

## A Vision for Health



The past several years It has been our vision to have healthy pastors and healthy congregations resulting in a healthy conference of churches.

With gratitude to God we have seen very positive results. Our congregations have been very supportive of their pastor and have done much to bless and encourage them. The health of our pastors has also blessed the congregations with positive pastoral leadership. The health of the conference has also been positive. Congregations are more involved in things like the Annual Convention and Youth Rally, The pastors have connected more with each other even though separated by great distances. The Pastor Spouse retreat has become a time of connection, of building relationships , of blessing and refreshing each other.

At the same time we are keenly aware that when congregations go through challenging times the very fabric of their unity is being tested. In order to help these congregations to not only survive, but to thrive through these challenging times takes diligent and focused attention. The Conference Pastor would need to neglect the oversight of the other congregations to be able to give this depth of attention to a congregation. Recognizing the need for this

in depth ministry the NWMC Board has chosen to make this a mission over the next two years.

**Our vision is to contract a Church Development Director who has the gifts and abilities**, together with proven experience to work with struggling congregations and struggling leadership. This person would focus on working with 2 congregations for 3-6 months. After a congregation develops healthy structures the Director would step back from full attention to monitor and guide as needed. As one congregation needs less time the Director would begin to focus on another congregation.

**In some churches** he would work as a transitional coach, working closely with the board/council and Conference Pastor to help a church work through the major stages of transition to church health.

This would be modelled in a variety of ways to meet the specific needs of the church including on-site visits along with telephone and online coaching. This transitional coach model works effectively where the congregation has a pastor or an appointed lay leader.

**In some churches** he would work as a transitional pastor who can help the churches to experience a greater measure of health and vitality by addressing key areas of the church. As they prepare for their next pastor

The Development Director would be **working closely with the Conference Pastor** to do pre assessments to get a pulse of what is needed and the condition of the church body.

He would then **focus as needed** on ...

Board development

Developing a healthy church culture

How to have healthy conflict

Proper polity that fits the NWMC

Coaching/mentoring

Facilitating

Helping church bodies find there "**why**" there purpose, values, their mission with strategic ends to accomplish their "**why**".

Preaching

Deal with issues that haven't been addressed

Team development

**To some extent** he would also be available to conduct workshops on self awareness, who are we, what makes us tick and what ticks us off.

Our experience in Bethany Christian Church, Smith was a very positive one, as the church responded positively. It should be noted that this type of ministry addresses issues directly and sometimes toes are stepped on to deal with them. This happened at Bethany, and some have shared this and have become supportive as they later saw the necessity of dealing with the issues. Bethany is very supportive of NWMC pursuing this position and helping other churches. Their Pastor and Chairperson are willing to share their story of before, during and after.



The person we have in mind is **Todd De Haan**. He has worked effectively in a number of churches. The congregations that followed the guidance they were given by him have continued in health. A couple churches have reverted to their previous ways and continued as they were or deteriorated further.

### **Our Goal**

To Raise \$200,000 over 2 years. This will not be part of our regular Budget.

All giving to this Mission Project is over and above our NWMC Budget

**Where will the Funds come from?** We are trusting God to provide, believing that this is what He wants us to do for the health of congregations, We also believe that God has blessed His people with all that is needed to meet this need, so we ask for you to pray with us for these funds to be given.

For all congregations to to be involved we encourage each church to have a Sunday each month specifically dedicated to this mission. If each person in our churches gave 1 Toonie (\$2) per month 25% of our goal would be met.

We believe that most of these funds will come from individuals who believe that God wants all our congregations to be healthy. The target is 50%

We believe that the congregations that will benefit from this support will give as they are able. This target is 25%

The funds will be used to cover salary and expenses. We recognise that the Director will not be able to live at each location, but will need to find accommodations during that time.

### **Our Time Line**

It is our hope to have a Church Development Director in place by September 2019 for a period of 2 years.

### **We invite you to be part of this mission.**

Without Jesus we can do nothing, so we need you to pray that all we do will flow from our commitment to doing His will.

Without Financial resources we cannot move ahead, so we need you to pray for God to provide all that is needed; pray about your ability to be financially involved. What amount would you be willing to donate or pledge over the next 2 years?

Will You pray with us? As our Board has thought and prayed about this we believe that God has placed this upon our hearts. Would you pray for God's blessing to be upon this vision of mission to our NWMC congregations.

Our heart and our Vision is for all of our congregations to be healthy, and to have healthy pastoral leadership, resulting in a healthy conference family of Churches.

**Questions or Comments  
or to set up a personal meeting  
Please contact Pastor Dave**

**Donations can be sent directly to the Northwest Mennonite  
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