



Evangelical Missionary
Church of Canada
Following Jesus Together

Presidential Application Package

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Presidential Search Overview

Our Story

The Evangelical Missionary Church of Canada is a 'denomination', or an extended family of churches, participating with Jesus in His Mission. Our denomination is simply “known by a given name”, and grew from pioneer settlements of European migration. Our story flows from the predecessors of both the Evangelical Church in Canada (ECC) and the Missionary Church of Canada (MCC), who merged in 1993 to form the EMCC. The ECC story emphasized the life of spiritual renewal, of holy living and of having hearts “warmed” to the presence of God’s Spirit in our lives. Our MCC background brought deep Anabaptist values of community, mission, and discipleship. When the Evangelical stream brought to life the Person of the Holy Spirit in the lives of our predecessors, a Jesus-led counter-culture movement emerged. Our converged story carries with it the call to live a life marked by following Jesus on mission together. We value our heritage not by trying to recreate the past, but by following the trajectory of God’s calling which led our predecessors to bless and serve all people in the name of Jesus, as well as preach and live out the difference Jesus makes in our lives across Canada and around the world. In all we do, we seek to uphold unity, by serving Jesus together with like-minded partners wherever we go.

The Next Chapter

With all that COVID-19 has brought us in the past 10 months, we recognize that a significant cultural shift is under way in our world. We recognize that a similar shift may be occurring within the gatherings, churches, and denominations of our world that comprise the greater body of Christ. In light of this, we believe that we are entering a crucial preparatory phase as a denomination in Canada and require an individual who can lead us through this transitory phase. We are grateful for our past leadership and honour those who sacrificed greatly to get us to the place we stand today, but we also recognize a great need for unification and restoration within the EMCC. As a result, we see the next four years as a specific time of preparation and sense a need for a leader with a passion for discipleship, a firm pastoral heart and a purpose to unify and restore. We know that God has great plans for and through the EMCC and we eagerly anticipate a president who can help position us to follow Christ more fully, more courageously into the future to which Christ is calling us.

Evangelical Missionary Church of Canada Overview

Our Ethos

The EMCC is a family of churches. Our uniqueness is that we are diligently striving to stay centered on living like Jesus, for Jesus, and in the power of the Spirit of Jesus. We call this The Way of Jesus. We believe God has called us to become a movement of followers of Jesus deeply invested in the world around us so that individuals, churches, communities, and nations can flourish as God intended. That's the inspiration clearly marked out in the life of Jesus, the One we are living for. In the EMCC, we function with unity in diversity. We are a diverse group of Canadian followers of Jesus, who live with grace and appreciation for "unity in essentials, liberty in non-essentials, and love in all things".

Our Values

The values or culture of EMCC help describe what kind of person really fits within the EMCC.

- *The Good News.* We value the good news of Jesus Christ, which is the biblical message of God's love to all people.
- *The Great Commission.* We value the command of Christ to "go into all the world and make disciples of all nations."
- *The Church.* We value the global body of Christ expressed through local churches of disciples.
- *Spirit-Led Living.* We value the Spirit of Christ and His varied and abundant ministry in people and churches.
- *Unity.* We value the oneness of Christ expressed through unity in essentials, liberty in non-essentials and charity in all things.
- *Service.* We value the servanthood of Christ, who is our example.
- *Heritage.* We value the community of Christ called into being as the Evangelical Missionary Church of Canada.
- *Equipping Leaders.* We value the equipping of leaders to serve Christ and His church.

The Way of Jesus: Overview

The term "Christianity" has picked up a lot of baggage over the years, but to us, being a Christian simply means following Jesus.

Why Jesus?

- As you are reading this, three more people decide to become followers of Jesus every second! The reason? More and more people are discovering the truth of His amazing claim: 'I AM the Way, the Truth and the Life. No one comes to the Father except through Me.' Jesus answers our innermost need to know the True and Living God.
- A living relationship with the Living God is truly a 'Transforming Friendship.'
- Jesus demonstrated a life of total integrity; His behaviour aligned with His teaching and His teaching aligned with His claims about who He was.
- Jesus changed our way of looking at others, 'You have heard it said, 'Love your friends and hate your enemies'. I say to you, 'Love your enemies and pray for those who persecute you.' We are a community of people who are responding to Jesus' call to follow Him.

The Way of Jesus: Seven Markers

Here is a simple language to describe what following Jesus looks like. These seven markers characterize followers of Jesus whether they are just starting out or have been on that journey for a lifetime. None of them stand alone; each are interdependent on the others as the strands of a rope combine to form one strong cord.

HIS LIFE	I have begun following Jesus, and am depending on the Spirit of Jesus in my journey.
HIS MISSION	I am being sent by Jesus to bless others and invite them to follow Him.
HIS CHARACTER	I am becoming like Jesus in my attitudes, behaviour, and character.
HIS LOVE	I am learning to love God and to love others.
HIS TEACHINGS	I am learning the teachings of Jesus.
HIS DISCIPLERS	I am helping someone and someone is helping me to be a reproducing follower of Jesus.
HIS COMMUNITY	I am participating in a community of followers of Jesus on mission to the world.

Presidential Position Profile

Position

The President reports to and works collaboratively with the Board of Directors and has the general oversight of the entire work of the denomination. This oversight shall include directing and managing the affairs of the organization in accomplishing the desired denominational ends, as approved by EMCC Board of Directors that operates under a policy governance model. The President is responsible for ensuring that the EMCC directional statements comprised of Our Ethos and Values, stated previously, remain at the centre of focus for the National Team, as well as, the denomination as a whole. The President shall be a missional leader who carries a passion and vision for the work and growth of the EMCC for maximum national and international impact. This leader will have an unwavering commitment to a Great Commission focus and have a team approach to ministry. The ability to travel nationally and internationally is a requirement.

Responsibilities

The President is responsible for the overall work of the denomination and to ensure a highly functional and fully engaged healthy staff team. As the only employee of the Board of Directors, the President is responsible to determine staffing needs for a National Team, hiring and resourcing them, and cultivating a healthy workplace environment. In all aspects of the work of the denomination, the President must ensure prudent, lawful, ethical, efficient, and effective practice toward the following outcomes.

- Advancing and generating a “discipling” culture across the churches of EMCC as expressed in the Way of Jesus training.
- Nurturing an organization-wide consciousness for seeking God passionately and maintaining a culture of vibrant spirituality.
- Clearly and consistently representing the purpose, mission, and vision of the denomination, and the fulfillment of the ENDS (desired outcomes).
- Effectively recruiting, selecting and evaluating the performance of national staff, and the involvement of volunteers in doing the work of the denomination. Appropriate personnel and compensation policies will be in place and followed.
- Maintaining and expanding the financial, spiritual and corporate health of the organization, within Board policies addressing budgets, debt, risk management, investments, and asset protection.
- Strategically influencing increasing numbers of healthy, growing, and culturally relevant congregations across Canada.
- Developing and nurturing leadership across the denomination, including supportive mentoring, coaching and team building.
- Enhancing the identity, visibility and credibility of the EMCC, and direct all publications and communications of the denomination.
- Planning and leading the biennial Assembly which provides for EMCC family business and fellowship, and encourage and support regional conferences and gatherings which also provide for a culture of family unity and friendship, and for learning and networking.
- Selectively networking and building partnerships with likeminded individuals or groups doing Great Commission Kingdom building work locally, nationally and/or globally within and beyond the EMCC.

- Providing timely and accurate information to the EMCC National Board to resource and enable them to effectively do their work of governing and leading the denomination.
- Making progress toward the Board owned strategic ENDS while being fully in compliance with the Board established Executive Limitations and the established checklist.
- Fully engaging process and accountability for any additional assignments coming from the collective EMCC National Board. Qualifications: Character, Competencies, Chemistry and Culture Match
- Minimum of Bachelor's Degree in appropriate field required. Masters and/or Doctorate will be considered an asset.
- Must already be, or become an ordained minister of the EMCC by election time.
- Proven track record of ministry experience and leadership skills.
- Ability to think critically and strategically, and to effectively communicate vision and direction.
- A financially savvy and politically astute leader with the ability to set clear priorities, delegate, and guide investment in people and systems; keen analytic, organization and problem solving skills, which support and enable sound decision making.
- Excellent coalition building skills with an ability to communicate and work effectively with a variety of internal and external stakeholders; a persuasive negotiator able to achieve consensus amongst differing opinions.
- Outstanding presentation and communication skills and the experience and proclivity to be an outgoing spokesperson, relationship builder, and fundraiser.
- Strong commitment to the professional development of staff; successful track record of recruiting and retaining a diverse team, and be a collaborative team builder/facilitator.
- Meet biblical qualifications for leadership, including a commitment to regular personal prayer, worship, and study of the scriptures, and be known for a vibrant, growing spirituality, moral integrity and Christian character.

Application Documentation Requirements

1. Current Curriculum Vitae
2. Two affirming letters of recommendation that support and identify rationale for why this person should be strongly considered and is a good match for a national denominational leadership role.
3. Respond to the following three questions:
 - a. Consider the last few years. Share of a time where you experienced a spiritually defining moment or milestone in your walk with the Lord and the transformation that resulted.
 - b. What do you feel is the purpose and vision of the Church?
 - c. In a paragraph, please describe your best and most significant wide scale leadership venture that deepened your sense of confidence and/or sense of readiness for a national leadership role such as the EMCC presidential one.
4. Please include your most recent completed personality/behaviour tests that you have from: Myers Briggs, Birkman, DiSC, and Strength Finder.
5. Please respond in essay form to the following reflective questions:
 - a. Over the past number of years EMCC had been embracing a strategic way of teaching and living discipleship called The Way of Jesus: www.wayofjesus.ca. The National Board, in agreement with the National Team, feels strongly that The Way of Jesus has become part of our DNA and that the next chapter in the EMCC story needs to take it to the next level.
 - When you consider The Way of Jesus, why, how and what would you propose around infusing this priority further into the DNA of the EMCC culture, churches and denomination?
 - b. As we consider the diversity, sizes and stature in the EMCC churches, the National Board senses that we have both healthy and unhealthy churches, as well as, strategic and merely maintaining churches across Canada. We believe that the way forward in the next chapter needs to address what a healthy church and strategic church looks like and how that maps to what currently exists.
 - How would you go about defining what a healthy church looks like? How would you describe a thriving strategic church? How would you go about assessing the state of health, vibrancy and resilience of our churches? What would you foresee the steps might be to move our unhealthy churches to a place of health and already healthy churches to a place of thriving?
 - c. Trends show that over the past five to ten years there is a decline in the number of young people taking up the call of pastoral leadership in Evangelical denominational churches across North America.
 - How would you go about increasing the level of engagement in our own denomination to attract and grow quality future leaders committed to serve?
 - How could the EMCC denomination go about bucking the trend of significant church disengagement and even hemorrhaging of faith on the part of millennials with and beyond the EMCC? What do you see the role of the EMCC to be specifically to those who are millennials and beyond?

- d. Our next question is around the concept of being a confidence-building leader. The EMCC has been through some turbulent times in leadership, in focus, in outside pressures like COVID-19 and world politics, and in inside pressures, specifically in responding to what our World Partners, our pastors, our churches, and our EMCC leadership are facing in terms of personal and professional challenges. Confidence in moving forward together sits at a precipice, which we see as both a challenge and an opportunity to rise to what God has in store for the EMCC. In our increasingly polarized, divided, and especially unsure world – building trust and confidence is more important than ever. This is a skill set that matters immensely for this role. In light of this:
- Share with us a time when you lost confidence or trust in the people you led, and how you sought to rebuild it or regain it?
 - Give an example of a time in which a group or people you were leading lost confidence in your leadership. What was the outcome? How did you rebuild that confidence? What principles did you gain from that rebuilding experience that you carry with you into your leadership today?
 - What role does confidence in a leader play in a healthy organization? How would you in a divided world go about the process of building confidence and trust in our denomination? How would you inspire/gain the confidence of those you lead?