are doing in each area). The theme will reinforce the question; “Who at this conference can you partner with?” The group may take a side trip to Kijabe where James proposed to Florence his 1st & 3rd times. Thanks to Fellowship Council for helping financially. Hope now and into the future you (Fellowship Council) will continue to help. Still have \$60,000 of \$120,000 needed yet to raise.

Dave handed out 31-day prayer guides –good way to share CHARIS Alliance and the Charis Commitment to Common Identity with your church. He encouraged each to take our church through a global journey. These are free, just pay the postage and order in advance so they can be printed. They are printed on demand. Encompass has lots of orders—largest yet 18,000. Dave said he is excited to be part of Charis Fellowship.

The upcoming Charis Alliance quinquennial (5 years) is in November. The USA delegation will be: Phil Sparling, Tim Hodge, and Mike Yoder. Canada will also have a representative. Get any questions to them soon (February deadline)

Lunch at the church. (all Nat Org. Representatives encouraged to join for lunch).

Team Meetings –suggested agenda items for each team

- Membership Team
 - New Churches and New Member Churches
 - Church Planters meal at Access2020
 - How we can come alongside small churches and those that "fall by the way-side"?
 - Documents (like the church planting mosaic) for Leadership Training and Doing Good.
- Structures Meeting
 - Updating legal documents. Final review (RB and Adam C.) and propose to Fellowship Council.
 - National Ministry Reports at Fellowship Council. See documents. We will review the reports as they come to us.
 - Policy for local church ordination. Slight changes were suggested. Final review by the team and proposal at Fellowship Council meetings.
 - Consecutive terms. It was decided we should not create an exception. There are other ways to include someone as a consultant.
 - Chairman replacement after 2020. A decision for the Executive Team.
 - Chaplain endorsing agent. Reported progress of incorporating the Eagle Commission. A request for recognition as a National Organization will come later.
 - Associate Membership. Reported the idea. Will talk more at Fellowship Council.
 - Fellowship Council Structure. On hold until we get a glimpse of where new leadership is taking us.
 - Future: Write Team job descriptions.
 - Sunset clause vs doing our job annually. Do a better job via relationship.
 - New Fellowship Council Member Orientation. Depends on Fellowship Council structure.
- Finance
 - Financial Reports for 2019
 - Budget Report for 2019
 - Resolution needed (for GBIF)

Commission Reports, discussions and recommendations.

--Transitions Team discussion

Tom Avey's –team has been meeting for some time. Tomorrow will approve the "what" and hope to have the "who" approved at conference this summer –Tom will stay for a year then after conference 2021 the new guy will become Fellowship Coordinator. The plan is to replace Tom with one person, reshuffle some other of Tom's current responsibilities. Does not need delegate approval. But Fellowship Council will present as our hire. —our decision.

Tim will get a criteria list to Tom who will forward to Fellowship Council. (APPENDIX 1)

• Finance Team Report

Clarified that estate gift given a few years ago has allowed us to have funds for this transition thanks to Tom's good planning about \$180,000 should be ok without increasing member fees

A MOTION PREVAILED to approve the following resolution regarding GBIF:

Resolved, that Grace Brethren Investment Foundation, Inc. is hereby designated as a depository of funds and that investment accounts be opened and maintained in the name of this Corporation with said Foundation; that the Foundation be authorized to recognize the

1 *foregoing signatures to transact business for the Corporation in accordance with the Investment*
2 *Account Terms and Conditions set forth by the Foundation. Also, the Corporation hereby*
3 *certifies that any 2 (number required) signature(s) appearing above shall be required for the*
4 *withdrawal of funds from the account. Further Resolved, that the foregoing resolutions shall*
5 *remain in full force and effect until written notice of their amendment or rescission shall have*
6 *been received and acknowledged by said Foundation."* Signatories to be Tom Avey and
7 Sharmion Howell.

8
9
10 • Membership Team Report

- 11
12 --a subcommittee is planning the Church Planting meal at conference
13 --the team is working on an application process to accomplish membership by the many
14 on-ramps.
15 --they are designing a method for working with member churches, especially those in
16 trouble, decline, conflict, etc., determining who comes along side of them and when.
17 --They are establishing a committee to compose other documents like Mosaic, Jeremy
18 will find a team (task force) to construct documents.
19

20 A MOTION PREVAILED to ask Jeremy Wike to put together a team to construct Mosaic-like
21 documents on the other two topics of the Identity Statement's three points (training leaders and
22 doing good).

23
24 The Team wants to make a normal way to contact delinquent churches, not on basis of owing
25 money but "How can we help—is there a problem?"
26

27 They are also thinking about the sunset clause and how to communicate accountability in a
28 friendly way to the Nat/Orgs.
29

30 PS: should we construct a system like that for churches, an expectation list? With a 5 year
31 checkup in order to renew their membership, to see how they are doing, before there is an
32 irreparable problem.
33

34 RB talked with each of his district churches and would have/could have used that contact time
35 to have asked Fellowship Council checkup questions if we had them.
36

37 The key would be to have districts and Fellowship Council representatives check with their
38 churches. Then we would be more likely to know ahead of time.
39

40 • Structures Team Report

41 Evaluate feedback on the interview process. Suggested that maybe interviews be could done
42 by video ahead of time or Nat/Orgs could provide a video ahead of time. Some Nat/Org's got
43 30 minutes some an hour. We need to consider if this needs to be change. Our group met with
44 Mark Penfold/Eagle Commission. The sunset clause needs to fit in the interviews somehow, so
45 no surprise if/when a ministry is experiencing problems. Another question to add; "Is your
46 ministry in conflict with any district, church, or individual?"
47

48 Constitution and Manual of Procedure changes -- clean up references to "FGBC" and change to
49 "Charis Fellowship." Also changing "Live Harmoniously" to "Cooperate Harmoniously" makes
50 wording consistent with church membership wording. There is currently nothing in the

1 Constitution or Manual of Procedure about Ordination procedure so adding Article VII, Section
2 Five:

3 Ordination of Pastors. Each local church has the authority and responsibility to hire and
4 ordain its pastors for ministry. Charis Fellowship churches are encouraged to ask a
5 Charis Fellowship cooperating district examining board to provide assistance in this
6 ordination process so that these leaders can benefit from an ordination that is
7 recognized among the Charis Fellowship churches. Inspire Charis Pastors Network, a
8 National Ministry of the Charis Fellowship, develops and guides the ordination process
9 used by the districts and maintains a list of recognized pastors who have been both
10 ordained by a local church and endorsed by a Charis Fellowship cooperating district.

11
12 Change “autonomous” in preamble to “interdependent”

13 After Dave Guile’s work on Interdependence, we might change again to take out “automatous”
14 Tim - Or maybe change “autonomous” to “self-governing” best to wait to change until Dave’s
15 book

16
17 Check small “d” on “district” in at least 2 places.

18
19 A MOTION PREVAILED to adopt the Structures Team Constitutional and Manual of
20 Procedure additions and changes as noted, along with correcting any typos as needed.

21
22 We need a lot more clarity on structure of Eagle Commission for Mark Penfold.

23
24 TA he is an employee & paid by Fellowship Council (from funds by GBIF)
25 The Eagle Commission has received increased giving since Mark has come in on.

26
27 Fellowship Council also owns the Fellowship’s retirement plan—the committee just added a \$50
28 fee to cover actual expenses (in case the GBIF ever wants to quit)

29
30 TA adds 2% every year when he gives his salary suggestion to finance committee

31
32 The Endorsing Agent needs to be added to the Manual of Procedure

33
34
35
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41 FRIDAY, January 31, 2020

42
43 PRESENT: Phil Sparling (Executive Director '22), Tim Hodge (Assistant Executive Director
44 '22), Jeremy Wike (A-20), Adam Copenhaver (A-21), Roger Holl (A22), Rex Rogers (A-23),
45 Manuel Espinosa (A-24), Ron Boehm (B-20), Doug Black (B-21), Dave Pacheco (B-22),
46 Jonathan Wiley (B-23), Dave Holmes (B-24), Adam Johnson (C-20), Doug Courtier (C-21), Tim
47 Clothier (C-22), Rich Schnieders (C-23), Desir Nonhomme (C-24), Tom Avey (Fellowship
48 Coordinator), and Greg Howell (Recording Secretary).

49
50 Ron Boehm shared a devotional –Ron Boehm

Phil expressed thanks to Ron and the other retiring representatives.

The council opened with prayer

Miscellaneous reports and Action Steps

-- - Need a motion appointing Mark Abel as of chair social concerns for 3 years.

A MOTION PREVAILED to appoint Mark Abel to a three-year term as Social Concerns chairman, beginning immediately, with the ability to succeed himself.

Roger added that Mark is reviving the Brethren Boys—Skywalkers, they had a retreat in Alaska.

Jonathan- How are Social Concern's resolutions different than 4th clusters?

Tom - Answered: they are not binding, but resolutions that local churches can adopt. They are a good feeding ground for position statements.

Endorsing Agent/Eagle commission current relationship as per Tom Avey (See appendix 2)

A MOTION PREVAILED that the Structures Committee name the Nominating Committee and the Membership Committee to serve at ACCESS 2020.

A MOTION PREVAILED to ratify the May 2019 email vote to approve and adopt the Church Planting Mosaic Document (see appendix 3)

DP since we plan to construct similar documents about training leaders and doing good, can we call them Mosaic as well?

RB Encompass has a book about women in ministry call "Mosaic"

JW initially we would do a built-in review in these 3 docs like CCCI DG needs to find us (Church Planting Mosaic) a better name ☺

--Long Beach Church

Phil gave an update. He started with recent history. a year or so ago Long Beach elders did a study on both complementarian and egalitarian positions of women in ministry and decided that both have Scriptural support, so they felt justified in choosing to promote and practice egalitarian by appointing women as elders and pastors. Their woman executive pastor has been in position for about the past two years. They made the announcement of their change in policy right before National Conference this past summer. They have yet to hire a senior pastor. Fellowship Council asked Delegates to approve a 3 step procedure which they did at Access 2019

MOTION from Access 2019 (Handbook2020 p11 item #3)

1 **A MOTION PREVAILED** to authorize the Fellowship Council to officially respond to Long
2 Beach Grace in regard to the issue of approving women Elders upon recommendation
3 from the District. We are seeking a recommendation from the SoCal district and expect
4 to respond in one of three ways:

- 5 1. Celebrate their return to the Biblical Position
- 6 2. Accept their voluntary withdrawal from the Charis Fellowship
- 7 3. Dismiss Long Beach Grace from the Charis Fellowship roster

8
9 Mike Jentes and Mike Sciarra along with Phil S met with their leaders and discussed face to
10 face. The elders/leaders felt comfortable making the policy change, because it seems to be a 4th
11 cluster issue. They expressed surprise that they were considered in the wrong, because they
12 mentioned the plan a couple years ago (at a Focus Retreat?) and felt they were given the okay.
13 They can't remember who they talked with, but thought it was a Charis Fellowship leader. They
14 were adamant to Phil and the Mikes that they were not changing their new position. Phil wanted
15 to be sure they understood Charis Fellowship is not changing either, but also not ramrodding
16 our position. Bottom line: Long Beach is not planning to withdraw (that would disturb the unity
17 in their church). Our delegation and their leaders together have created a path forward: 1)
18 SoCal district will vote to remove them from district membership. 2) Long Beach will respond
19 that it was done in a loving manner. Then, 3) SoCal will report to Fellowship Council with a
20 recommendation that the church be removed from the Charis Fellowship.

21
22 Membership Committee has a motion based on the above steps occurring.

23
24 Phil commented that Mike G has directed this very well. Phil will provide documents to TA &
25 secretary about the timeline.

26
27 DP can you explain if Long Beach wants to get back involved in Charis Fellowship, after long
28 absence and involvement?

29
30 PS Yes, they have been much more involved recently. If their position changes they can
31 reapply and probably be welcomed with open arms. Long Beach was surprised that 4th cluster
32 was as binding. The outcome of our time together is that they got to have their 2 and we got
33 our 2 objectives.

34
35 Q: What do we (Fellowship Council) do if district doesn't approve one of the Conference's three
36 choices? A: They will. It was a hard process for the district but has made them stronger.

37
38 PS this year at conference, the Delegates meeting will be during the last cohort meeting before
39 lunch, so we can hash out business and then go celebrate at lunch instead of doing all of the
40 business during lunch.

41
42 RR—did you talk to elders or just pastors?

43
44 PS—yes, elders who represented the full leadership.

45
46 TC what if this statement (no women elders) gets voted out by delegates in the future, will this
47 negate the actions against Long Beach?

48
49 TA DG has said that a statement about "No women elders" may get moved up to 3rd cluster
50 since it is in every other regions' 4th cluster. So it is not likely to be reversed.

1 PS sent a personal email, asking if both complementarian & egalitarian positions have weight of
2 scripture, why not set aside the liberty for unity of the Charis Fellowship?

3 Membership Committee motion

4 Motion from the Membership Team to recommend that the Fellowship Council, upon receipt of
5 So Cal District letter of recommendation to remove the Long Beach church from Charis
6 Fellowship membership that the Fellowship Council move forward with option 3 of the Long
7 Beach motion approved by the delegates at Access 2019 in Auburn and that the Long Beach
8 Grace Church be removed from the membership roster of the Charis Fellowship.

9
10 A MOTION PREVAILED that upon the receipt of a letter of recommendation from the Southern
11 California District to remove the Long Beach church from the membership of the Charis
12 Fellowship, that the Fellowship Council move forward with option three of the Long Beach
13 motion approved by the delegates at Access 2019 in Auburn, California and that the Long
14 Beach Grace Brethren Church be removed from the membership roster of the Charis
15 Fellowship.

16
17 PS reported that Long Beach will have a congregational meeting in early March to explain the
18 actions and that all was done amicably.

19
20 AC could Phil or someone be at Long Beach meeting to demonstrate our good will?

21
22
23 PS wants clarification. In our Position Statements, it says we agree to live harmoniously with
24 these statements. What does that mean in the out-working of the four clusters? Let's say I
25 decide on a personal level that one of the cluster 3 statements is no longer my personal
26 conviction. I.e: "Tri-immersion is great, but I can in good conscience do single" what should I
27 do? Do I need to leave the Charis Fellowship? If I continue to teach correctly, do I have to do
28 anything? Where does this take us?

29
30 DP you mentioned conviction, commitment, practices. What if I'm not fully convince Bible says
31 it is the *only* way, but will practice only that way?

32
33 JW unrealistic to expect absolute uniformity

34
35 TC hard to see bounded and unbounded set in practice, all four clusters seem to be the box

36
37 PS 4th has less authority internationally, and changes when we cooperate with other groups

38
39 RB our practice is not to police convictions, important that we don't do that, or we could not
40 have open discussions especially when people are still formulating their own views and
41 practices.

42
43 DC It seems hard to participate with different convictions

44
45 Then time to self-select out

46
47 TA term 4th cluster, just something that we use to identify, it is not a formal term, does not
48 appear in any of our controlling documents. It is to show how much we are like others, as well
49 as how we are different from other groups.

AJ likes “meat offered to idols” analogy, we value our harmony and our differences, but no wiggle room where Scripture speaks

PS cooperating harmoniously means all 4 have equal weight in North America and should govern our ministry and working together.

AC where is the place to have discussions with it being unifying and not divisive?

TA Charisymposiums (glad you asked)

JW first 3 are global 4th affects just North America

PS issues for Charis Alliance need to be submitted to our delegates (Phil Sparling, Tim Hodge, Mike Yoder) so they can submit by end of February.

PS I am constantly being asked, “where is the authority in our Fellowship?” My answer is that it rests in our delegates. The Fellowship Council is the represented channel of that authority. We are bound by the delegates’ authority.

A Statement about Endorsing Agent needs to be included in the Manual of Procedure

A MOTION PREVAILED to include the following in the Manual of Procedure:
ARTICLE VII, Section Six. Endorsing Agent for Chaplains. The Fellowship Council has the responsibility to appoint, oversee and annually review the chaplain Endorsing Agent on behalf of Charis Fellowship.

Access2020: Theme—Biblical Truth (appropriately being held at Grace College/Seminary) Focus Retreats –stories on how God empowers those in difficult situations, website up and running: www.Access2020.us , Cohorts/Workshops—what specific topics would be good—looking for Fellowship Council suggestions and leaders—will have all three mornings. Phil asked, “Would you be willing to lead one, two or three?” And what would you like to lead? Want to announce on March 1 when website goes live. He will insert several walk-ons during general sessions, who will share favorite scripture, what, why, and #Ilovespiritualtruth

He is asking Nat/Orgs to arrange booths to emphasize Biblical Truth
Speakers will all be in-house, all walks—how the Bible inspires spiritual transformation.

Phil said that brings us to another discussion. He wants feed-back, because he is planning a session on spiritual transformation. He would like Dr. Christy Hill who teaches that course (at Grace) to lead how she has seen biblical transformation—not teach the Bible, but share how the Bible in general transforms the soul. So the question is; is it appropriate to have a women lead that session at our conference this summer? And particularly in light of the last item about Long Beach and women elders? What about timing and optics?

The discussion included the following comments:
Conference is *Not* a local church, she is not preaching, and is under Phil’s authority. We have been obsessed with what women can’t do, we need to show what they can do. Spiritual gifts are gender neutral.

1 Note our position statement –second part: “We believe that the leadership position in our local
2 churches corresponding to the biblical role of elder/overseer/pastor is reserved for men who
3 meet biblical qualifications.”
4

5 Idea that a man can’t learn from a women is foreign to scriptures—need to highlight, that we can
6 learn from women
7

8 She is *our* authority (Grace professor) on spiritual formation
9

10 We can use this opportunity to help clarify what women can do, by how we present and
11 package.
12

13 PS this is not to create a statement, we will get repercussions, but not plan it that way
14

15 AJ living harmoniously, this might be a good opportunity to define our terms and lead,
16

17 TH especially on *our* College Campus, where she teaches
18

19 RB Chery & I have talked about spiritual authority and ecclesiastical authority—they aren’t
20 always synonymous
21

22 PS this can highlight our position statement
23

24 TA best if Phil introduces her, giving her credentials, connection, and purpose
25

26 AC she *is* the best qualified person on the topic
27

28 PS Thanks for the positive affirmation
29

30 Other Conference details

31 PS we are moving the business meeting before lunch. And we will bring the highlights of the
32 meals to the final lunch so we go out on a high note. We are working on an event for Thursday
33 night, like a park event.
34

35 TA will there be cohorts also during the delegates meeting? Yes
36

37 PS I would like to have a lot of cohorts and workshops and would like to have Fellowship
38 Council representatives lead many, since we are recognized as leaders. Need you title and little
39 description by mid-February
40

41 Tom Avey Transition: Fellowship Office, Job Description (Tom was excused, Tim Clothier led)
42

43 PS reminded us of the huge transitions in leadership in the next year (Ed Lewis, Liz Gates, Tom
44 Avey, Dave Guiles, and Ken Seyfert all retiring in the next year). We want their successors to
45 all to come from our tribe.
46

47 TC—movement by itself is not necessarily healthy. Tom has built tremendous trust over the
48 years. How do we further develop healthy support structures and pursue organizational
49 interdependence. We would like to end this discussion with a motion.
50

51 He distributed a Fellowship Coordinator outline and diagram (attached or in FC binder)

1 Tim C read the purpose statement:

2 The Fellowship Coordinator provides leadership and administrative excellence to the
3 Fellowship Office for the purpose of sustaining a culture of gospel movement through
4 celebration, collaboration, catalyzation, and commemoration; working together with
5 interdependent local churches, National ministries, and Cooperating organizations that
6 are passionate for biblical truth, biblical relationships, and biblical mission.

7
8 He noted that Bartley Sawatsky provided the 4 c's: Celebrate, Collaborate, Catalyze, and
9 Commemorate.

10
11 The Fellowship Coordinator is a leader of leaders and thus would maintain a Central office.
12 Part-time staff would not have to be in a centralized location. Technology can allow the best
13 people to live anywhere and still be an integral part of the office.

14
15 DP according to the diagram, where do part time fit?

16
17 TC Any of the listed duties, new Fellowship Coordinator will be able to staff accordingly.
18 Will need to find some additional income streams to care for the added support staff.

19
20 DB We have \$180,000-200,000 set apart for this transition.

21
22 PS This is about the "what" later we will work on the "who" would like to have the person by
23 conference this summer, so that TA has a year with him, then he takes over after 2021
24 conference and Tom retires after 2021 conference. Should be someone with history and
25 passion for the Fellowship. Should have ability to relate as Tom has with pastors.

26
27 So we should add: Pastoral experience preferred.

28
29 TC does Fellowship Coordinator need to live in Winona?

30
31 Note things to avoid (listed on the **electronic** version)

32
33 AC He should not come in with an agenda

34
35 PS we have policy at Auburn: "you can add to our vision, but you can't change our vision"

36
37 A MOTION PREVAILED to accept the Fellowship Coordinator profile and office with the
38 additions as discuss.

39
40 PS thanked the task force and smoothness of discussion and approval by Fellowship Council.
41 All of that is a testimony to Tom's work and legacy

42
43 Now the process of finding the "who" Should we advertise position nationally? Cf nat/orgs put
44 out an individual notice to churches. Or post on website, but needs to be as broad a net as
45 possible.

46
47 Q: Who is screening the applicants? A: Transition team. Time limit. Mar 31
48 By the beginning of June we should have list of qualified candidates, top three. Fellowship
49 Council can interview electronically.

1 We are now officially now launching the “who”

2
3 Executive Director initiatives: Phil Sparling

4
5 Phil requested funds to launch these three initiatives up to \$10,000 combined for all, for one
6 year. May need to figure out new funding if any continue beyond one year.

7
8 TA we have a \$30,000 surplus. Largely because we have been getting \$25,000 annually from
9 Brotherhood Mutual and we don’t really budget for that. And there is nothing competing for
10 these funds in near future.

- 11
12 1) Charisymposium has been functioning for some time, need to get them together once a
13 year.
14
15 2) National leadership certification—Phil wants to help Tim H make this move forward.
16 Hoping to have this launch in two years when we emphasize leadership training.
17
18 3) Conflict Resolution department –morphing that to a task force to generate ideas about
19 how to care for hurting churches and conflict.
20

21 A MOTION PREVAILED to allocate up to \$10,000 from general fund for these three 2020
22 initiatives (Charisymposium, National Leadership Certification, and Conflict Resolution
23 taskforce).

24
25 Phil and Tim asked for around the room comments about the Fellowship and Fellowship Council
26 specifically. Secretary Howell asked if each would state their age, as he wants to calculate the
27 median age of the Fellowship Council (current age is the number after their initials in the
28 following comments).

29
30 RB 69 progress in making women involved in our ministries, WOG training program is positive
31 and gaining respect, comments around this table have been encouraging.

32
33 TA 66 Very encouraged about getting younger leaders

34
35 DC 63 previously concerned about where young leaders were going to take us—confident they
36 are on right track

37
38 DN 45 prayer request, our church is needing to move. Meeting in a former strip club, must
39 move by May 1. Currently renting at \$3000/week looking to buy something. Spoke with Ryan
40 (Bowell) about a GBIF loan.

41
42 RS 61 excited about the guys coming behind us. Am grateful for the team that is here, that if
43 you are not in this group, don’t even know it exists. The Forward-looking of this group is great
44 and to be a pastor of a small church it is very encouraging where Fellowship is heading

45
46 JW 46 opportunity to re-envision and renew commitment. God is faithful to see how the baton
47 passes. Grateful for men and women who have led us and lead us well, anticipate the good
48 things in the future. A reminder of the One who is faithful and look forward to what lies in the
49 future
50

AJ 40 excited we are taking the opportunity to define our terms and renew our definitions huge positive impact to future

DB 45 lots of meetings this year, huge cooperation among boards, who have an appreciation for each other. Has felt differently and it's a good thing

TC 35 clarifying our terms, excited to be part of right now, we have for years assumed our doctrine, but to help us and next generations own theology and hermeneutics

DP 46 I appreciate the connection, relationship, and cooperation I have been part of the Fellowship for my whole life. Been at Delaware, OH GBC 11 ½ years. It is neat to be on the "inside" of the planning and decisions.

DH 38 excited about the talk of leadership development, rejuvenating churches, and our history, symposiums—not willing to have them in past now we are planning them

AC 40 I echo what has been said, encouraged by spirit of partnership/participation, did not experience in past (distrust) can now encourage our church to be a part of the Charis Fellowship.

ME 61 Thankful to be here. I come from small forgotten town in Mexico, what am I doing here? 26 yr ago became a pastor. Serving right in heart of whole Fellowship not a denomination, free in our practices, doctrine and relationships. Pray for Hispanic churches/pastors—they really need training. Our greatest challenge is needing to be able to express ourselves in group like this. 90% people in LA speak Spanish—need to lead people to Christ. Create churches that are biblical and free of legalism. Wonderful to be here. Pray for us.

RH 75 As you stay in Christ always something new. Joy to see Fellowship grow in positive ways, symposiums, leadership issues, conflict, lots of areas of progress. Pleased to hear of writings, knowing what we believe and being able to defend

JW 39 thankful at place that seems to be gaining traction because of trust, proximity to Fellowship (Tom A's pastor) kidding to say thankful for autonomy, short bursts of trying to direct and lead by moderators in the past, but know we realize that autonomy not as great as it seemed. Now trust allows us to be combined and defining who we are. Go so much further together than we can alone. Trust has be fundament to bringing us to where we are and where we need to go.

RR 40 just glad to be here, I was an electrician 5 years ago I'm feeling we are proactively leading not being reactionary. I like that.

PS 56 excited like the rest of you. Reading book "How to Lead Leaders that you no authority over", by the currency of trust. Trust can only be purchased by face to face personal relationship. Excited wherever the Lord takes. I'm kind of a risk taker. We are empowered to lead, so let's lead, even though we may get some push back

TH 45 glad to see Fellowship become what I thought it was when I was first introduced to it. Saw lack of legalism, intentional effort to work at relationship, benefited by extra access to leaders at seminary, messy time when we were going thru the split. Echo lots of what you have said. Boldness, getting things done, and we are family. Glad to see collaboration here.

1
2 GH glad to be here through all the history, and recording it.

3
4 PS let me know if you want to be on the Charis Dance Task Force.

5
6 Closed with group prayer. Especially prayer for Miami church.

7
8 Median age on the Fellowship Council is 45 (Average Age is 50.5)

9
10 Respectfully submitted,
11 Gregory M. Howell
12 Recording Secretary
13
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APPENDIX 1

THE CHARIS FELLOWSHIP OFFICE

The Charis Fellowship Office exists to sustain a culture of gospel movement through celebration, collaboration, catalyzation, and commemoration; working together with interdependent local churches, National ministries, and Cooperating organizations that are passionate for biblical truth, biblical relationships, and biblical mission.

- Celebrate--cheer one another on and recognize the achievements of our peers.
- Collaborate--share our best ideas and resources with one another and commit to active communication.
- Catalyze--direct resources to the people and groups that are bringing about transformation.
- Commemorate--give honor to our tribe, history, biblical truth, and practices.

BIG PICTURE RESPONSIBILITIES:

- Implements the collective direction and decisions of the Conference Delegates; includes the implementing of vision and direction, and the enforcement of decisions and directives.
- Creates the necessary systems and strategies to accomplish the directions and decisions of the Delegates, and/or the vision and direction of the Fellowship Council.
- Coordinates and collaborates with ministry leaders throughout the Fellowship to ensure that all are aware of what is happening and are working interdependently together.

PERSONNEL:

The Fellowship Office is comprised of both full-time and part-time staff members throughout North America and operates under the direction of the Executive Director and the Fellowship Council.

- Executive Director (Phil S.)
- Assistant Executive Director (Tim H.)
- Administrative Team Leader (Tom A.)
- Director of Operations (Sharmion B.)
- Other Part Time Staff:
 - o Communications: promotes Fellowship events, and resources, and works with Grace Connect to tell the stories of the Fellowship.
 - o Conference/Event/Retreat Planning: Focus Retreats, National Conference, Cohort Gatherings.
 - o Strategic Advancement: develops healthy support structures to work with National and Cooperating Ministries to advance Mosaic guided church planting, leadership development, and doing good within the Fellowship

o IT & Database Administration: Handbook, Delegate registration, New church registration, New Member Church applications, dues, etc.

FELLOWSHIP COORDINATOR

The Fellowship Coordinator provides leadership and administrative excellence to the Fellowship Office for the purpose of to sustaining a culture of gospel movement through celebration, collaboration, catalyzation, and commemoration; working together with interdependent local churches, National ministries, and Cooperating organizations that are passionate for biblical truth, biblical relationships, and biblical mission.

- Celebrate--actively cheer on those within the Fellowship, highlighting both what God has done, and is doing in and through the Fellowship.
- Collaborate--lead leaders in sharing their best ideas and resources, emphasizing biblical relationships and the need for interdependency with one another.
- Catalyze--be a conduit of connection between churches, cohorts, ministries, and leaders within the Fellowship for biblical mission.
- Commemorate--give honor to our tribe, history, biblical truth, and practices.

COORDINATOR PROFILE:

- Demonstrates Christ-like character in and throughout their personal life and professional relationships.
- Has history with the Fellowship and demonstrates a deep love for, and commitment to, the Fellowship.
- Theologically mindful – not a novice in the faith, but able to work among theologically minded pastors/leaders of the Charis Fellowship.
- Financially astute, conservative, and responsible.
- Is a leader of leaders, stewarding current leadership clusters and developing structures for further leadership cohort/clusters.
- Wants to lead and is able to manage a support staff to handle the details of administration, event planning, communication, IT, organizational structures, and strategic advancement.
- Is present among ministry leaders within the Fellowship and therefore able and willing to travel.

RESPONSIBILITIES INCLUDE:

- Promote and implement the directives/decisions of the Conference Delegates as well as the vision/direction of the Fellowship Office (Ex. Director, Fellowship Council) to the degree of their delegated authority.
- Facilitate and resource the work of the Fellowship Council (annual budget, new member church applications, governing structures, etc.).

- Work in conjunction with Grace Connect to develop and oversee the communication/media arm of the Fellowship Office (includes the development and utilization of all relevant forms of communication).
- Oversee and further develop the necessary IT systems needed within the Fellowship Office (website, database management, online/printed handbook, membership systems, etc.)
- Lead a team to plan and execute the necessary details for National Conference, Focus Retreats, and other gatherings of leaders as directed by the Executive Director.
- Manage and coordinate the necessary legal aspects of the Fellowship Office.
- Coordinate and collaborate with National/Cooperating ministry leaders to accomplish the vision and direction of Conference Delegates and the Fellowship Office.

RESPONSIBLE TO:

- The Fellowship Coordinator will directly report to the Executive Director and be ultimately responsible to the Fellowship Delegates through the Executive Director and Fellowship Council.

APPENDIX 2

The Chaplains Endorsing Agent and the Charis Fellowship Report to the Fellowship Council, January 2020

Current facts

1. The Endorsing Agent is appointed by the Fellowship Council. Mark Penfold was appointed in January 2017: A MOTION PREVAILED that the Fellowship Council (Board of Directors) of the Fellowship of Grace Brethren Churches appoint Colonel Mark Penfold to serve as the endorsing agent for the Fellowship of Grace Brethren Churches to the United States Department of Defense and the Veterans Administration effective June 1, 2017
2. The Endorsing Agent is an employee of the Charis Fellowship.
3. The Fellowship Council sets the Endorsing Agents housing allowance
4. The Fellowship Council sets the Endorsing Agents salary
5. The Endorsing Agent is covered by the Charis Fellowship liability insurance (Officers and Directors Liability)
6. The Endorsing Agent is covered by the Charis Fellowship workers compensation insurance.
7. The Endorsing Agent receives a w-2 form from FEIN 35-1944640. (FGBC Inc)
8. Since 2012, assets of the Eagle Commission have been included in the Charis Fellowship's financial review (\$96,879 as of October 31, 2019). This practice was initiated by Tom Avey with Ken Seyfert's agreement when it was discovered that Eagle Commission assets, income and expenses were not included in the Charis Fellowship financial reports nor GBIF financial reports.
9. In January 2012 - Larry Chamberlain reported that we need to change the working agreement concerning the Eagle Commission so that GBIF is serving as the manager but with the FGBC as the entity soliciting funds. He also recommended transferring endorsing agent duties to Mark Penfold since he will retire from the Army in about a year and Col. John Schumacher getting is ready to step down.
 - a. MOTION: That we approve the amended Policy and Procedure of the Chaplaincy Ministry, provided to the Fellowship Council this meeting. 2/p
 - b. MOTION: That we approve the opening of a checking account at Lake City Bank for the Eagle Commission, per the Deposit Account Business Resolution provided to the Fellowship Council this meeting, and further authorize the following signers for this account: (any two) – Larry Chamberlain, Kenneth Seyfert, Susanne Kessler, Carol Soto, Linda Leonard, and Tom Avey. 2/p
 - c. MOTION: That we approve the appointment of Grace Brethren Chaplain Lt Col Mark Penfold (US Army) as the FGBC Chaplain Endorsing Agent, to become effective upon the retirement of Col John Schumacher, tentatively scheduled for mid-2013. Mark Penfold to begin mid 2013. 2/p

APPENDIX 3

Church Planting Mosaic

The Charis Fellowship is an interdependent family of churches within the U.S.A. and Canada, who are committed to biblical truth, biblical relationships and biblical mission. Regarding the mission we have been called to, we believe every local church exists for the glory of God and has been called to make, disciple-making, disciples (Matthew 28:19-20). Furthermore, we value and prioritize church planting as a significant means through which disciples are made. Therefore, on the foundational promise that Jesus will build his church (Matthew 16:18) “We affirm that God’s plan for this age is most fully expressed through establishing healthy churches.”¹

In order to best value, celebrate, and prioritize church planting, while providing sustainable forms of accountability and encouragement, the Fellowship Council recognizes a local church as, **"a group of Christ followers in a specific location, committed to the Gospel as its one message, under the oversight of biblical leadership, practicing the ordinances, and on mission to the world by discipling and sending its people."**² Church planting happens in a variety of forms, and can be accomplished through a variety of strategies that are based on the context, call, resources, and leadership of those planting.³

The goal of this document is to highlight that across our Fellowship, a mosaic of church planting forms, strategies, and contexts exists.⁴ There is exciting variety throughout our Fellowship as churches, church planters, missionaries, businessmen, lay leaders, and a whole host of others seek to glorify God by making disciples and planting churches. The Fellowship Council is committed to celebrating all of the many varied pieces and people that are hard at work planting churches; doing so in a way that magnifies the greater picture that together we are collectively creating. Furthermore, we passionately call all churches within our Fellowship to prayerfully consider pursuing church planting in one of the many forms and strategies outlined below.

¹ <https://charisfellowship.us/ccf> (A Summary of our Commitments to Biblical Mission, point #3)

² <https://charisfellowship.us/membership/applications/about>

³ Commitment to Common Identity. <http://www.charisfellowship.us/ccf>

⁴ This document does not say everything that *could* be said, nor, everything that *should* be said. Forms, contexts, and strategies not listed, that fit within the definition of “local church” recognized by the Fellowship Council, are not meant to be excluded.

The audience of this document is three-fold: 1) new churches considering joining the Charis Fellowship, 2) existing churches within the Charis Fellowship, and 3) existing church planting ministries within the Charis Fellowship.

Church Planting Forms:

There are many different forms of church planting, regardless of strategy or context. Example forms include...

TRADITIONAL church planting places an emphasis on making disciples through:

- establishing an effective community that reaches people for Jesus,
- establishing multiple biblical leaders/elders,
- supporting a pastor or pastors,
- and eventually supporting ministries outside their community with people, prayer and finances.
- They may also be known as “Conventional” or “Legacy” Churches.

The long term goal is that these churches become self-supporting, healthy, reproducing, and resourcing churches.

MULTI-SITE church plants are organized and governed by an existing church with an emphasis on making disciples through:

- reproducing the healthy “DNA” of that existing church,
- sharing common support systems for creativity, efficient leadership, and management oversight,
- and financial investment (of varying degree).

The long term goal is that these campuses become either 1) separate, healthy, reproducing, resourcing churches, 2) venue(s) that offer a different culture from the main campus, or 3) a semi-independent church working in a symbiotic relationship with the main campus.

SIMPLE church planting places an emphasis on making disciples through:

- the direction/oversight of biblical leadership with an apostolic influence,
- using methods that are simple and reproducible,
- starting small with simple forms that grow and multiply,
- developing long-term leadership from new believers (the “soil”),
- and working where more traditional church planting doesn’t.

- These churches tend to start small (perhaps just a shepherd and gatherer), tend to be simple in form, and focused on developing long-term leadership from new believers (the “soil”).
- They may also be called “Organic”, “House”, “Embryonic”, or “Micro”

The long term goal is that these churches become self-supporting, healthy, and easily reproducing churches.

Church Planting Strategies:

Church planting is accomplished through a variety of different strategies. Example strategies include...

PIONEERING is an effort to start a new church where there was not a church before. This can be pursued by a single missionary or with/through a team that is sent out of an existing local church. At times, in our history, this has been called “daughtering” or “birthing” a new church.

ADOPTION is an effort to rescue a church from decline and death. A healthy church adopts a declining church to help it realize a new vision and effectiveness. The adopted church may become a campus/branch of the healthy church.

REPLANTING is an effort to rebirth an existing church (typically traditional in form) that needs revitalization. This is accomplished through a new pastor being called to lead the church in a new direction or a healthy church, or district, assisting and encouraging a church in decline.

CELEBRATIVE COMPLETION is the intentional celebration of the ministry of a church, recognizing the completion of that church’s life-cycle and transferring its resources back into the Fellowship for new churches to be started.

Church Planting Contexts:

Regardless of form or strategy all church planting efforts happen within a particular context. We celebrate and encourage church planting to take place within any and all unique contexts as God directs. Example contexts include...

- **FOCUS PEOPLE PLANTING**--These churches are generally organized around shared linguistic or cultural backgrounds and reach out to individuals and groups who share similar backgrounds.

- **MULTI-ETHNIC**--These churches are characterized by an intentional effort to reach out to, and be representative of, ethnically and racially diverse groups of people.
- **URBAN**
- **SUBURBAN**
- **RURAL**
- **MARKETPLACE**
- **UNIVERSITIES**

The Call to Church Planting:

We affirm that the church is God's plan for this age, and commit to mobilize our members and resources to plant new churches because:⁵

- the Spirit of Jesus poured out upon the Church is the Spirit of Mission to the nations (Acts 2:1-42; 13:1-4),
- the Church is a fruitful community in which disciples are made (Acts 2:42-47; Eph. 4:11-16),
- the Church calls the lost to be reconciled to Christ through its evangelistic efforts (2 Cor. 5:16-21),
- the Church displays the multifaceted wisdom of God (Eph. 3:10-11),
- and through the Church, God is glorified in Christ Jesus (Eph. 1:21)

The body of Christ is much bigger than just the Charis Fellowship! The Charis Fellowship - indeed the global Charis Alliance - is part of the universal church that has been given the mission of making, disciple-making, disciples. In obedience to that mission, and as stewards of this Charis Fellowship, the Fellowship Council calls upon every church to engage in the process of reproduction, which can be done in a variety of ways, such as:

- Intentional evangelism that leads to new disciples and new churches.
- Starting a new church (Simple, Traditional, Multi-site)
- Raising up and sending out church planters.
- Partnering with another church to start a new church.
- Leaving an inheritance for new churches.
- Teaming up with regional and national leaders focused on church planting.

Measurable Fellowship Council Goals for 2025:

⁵ Commitment to Common Mission. <http://charisfellowship.us/page/ccm-en> ____

Fellowship Council Minutes: January 2020

1. Welcoming new churches into The Charis Fellowship who have a passion, desire, and plan to reproduce themselves.
2. Encouraging every church within The Charis Fellowship to prayerfully consider how they will engage in church planting.
3. Celebrating the mosaic of church strategies and forms that are planted within a variety of contexts.
4. Celebrating Church Completion and the reinvestment of assets into new church plants.

Revised April 24, 2019

Edited May 9, 2019