




Progress	
Completed	
Underway	
Promised	


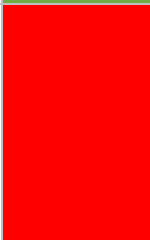
Keeping our Promises – Details

Financial Story Commitments (22)

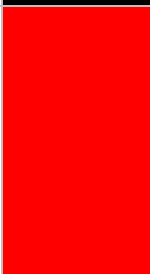
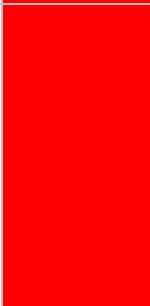
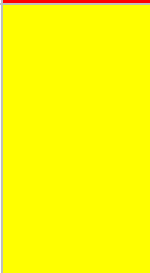
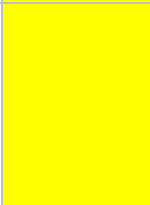

June 2020

Financial - FAC & Legacy Board (6)	
Promise -with notes and actions steps	Progress to Date
<p>1. We will complete the sale of existing land and not purchase land for investment. -listed all remaining properties at fair market price (but Alberta economy is slow) -most of this was already completed before the report</p>	
<p>2. We will continue to follow all required accounting and regulatory requirements. -completed as of August 31 – securities compliant -2019 audits of entities are fully compliant using appropriate accounting standards -will continue to follow appropriate corporate, securities, and charitable regulations for all three entities (Legacy, CCMBC, CCMBC Investments)</p>	
<p>3. We will have Legacy & CCMBC Investments Ltd. policies to ensure that if we rely on investment revenue, it is sustainable. -major financial policies have been recommended and approved by the FAC and Legacy Board of directors. -further policies have been drafted to define how Legacy / Investments will comply with all reporting and operational requirements -complete Policy document nearly completed (our goal is to have all the minor policies in place by June 5....we are working towards this date.)</p>	
<p>4. Our goal is for Legacy and CCMBC Investments Ltd. to provide base level, sustainable funding for our national initiatives approved by the National Assembly, such as Multiply, the seminary and other conference ministries. -Investment policies, mortgage policies, and disbursement of income / donation policies are in place for this to happen. Income in 2019 precluded this from happening in 2020. -will explore ideas such as annuity type funding mechanisms and restrictions for healthy sustainability</p>	
<p>5. With Legacy in place, investments will be managed with an appropriate business mindset to provide more predictable funds for ministry. The Board of Directors of Legacy is made up of individuals with requisite business, investment, and accounting skills and mindset, and are from the MB community of faith to lead the organization.</p>	
<p>TO DO: develop policies for mortgage criteria and approval; use of cash</p>	

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Promised	

through cash flow and reserves; restrictions and parameters of authority; whistleblower, conflict of interest, and other required legal policies and best practices	
<p>6. We commit to having sufficient cash reserves to minimally cover payroll for one quarter.</p> <p>-this is in place for Legacy but given the year end position in CCMBC this is not completed.</p> <p>-develop reserve policy for all organizations to guide the nature (purpose) and size of each of the specific reserves</p>	

Organization Culture and Posture - Moderator and Committee Chairs

Promise -with notes and actions steps	Progress to Date
<p>7. We commit to building more helpful metrics to hold senior leadership accountable and MOUs to hold MB family entities accountable.</p> <p>-develop and implement staff plan for ND with clear targets</p> <p>-develop MOUs with each NMT member organization</p> <p>-review Legacy MOUs annually</p> <p>-provide full schedule of MOU reviews by end of 2020</p> <p>-provide consistent quarterly reporting across NMT agencies by Spring 2020</p>	
<p>8. We will hold leaders accountable and monitor steps in fostering a culture of teamwork and partnership within our conference, with clearer metrics to build trust.</p> <p>-see notes above</p> <p>-full engagement of agency lead staff person in NMT; board members reps across agencies</p> <p>-develop strategic framework and plan details through NMT – approved by each board and NA</p>	
<p>9. We recognize that we need to be more accountable to the churches in order to build trust.</p> <p>-communicate monthly financial dashboards beginning Feb 2020</p> <p>-hold 6 townhall meetings beginning in April 2020</p> <p>TO DO: - leverage 10pt decision making map / decisions in the provinces</p> <p>-national pastor advisory team</p>	
<p>10. We will continue with the vision of better aligning our local, national, and global work.</p> <p>-ensure MOUs reflect this vision</p> <p>-clarify role of Multiply in NMT and collaborative model</p> <p>TO DO: complete owner review of Multiply by June 2020</p>	
<p>11. We need to ensure our executive board and leadership teams have the capability to implement vision as well as the ability to manage.</p>	

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<ul style="list-style-type: none"> -clear ministry descriptions as well as 'scope and definition' documents -establish annual review process of ND (including regular in-camera) -HR support for Elton / ND (personnel) -ensure regular reviews of committees and meetings (governance) -training in collaborative model (governance) 	
<p>12. We will foster a culture of healthy accountability and transparency, knowing that both are important gifts which we don't always give.</p> <ul style="list-style-type: none"> -see notes above -establish clear reviews for all staff, committees, teams -consistent, simple financial reporting in in process <p>TO DO: create metrics and reporting from NMT</p>	
<p>13. We will be more intentional about having more diversity and balance of gifts throughout our leadership structures.</p> <ul style="list-style-type: none"> -have reinvigorated nominations committee process and mandate <p>TO DO: need to create a greater regional / provincial balance on our NAE</p>	
<p>14. We will endeavor to create a culture where people feel heard.</p> <ul style="list-style-type: none"> -implemented communications plan – including 6 town hall meetings -established some regular two-way reporting structures (see above) <p>TO DO: establish staff surveys and grievance process</p>	
<p>15. We commit to changing our posture toward those who disagree with us and will strive to be humbler in engaging with them.</p> <ul style="list-style-type: none"> -10 step decision making processes for multiple points of engagement -town hall meetings (listen and respond well) 	
<p>16. We want to have a simple and clear structure that is driven by the provinces.</p> <ul style="list-style-type: none"> -implement the collaborative model, led by ND and the NMT -single stream funding puts the control in the provinces 	

Strategy - Elton DaSilva (8)

Promise

-with notes and actions steps

**Progress
to Date**

17. We will continue to strive for new churches but will also work harder with both new and established churches to assess and equip in the areas of spiritual health and theology, leadership development, and mission – see new national ministry team strategy map.

- ongoing development of strategy map and strategic plan details through NMT
- balanced approach of Spiritual Health and Theology / Leadership Development / Mission – with the foundational focus of discipleship
- Multiply fully engaged at NMT and provincial levels directed by NMT

18. We will only implement and fund ministries that provinces / churches want based on the new one stream funding model.

- funding will flow from the single stream toward the strategic plan developed by the NMT within the approved strategic framework
- approval happens at the National Assembly with each province more actively engaged

19. We will seek to involve existing MB churches in the process of planting new MB churches, raising up new leaders, partnering in the actual plant and investing resources.

- clarify the role of Multiply and NMT in church planting through collaborative model
- closely connect NMT and provincial church planting / multiplication teams

20. We will increase our bias toward releasing information, particularly key metrics and drivers in a simplified form.

- identify metrics, then create monitoring structure and reporting timelines and methods
- activate full communications plan
- developed monthly financial dashboards

21. We have asked Elton DaSilva to develop a communication plan to provide transparent and consistent two-way communication with our MB family by January 1, 2020.

- launched prior to deadline and continuing to develop across the NMT partners
- establish communications team
- monthly reports in electronic format
- six virtual Town Hall meetings per year

22. We remain committed to working together with other denominations in kingdom work.

- Elton as ND engaged with CCAL / MCC / EFC
- Participation in the EFC Small Church Study