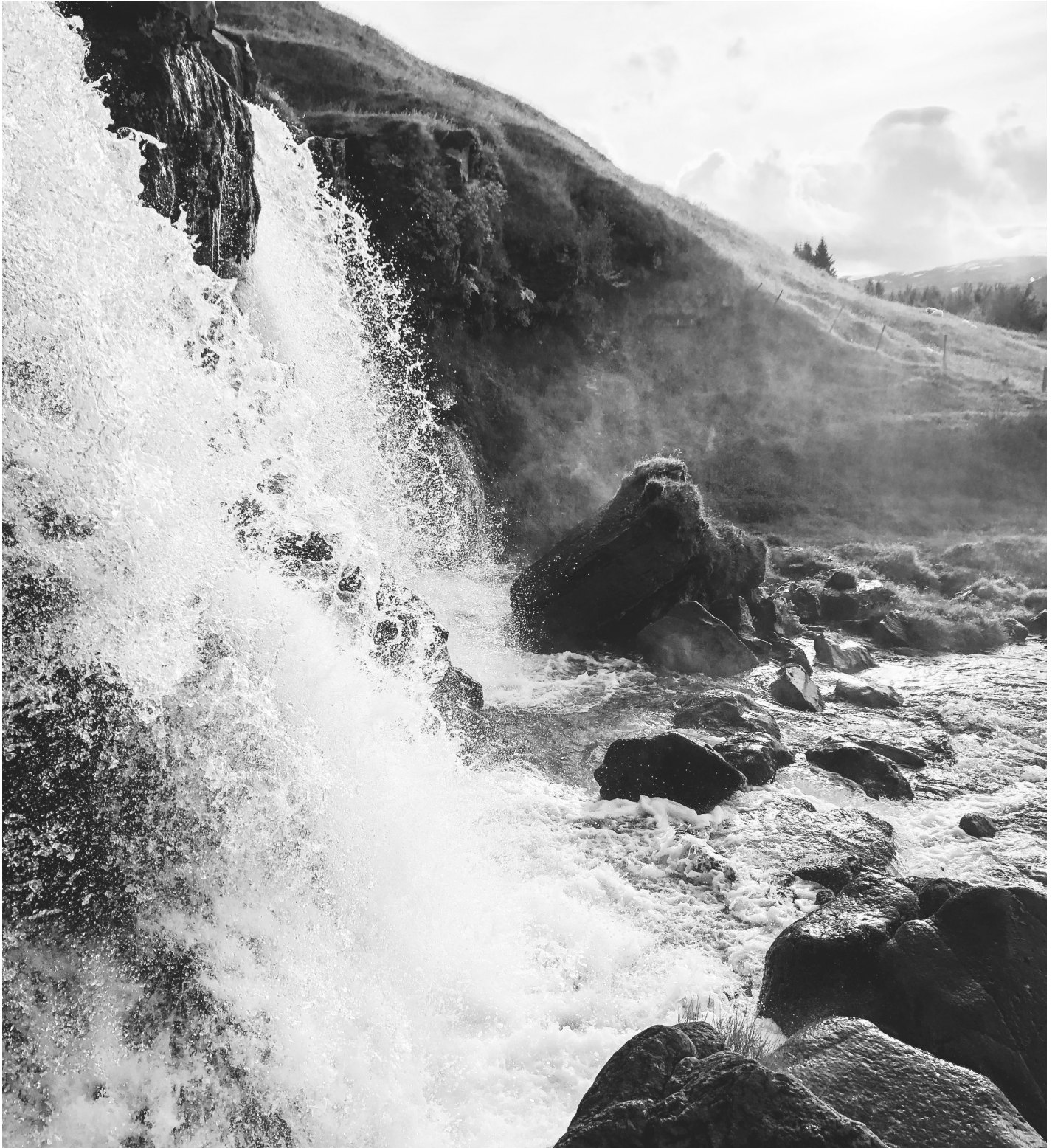


BOARD MATTERS

MAY 2019



A PUBLICATION OF THE MARITIME DISTRICT PAOC

BOARD MATTERS IS A BI-ANNUAL PUBLICATION FOR BOARDS AND COUNCILS OF MARITIME PAOC CHURCHES.

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District Superintendent,
Maritime PAOC
maritimepaoc.org



MINISTRY GUEST

TOM JONES

Executive Director
Global Awakening
globalawakening.com



MINISTRY GUEST

DOUG SCHNEIDER

Lead Pastor
Embassy Church, Ottawa, ON
theembassychurch.ca

MINISTRY APPRENTICESHIP PROGRAM



MAP is a partnership between a District church, a Bible college student, and the District Office. The church provides a ministry training environment as well as room and board and a tuition subsidy for a Bible college student who is enrolled in full-time studies and works up to 25 hours a week at the church. The student also received mentoring from the church's lead pastor and gains firsthand experience into church ministry and leadership. The District oversees the program and provides coaching and administrative support to the church and the apprentice. There is financial assistance available to churches from the District to help offset expenses.

Anyone interested in learning more about our apprenticeship program should contact Jim Molloy.

We asked Pastor Tim Shaw, Lead Pastor of Kings Way Assembly if he would share some of his experience in hosting an apprentice through the Ministry Apprenticeship Program (MAP).

WHAT MOTIVATED YOU TO CONSIDER HOSTING AN APPRENTICE?

- I felt an apprentice could help meet a specific need within our church.
- I wanted to support the District vision.
- I wanted Kings Way Assembly and myself to do our part in addressing the critical need to raise up young leaders.
- It was a cost-effective way to add another person to the team.

HOW HAS IT BENEFITED YOUR CHURCH TO HAVE HAD AN APPRENTICE?

- Well, we [eventually] hired our apprentice as a staff member, so that was a huge win.
- Apprentices are generally younger people so for us, and likely most Maritime congregations, it helped us "get younger."
- Having an apprentice helps create a culture of affirming young leaders.
- It's essential to have another younger voice in the conversations that happen within a church.

WHY DO YOU THINK MAP IS ESSENTIAL FOR OUR DISTRICT?

- The leadership gap is growing and so has the District. MAP is on the front lines of raising young leaders.
- It is proving to be an attractive model for some young leaders.
- MAP addresses the concern of student debt with generally lower wages in the Maritimes.
- It is a Maritime option of being trained and prepared for ministry.

"THE LOCAL CHURCH IS THE MOST IMPORTANT SCHOOL FOR MINISTRY AND THE FAITHFUL PASTOR IS THE CRUCIAL PROFESSOR." -DR. AL MOHLER JR.

2018 DISTRICT SUPERINTENDENT REPORT

BY REV. KEVIN JOHNSON
DISTRICT SUPERINTENDENT
KJOHNSON@MARITIMEPAOC.ORG

(This is an updated version of the Lead Team Report released at our District Conference in May 2019)

For vision to be accomplished, it must be lived out with deliberate determination. Things that are most important don't just happen by accident. If we are going to make a difference, we must have intentional focus.

Over the past few years we have been highlighting the need for developing leaders in our District. In addition, we have taken steps to provide development opportunities for people at various stages of ministry life. As we press towards the future, we believe God is leading us to shoulder the responsibility of training leaders for the Maritimes. We cannot outsource this responsibility. Our future depends on embracing the biblical responsibility of discipling young leaders and preparing them for the future God has for them both here, and around the world. We must become a leader-making organization.

We have a responsibility to strengthen the church in the Maritimes, but we also have a role in continuing to send labourers into the harvest field. We must be about the Father's work wherever He would lead us. We must be Kingdom-minded.

This work must be accomplished through the power of the Holy Spirit. We need good leadership, we must develop and grow in the gifts and abilities that God has blessed us with, and we need to apply ourselves to the proper planning and administration of ministry responsibilities. But we must also ensure that our reliance is upon the Holy Spirit's empowerment. His anointing gives us the power to live a life that is Spirit-led. It is the Spirit's leading that results in lives being transformed. Everything we do must first of all serve to strengthen the churches of the Maritime District. That is what we endeavour to do, and we pray for God's strength to continue on with greater effectiveness for God's glory.

The Maritime District mission statement has guided the District Executive in establishing our priorities. Our mission states that we exist, "To make disciples everywhere by the proclamation and practice of the gospel of Christ in the power of the Holy Spirit; to establish local congregations and train spiritual leaders."

Here is the work being accomplished to achieve our mission:

MINISTRY APPRENTICESHIP PROGRAM

In response to the leadership shortage we are experiencing, a great deal of work has gone into the Ministry Apprenticeship Program (MAP). MAP has been in its "pilot" phase for the last two years and will officially launch in September 2019. We believe this is a critical piece to developing leaders for the future. Our Pentecost Sunday Offering and conference offering will go to support the MAP initiative.

PARTNERSHIP WITH KINGSWOOD UNIVERSITY

We have been very pleased with the start of our partnership with Kingswood University. The PAOC degree began in September 2018 and has two students now enrolled. There are a total of five PAOC students studying at Kingswood.

OPTIMIZE

Another batch of young leaders has entered the Optimize program. They meet monthly for a full-day session, plus they meet at least once each month, individually, with a coach. They have assignments, readings, assessments, and they set goals. This program is demanding but has proven to be transformative in the lives of our leaders. This year, there are seven leaders in the program.

HEALTHY CHURCH NETWORK (HCN)

Twenty-nine people were part of HCN in 2018. We attempted a new approach for HCN by doing most of the training by video conference. However, this proved to be an inferior approach, so for 2019 we have returned to face-to-face meetings eight times a year in four different locations.

CHURCH MULTIPLICATION

We continue to lean our attention into church planting. We celebrate and assist our current plants in Halifax, Clare, and Port Hawkesbury. In 2019, our focus is "churches that plant churches", as we try to encourage congregations to consider multiplication from their assemblies. We are ready and resourced to assist all means and methods of multiplication.

MISSIONS

Harlyn and Helene Purdy continue to work effectively in Malawi. They were recently back for a visit and Jim had a chance to spend some time with them.

Helen MacMinn is retired but still continuing some of her work in Kenya. She is now based in Moncton but makes occasional trips to Africa.

DiAnne and Noel DuPont continue to do ministry in the Dominican Republic with Every Day Ministries. DiAnne taught theology to pastors for Every Day Ministries. Noel

assisted global workers Adrian and Sharon Thomas with various projects.

Alexandria Matchett travelled, by special appointment, to the Village of Hope (VOH) in Malawi. She worked alongside global workers Jef and Renatta Walton.

CHILDREN AND YOUTH

Our children and youth events (Kids Camp, Youth Camp, Youth Convention) continue to be important ministry points in the life of our District. Attendance at these events has been declining in part because of declining attendance among children and youth in our churches. However, we believe that ministry at special events for children and youth is critical for our future. As well, the MYMissions program is flourishing. MYMissions keeps identifying, training, and releasing a future generation of young leaders.

FRENCH MINISTRIES

The French pastors and churches have several activities each year so they can join together for times of encouragement and fellowship. These events include a day of prayer and a French Pastors' Retreat, which are highlights of the year.

DISTRICT CARE MINISTRY

In the fall of 2018, a new ministry was launched under Cindy Dunnett's leadership to provide care and support for credential holders and their families who face sickness and crisis situations. This has been well received as Cindy and her team have reached out to those facing personal and family needs.

PRAYER MINISTRY

The prayer ministry has been growing as regular contact is made with prayer teams throughout the district. Recently, an online prayer initiative has begun where people can join together online for corporate prayer each Thursday evening. We are looking forward to the continued growth of this ministry.

The District work is accomplished by many hands. We are thankful for the many working groups and committees that meet throughout the year and provide valuable contributions, as well as our District executive and District staff.

WE EXIST, "TO MAKE DISCIPLES EVERYWHERE BY THE PROCLAMATION AND PRACTICE OF THE GOSPEL OF CHRIST IN THE POWER OF THE HOLY SPIRIT; TO ESTABLISH LOCAL CONGREGATIONS AND TRAIN SPIRITUAL LEADERS."

SHOULD MY CHURCH PLANT A CHURCH?



BY REV. JIM MOLLOY
EXECUTIVE DIRECTOR
MINISTRIES AND MISSIONS
JMOLLOY@MARITIMEPAOC.ORG

Imagine for a moment that, in the middle of a Board meeting, God spoke audibly to your team and told you that your church had to plant a church. What would you do?

I posed that scenario to some pastors recently. I found that almost every leader knew immediately where they would plant and how they would begin. For some, there was a nearby town where they would focus. Others would focus on a different language or cultural group. Some would start new campuses of their current church. Some would create independent stand-alone works. Some would begin with Bible study or small gatherings somewhere. Some would attempt a large launch, perhaps on a different day other than Sunday. Some would ask other churches to join together and plant as a group.

So, what would your church do? Where would you plant? What would it look like? How would you begin?

Why don't more of our churches plant churches? After all, the research clearly shows that the best people to plant new churches are existing churches. Many churches could start new points of ministry.

Of course, the problem is all the obstacles and barriers. There are certain realities that make it difficult for your church to take new ground in such a new way. So, as a team, why not discuss planting and then talk about the obstacles. (By the way, have a look at the Churches That Multiply booklet that your pastor received. It addresses common obstacles and objections.)

Perhaps there are ways that the District office and your church (or along with several churches in your area) could start a new work. Home Depot used to have as a slogan, "You can do it. We can help." This is precisely how we feel when it comes to church multiplication in the Maritimes. We now have some resources, and we know the right people and networks. We can do it, together.

Church multiplication is an enormous task. Obstacles and barriers abound. Resources are few and excuses are many. But make no mistake, difficult never means impossible. With Jesus, everything is possible.

The disciples faced a mountainside of impossibility in Mark 6. Thousands of hungry people. Five loaves of

bread. Two fish. The command of Jesus, "You give them something to eat." The size of the problem and the lack of in-hand solutions never seemed to deter Jesus from expecting action.

The disciples had a fair and informed understanding of the problem. There were 5000, probably 10,000, people who wanted food.

The disciples had a fair and informed understanding of their lack of resources. After searching the crowd, they only produced a few pieces of bread and fish - enough to feed a few people, but ridiculously insignificant for feeding a multitude.

The disciples, however, also had a fair and informed understanding of the explicit instructions of Jesus: "You give them something to eat." There was no way around it. Few resources, plenty of excuses, but Jesus' command remained.

There are a couple of principles that we can glean from the disciples' response and Jesus' action:

1. Willingness matters most. Jesus seldom asks if we are able. He asks if we are willing. Willingness matters more than being capable.

2. Little is much when God is in it. The disciples did not have much, but they did bring it to Jesus. He blessed it. He multiplied it.

3. Obedience trumps capacity. When Jesus told them to search the crowd, they did it. Doing what Jesus says, even when it seems ridiculous, is how we achieve big things.

4. Jesus' compassion drives our passion. The disciples were compelled to action because Jesus "had compassion" on the crowd. What matters to Jesus should be what matters to us.

There are always plenty of reasons why you can't plant, but Jesus has the final say. There remains only one question to answer: Does God want your church to multiply? The rest is just obedience, faith, and a lot of effort.

CHURCH MULTIPLICATION IS AN ENORMOUS TASK. OBSTACLES AND BARRIERS ABOUND. RESOURCES ARE FEW AND EXCUSES ARE MANY. BUT MAKE NO MISTAKE, DIFFICULT NEVER MEANS IMPOSSIBLE. WITH JESUS, EVERYTHING IS POSSIBLE.



FAN THE FLAME OF PRAYER

BY BALAN SWAMINATHAN
DISTRICT PRAYER
CO-ORDINATOR
BALAN@HIPM.ORG

During my childhood days in the village where I was raised, there were a couple of blacksmiths. I used to visit their workshops and observe the process of making the implements of cultivation by forging iron. One of the interesting objects I found there was the hand-operated bellows used to bring air into the system. The bellows constantly blew air into the furnace of burning coal where iron could be softened and shaped.

A constant flow of air is required to maintain the burning of coal. This airflow ensures the required temperature so that iron can be shaped into a useful tool. In the same way, we must constantly fan the flame of prayer. At times, we see ourselves hitting the ground harder and harder as not much prayer is going on in our lives and our churches. The secret of success in our ministries is the ability to maintain constant prayer, which helps us to get the job done effectively and efficiently. Peter was therefore kept in prison, but constant prayer was offered to God for him by the church. Jesus' ministry was an effective and efficient ministry, as much was accomplished in a short time with a long-term impact.

A simple reason why we must pray today is that Jesus prayed. Let us look at some of those instances when prayer was so evident in the life of the Master.

JESUS PRAYED BEFORE APPOINTING THE TWELVE

Now it came to pass in those days that He went out to the mountain to pray, and continued all night in prayer to God. And when it was day, He called His disciples to Himself; and from them He chose twelve whom He also named apostles. Luke 6:12-13

Any decision taken in the ministry must be made with much prayer to discern what is from God and what is not from God. Prayer helps to build our churches on the rock, not on the sand. We are certainly looking forward to making long-lasting impacts in the kingdom of God. Prayer is pivotal.

JESUS PRAYED BEFORE PREACHING AND PERFORMING MIRACLES

So He Himself often withdrew into the wilderness and prayed. Luke 5:16

If it was essential for our Lord to pray to the Father before preaching and performing miracles, how much more we need to pray today. The danger is that sermons can be preached and miracles can be performed without prayer. The life of Jesus tells us that

prayer is essential to do everything according to the will of God. As doing God's will is essential to make an eternal impact on lives including our own.

JESUS PRAYED BEFORE HE WENT TO THE FATHER

I pray for them. I do not pray for the world but for those whom You have given Me, for they are Yours...I do not pray for these alone, but also for those who will believe in Me through their word. John 17:9,20

Jesus prayed for the disciples and for all the believers before He went to the father. It was not an ordinary prayer; it was a prayer of intercession. A prayer made for someone else's benefit. Jesus is calling the church to intercede for the fellow believers, for the lost world and for those who are ruling the nation and in the position of authority.

JESUS PRAYED AT THE GARDEN OF GETHSEMANE

He went a little farther and fell on His face, and prayed, saying, "O My Father, if it is possible, let this cup pass from Me; nevertheless, not as I will, but as You will." Matthew 26:39

It was a prayer to do the will of God, as the situation was so demanding. I believe all of us must be praying this prayer every day as we are living in the last days. Christianity suffers persecution in many parts of the globe. We are not different from those lives that are already at stake. The enemy is very aggressive in deceiving even the elect. We must pray for our selves, our families and our churches asking God to keep us at the center of His will.

DISTRICT WIDE

FASTING & PRAYER WEEKS

if My people who are called by My name will humble themselves, and pray and seek My face, and turn from their wicked ways, then I will hear from heaven, and will forgive their sin and heal their land. - 2 Chronicles 7:14

WEEK 1: APR 14-20

PRAYER MEETING (DATE & LOCATION)

Wednesday, Apr 17, 10:00am to 1:00pm
North Side Assembly
363 Millidge Ave,
Saint John, NB E2K 2N2

WEEK 2: SEP 22-28

PRAYER MEETING (DATE & LOCATION)

Wednesday, Sep 25, 10:00am to 1:00pm
Calvary Temple
9 Capital Dr,
Charlottetown, PE C1E 1E8

WEEK 3: NOV 17-23

PRAYER MEETING (DATE & LOCATION)

Wednesday, Nov 20, 10:00am to 1:00pm
Evangel Pentecostal Church
1412 Cole Harbour Rd,
Dartmouth, NS B2W 6J8

We encourage you to fast & pray during the fasting weeks according to your convenience
Prayer requests will be circulated to you prior to each fasting season
Please join and encourage your prayer team to join the prayer meetings.

For more information, please contact Balan Swaminathan at bswaminathan@maritimepaoc.org / (902) 402-9430

NEW BOARD MEMBERS

BY REV. KEVIN JOHNSON
DISTRICT SUPERINTENDENT
KJOHNSON@MARITIMEPAOC.ORG

Selecting a board or council is one of the most important decisions in the life of the church. While a pastor has the primary responsibility to lead and direct the church, the Christ-like maturity and support of a church board or pastor's council can make the difference between a healthy vibrant church and one that limps along.

I love working with church boards/councils. They are instrumental in shaping the vision and direction of the church. For a pastor, they can make the difference between ministry being joyful or joyless. If they have passionate hearts for reaching people for Christ, obstacles are overcome, and great faith rises in the congregation when boards/councils are strongly focused and united with their pastor.

Now that you are on the board/council, you may be wondering, "What's a board/council member supposed to do?" Most church boards and pastor's councils have their own meeting "culture" for how they conduct church business. Those who have been on the board for a few years usually figure out what's expected. But the new person often comes on to a board with some uncertainty in their role.

In this article, we will look at the basic responsibilities that a board member has, consider a "code of conduct" for board meetings, and highlight a few "church specific" items board members should pay attention to.

1. BASIC RESPONSIBILITIES

Sometimes asked, "What are the differences between the responsibilities of a church board and a pastor's council?" The answer is: nothing! The roles and

responsibilities of a church board and a pastor's council are identical. The only difference is the constitutional method of selecting the two (the remainder of this article will use the singular term "board" to refer to both boards and councils).

Board members are to be loyal to the church. Individuals who are not loyal to the church should not be permitted to serve at this level. Loyalty is exercised in several ways:

- A. **Maintaining confidentiality:** board members are required to keep matters confidential. To break confidentiality is to be disloyal to the church, the pastor and the other board members. An agreement should be reached in the meetings to decide how information will be communicated and who will communicate it. Without the assurance of confidentiality, trust will not exist. Trust is necessary for boards to discuss matters openly and honestly. Board members should step down if they are not able to uphold this standard. Uphold confidentiality, and you will be on your way to developing a trustworthy and transparent board.
- B. **Knowing and supporting your church's beliefs, constitution, policies and vision:** Although a church's beliefs and constitution are usually established by the denomination they are part of, board members often participate in shaping policies and vision. However, it is crucial that dissenting opinions must be kept within the privacy of the board room. Once the board as a whole decides on its policies and direction, the entire board must act in unity. A member who regularly tries to disrupt the

decisions made by the larger group will only sow discord and dysfunction in the group. Be a supporter who looks for ways to move the church forward.

c. Fulfilling fiduciary responsibility: Under Canadian law, board members are charged with fiduciary care. This means that every board member must exercise a higher standard of loyalty and care for the organization than other members. Fiduciary responsibilities can be satisfied in the following ways:

- I. Attending regularly scheduled board meetings.
- II. Acting in the best interest of the church, not oneself. This includes declaring a conflict of interest should it occur.
- III. Thoroughly reviewing all financial reports and seeking clarification for any irregularities.
- IV. Investigating and correcting problems and improprieties.
- V. Being familiar with the constitution and bylaws.
- VI. Dissenting from any board actions with which you have any misgivings.
- VII. Resigning from the board if and when you are unable to fulfill these duties.

2. CODE OF CONDUCT

The conduct of board members will make the difference between a healthy environment and a toxic one. Sadly, there are many painful stories that both pastors and board members have because of unhealthy interactions that take place around the board table. No matter how difficult the issues are, board members and pastors should conduct themselves with respect and dignity for the other members of the board.

These items will help to foster a positive board environment:

- A. Agendas with related documents should be distributed up to one week before the meeting to allow time for ample preparation.
- B. Participation should be valued and respectful: Alternative views should be welcomed in the meetings. Any debate must be respectful and not personal. Disagreement should be welcomed provided it is positive and constructive rather than negative and destructive.
- C. Emails should only be used to pass on information, not for debating an issue, expressing disagreement or criticism.
- D. Stay on topic: avoid rabbit trails and keep to the point. Make your point succinct.

- E. No side conversations: Only one conversation should take place at a time.
- F. Speak with one voice: The time for debate is at the board table. Once a decision is reached, it is expected that board members will speak and act with one voice in support of the decision.
- G. Observe parliamentary procedures: Be very clear about your decisions and record them in the minutes to avoid possible future misunderstandings.
- H. Never seek to exercise authority as an individual board member unless you have been delegated that responsibility by the board.

Board meetings can be either stimulating or stifling. They can either bring a sense of life or a sense of despair. Which of these two happens depends on how members conduct themselves inside the board room.

3. CHURCH SPECIFIC ITEMS

Many aspects of serving on a church board are similar to other boards. However, there are some specific differences that should be kept in mind if we are going to serve in a way that honours God.

- A. Good board members are representatives of Jesus Christ on the board. They are there to advance His mission and agenda, not their own. This is so important that it cannot be overstated. The church belongs to Jesus and He is the owner. Board members are the managers responsible to care for the church as they believe Jesus would want it cared for.
- B. Good board members must make their spiritual growth a priority. Making significant time for praying together will bond the team together as nothing else will. Personal growth is also important for each individual. Discerning God's will for the church only comes as the members spend time in God's presence.
- C. Good board members empower their pastor to lead the church while providing support, love and counsel. When the pastor and board relations are healthy, respect and affirmation are freely expressed.

Commit yourself to serve the Lord on the board and you will have a rewarding experience that makes an eternal difference in your congregation and community. I pray that the Holy Spirit will give you wisdom and insight for this role. May He fill your spirit with great faith to believe for greater things than you have yet seen. God bless you as you serve!

MINISTRY SPOTLIGHT: INDIAN ISLAND, NB

BY REV. NATASHA MATCHETT-DEVITO
GRACE CHURCH, BOUCTOUCHE, NB
TASHAMATCHETT@HOTMAIL.COM

In October of 2016, we received an invitation to start a youth ministry on Indian Island which is a First Nations Reserve near Richibucto, N.B. Here we are 2.5 years later having experienced many incredible moments. Our youth ministry is called Youth Quake Islanders.

Indian Island is a growing Reserve with a population of 150 people with 42 people being under the age of 18. One year ago we were able to start a kids Ministry as well, and now we have the privilege of ministering to almost all of the youth and children on the Island each week.

We entered this opportunity with a learning posture knowing we had the hope of Jesus to share but also knowing we had a lot to learn about their community, culture, their way of life and how they worship God.

God has given us an incredible amount of favour with the people of Indian Island. We work closely with the Band Office in bringing the students to Youth Camp, MYC, Youth Retreats among many other events while holding a weekly youth night on the Island.

We've had the honour of leading students to the decision of making God the Center of their lives while walking alongside of them as they learn how. Starting with the basics of Christianity with them and hearing about how they are beginning to consider God in their decisions each day is nothing short of humbling.

We've been able to connect with the parents and extended families as well. The welcome we've received

despite everything First Nations people have been through is astounding. It's a gift from God how they've allowed us to come alongside of them and be part of their circle in guiding their children.

Each time we have the opportunity to visit with families in their homes, take teenagers out for pizza while sharing about God's plan for their life, meet with the Chief and discuss what we've been up to is a God moment we don't take for granted.

Indian Island, like every community across our Nation, needs to experience the life-changing power of Jesus and here we are in the middle of it unfolding. Seeing people consider God for the first time, learn about His plan for humanity or make the decision to just keep going and knowing God has allowed Grace Church to be a part of it is something we treasure.

Each year at Grace Church we hold a Christmas Dinner Theatre and this past Christmas we held a Dinner Theatre on the Island as well. It was a fantastic outreach that touched lives and further built the relationship between our Church and the Island.

We will take each opportunity as it comes knowing God has already gone before us while giving God all the honour for allowing us this opportunity. Each time I've had the chance to speak publicly on the Island, I've said: "Thanks for making my life better" and it's just so true.



MINISTRY APPRENTICESHIP PROGRAM

A MINISTRY OF MARITIME PAOC



For the church

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- district partnership
- additional staff person
- funding assistance



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AM I A REPRESENTATIVE?

**BY REV. JIM MOLLOY
EXECUTIVE DIRECTOR
MINISTRIES AND MISSIONS
JMOLLOY@MARITIMEPAOC.ORG**

Many board members feel like it is their job to represent the interests of individuals to the board. If someone is unhappy, for example, they should contact a board member, right? Wrong. Board members should take people's complaints to the board meeting, right? Wrong.

As a board member, you are not a representative of the people to the pastor. (You could argue that you are actually the representative of the pastor to the people, but we will leave that for another article.) Your only job is to do what is in the best interest of the organization. You must simply do your best to help lead the organization into greater effectiveness. People's suggestions may *inform* your decisions (because it is valuable data), but they don't *drive* your decisions.

You are not akin to a Member of Parliament with a corresponding riding or constituency. You speak for yourself, and only yourself, when you bring matters to the board table. (This is not to suggest that you are to be unwise or secretive about the things you do overhear because you do have a responsibility to protect your pastor and church from any arising issue that could jeopardize the health or effectiveness of the church.)

As a board member, it is not appropriate for you to be the intake person for complaints. That is not your role, nor your responsibility. People should, biblically, bring their complaints elsewhere. (I will explain where in a moment.) We must educate our congregations about this process.

In this regard, there are a few concepts that we must understand if we are to govern effectively, legally, and Biblically.

1. EACH MEMBER OF THE BOARD MUST UNDERSTAND THE LIMITATIONS OF HER OR HIS AUTHORITY.

Board members only have authority when they are assembled in a duly called board meeting. Once the meeting is over, their authority ceases. The only exception to this is when a member has been tasked by the board to complete a specific task. Allow me to illustrate:

If a board member doesn't like the way the kitchen is organized, they do not have the authority to enter the kitchen and say, "I am reorganizing this kitchen because I am a board member." She or he does not have that authority. However, if in a board meeting that member was tasked with organizing the kitchen, they may then step in to re-organize it. In the latter case, they have the authority because it was granted to them by the board.

Sometimes people will ask for a board member to rule on a matter merely because they are board members. This is unfortunate because board members do not have the authority to rule on anything on their own. People might say, "Let's ask Sheila if we can use the photocopier because she's a board member." However, Sheila has no authority to answer their request. (These are common occurrences in churches where congregants assume that board members are representatives of the people.)

2. BOARD "HUDDLES" ARE ALSO NOT APPROPRIATE WHEN DEALING

WITH COMPLAINTS.

"Huddles" occur when some board members, but not all, meet to discuss matters or come to a pre-meeting decision. Although the genuine goal is to be helpful, such side meetings are not appropriate. These board members are acting with authority that they do not have. The matter at hand should be reserved for discussion with the full board in a board meeting.

3. THERE ARE APPROPRIATE WAYS FOR CONGREGATION MEMBERS TO MAKE SUGGESTIONS.

Of course, a person's heart must be to help and not just inflict pain. Assuming that is the case, there is Biblical precedence for giving criticism according to Matthew 18.

If people have a concern or offence, they should not bring the matter to an individual board member and expect the board member to process it. That is gossip. Instead, they should bring it to the pastor (Chair) or the board in its entirety. (Of course, if a congregational member has a wish to actually meet with the pastor and board, it should be decided in advance by the pastor and board jointly that it may take place and when, and they (pastor and board) should know what the issue is in advance to agreeing to the meeting.)

If someone comes to a board member with a complaint, that board member must direct the person to bring the

matter to the pastor or entire board collectively. If the person refuses to do so, they must then remain quiet. A person who doesn't stay quiet violates Scripture (Matthew 18) and is subject to discipline.

By the way, if people are prone to bring their complaints to you, you must ask why they choose you. What is it about your personality or character that makes you a conduit for complaints? This may speak to some positive things about you, but it also may indicate some negative things. Do not allow yourself to become the person that people go to with complaints. It ruins your reputation and brings temptation to your heart. Instead, work to bring unity to your church by following biblical concepts and processes.

Trivial matters should be dealt with by the pastor (or appointed person). Non-serious matters should require the complainant to dialogue with the pastor and/or board. Serious matters should be brought in writing with a signed and dated letter via the Pastor or Board Secretary. If the Board Secretary gets a signed letter, the Secretary should take it to the pastor in advance to the board meeting, so that she or he is not ambushed by it in the meeting.*

Serving as a board member requires that members be socially brave. It is difficult to redirect people who have complaints or suggestions, but board members must have enough courage to challenge people to act appropriately, legally, and Biblically.

EXAMPLES OF APPROPRIATE RESPONSES

"I'M SORRY, BUT I'M NOT THE PERSON YOU NEED TO TALK TO ABOUT THIS. YOU SHOULD SPEAK WITH THE PASTOR AND HE/SHE CAN BRING IT TO THE BOARD."

"YOU ARE MAKING A SERIOUS ALLEGATION. YOU NEED TO PUT IT IN WRITING AND SEND IT TO THE BOARD SECRETARY."*

"IF YOU ARE UNWILLING TO FOLLOW PROPER BIBLICAL PROTOCOL FOR THIS OFFENCE, YOU NEED TO REMAIN QUIET. THAT'S WHAT SCRIPTURE SAY. IF NOT, IT'S GOSSIP."

"WOULD YOU LIKE ME TO GO WITH YOU TO TALK TO THE PASTOR ABOUT THIS? IF NOT, I WILL NOT BE BRINGING IT UP AND YOU SHOULD NOT TALK ABOUT IT WITH OTHERS."

***PLEASE NOTE: IF THERE IS AN ALLEGATION AGAINST THE PASTOR WHICH COULD BECOME A REASON FOR DISMISSING A CREDENTIAL, THAT ALLEGATION MUST GO TO THE DISTRICT SUPERINTENDENT. AS PER OUR CONSTITUTION, SUCH MATTERS MUST NOT LAND ON THE BOARD TABLE OR BE DISCUSSED BY THE MEMBERSHIP.**



The COLLECTIVE CAMPAIGN

Moving Forward,
Together

This year's District-wide
Offering will be given to:



MINISTRY
APPRENTICESHIP
PROGRAM

Date: June 9 | Goal: \$15,000