

What's Next

A Post-DEXCOM Update on The Future of Field Engagement and Support

Western Canadian District | Brent Trask & Clint Mix | June 2020



Friends,

Last week our District Executive Committee gathered and prayerfully discerned the path forward for our Field Engagement Team.

This update letter will remind of the research/discernment process that has taken place and will give you the outcomes and next steps as we move further in the direction that the Issachar Project directed us to go!

Preamble

In 2017, the leadership of the WCD wisely discerned that we should take a deep dive on who we are, how we are serving our pastors and churches, and what shifts we need to make as we move into the future. This resulted in a two year "Issachar Project", through which we came to realize we are at an 'Inflection Point'.

On the one hand, many things were working well in the district and therefore we could keep on being and doing what we have done and been fine for a while. On the other hand, so much has changed in the Church, in the prevailing culture and in the world around us, if we stayed business as usual, we would begin the journey towards lethargy and ultimately mission failure.

OUR NATIONAL VISION PRAYER

*O God,
With all our hearts
we long for (more of) you.*

Come Transform Us to Be

*Christ Centred,
Spirit Empowered,
Mission Focused People*

*Multiplying Disciples
Everywhere.*

OUR MISSION PRIORITIES

The Big 3!

- Disciple Making
- Spiritual Renewal
- Reaching the Least Reached



The Issachar Project Mandate

*To ensure the effectiveness of the WCD in leading and serving its church leaders in ways that enable them to have the **Greatest Kingdom Impact** in a post-Christian (or Christendom) environment.*

Seizing this divine moment (inflection point) was the major focus presented to District Conference 2019 arising from The Issachar Project.

In Scripture we are reminded that the people of Issachar understood the times and knew what Israel should do (1 Chronicles 12:32).

For those who may need a reminder about the Issachar Project, further information and many communication pieces can be found at WCDTV.com (Click on the video, and PDF and PPT documents will also appear under Downloads. [Link: Issachar Information.](#))

Coming out of our spring 2019 DEXCOM and District Conference meetings, we began to make structural changes to our district staffing and strategy to better align our resources with the needs and opportunities in our licensed worker personnel, churches and 'global' mission field. All district office function was reorganized under these three teams:

Innovation, Leader, and Thought Development Team

Operations Team

Field Engagement and Support Team (FEST)

At the time of District Conference, we were not sure what changes would best meet the support needs of our Lead Pastors, Licensed Workers and Elder Boards towards having "the greatest Kingdom Impact" in our post-Christendom context.

As such, a new Director of Field Engagement and Support (Clint Mix) was hired and given the following (initial) mandate:

In light of the Issachar report, the first priority of the Director of Field Engagement and Support is to ascertain a clear assessment of church and constituent needs and, thereafter, a redefinition of the appropriate resources and means whereby field operations can catalyze the desired movement forward for all our churches.





FEST Redevelopment Timeline

- July-Sep 2019 Post Job and Hire FEST Director.
- Oct-Dec 2019 Conduct further field research, form initial draft of future FEST model.
- Jan-Mar 2020 Test the draft FEST model via further feedback loops with constituency and refine version 2.0 FEST model.
- Mar-Apr 2020 Present version 2.0 to District Leadership and refine to version 3.0.
- Apr-May 2020 Present version 3.0 to DEXCOM and refine for version 4.0 to present to District.
- June 2020 Hire new staff as needed and begin to function in alignment with new FEST model.

In keeping with this timeline, DEXCOM received and amended a full FEST report, a high level summary of which is found below (Process, Values, Outcomes, From-To, Priorities, Responsibilities, Delivery System), AND adopted motion to add one new staff member to our field engagement team.

Previous to the DEXCOM meetings, DS Brent Trask had informed the constituency the likelihood that, due to the financial impact of COVID-19 pandemic on district resources, we would be delaying any search for new field staff following the departure of Tim Beadle and Ken DeMaere.

The posture of your DEXCOM and District Leadership now is to add one additional field worker as soon as possible and monitor both the need and our financial capacity as we move forward into 2020/2021. Additionally, both Brent Trask and Doug Balzer will join Clint Mix in serving churches as 'field engagement' staff.

Research Process

The Research process conducted to discern the mandate of “what’ to deliver and “how” to deliver took the following steps:

- Vetted Research Questions.
- Six Regional Focus Groups.
- A Wisdom Board to prayerfully discern the way forward.
- Consultation with The Flourishing Congregations Institute.
- Twenty regional Town Hall’s.

Cultural / Operation Values

The FEST team will serve with the following “CRED” Values:

- Clarity
- Relational
- Empowerment
- Discernment

Research Outcomes

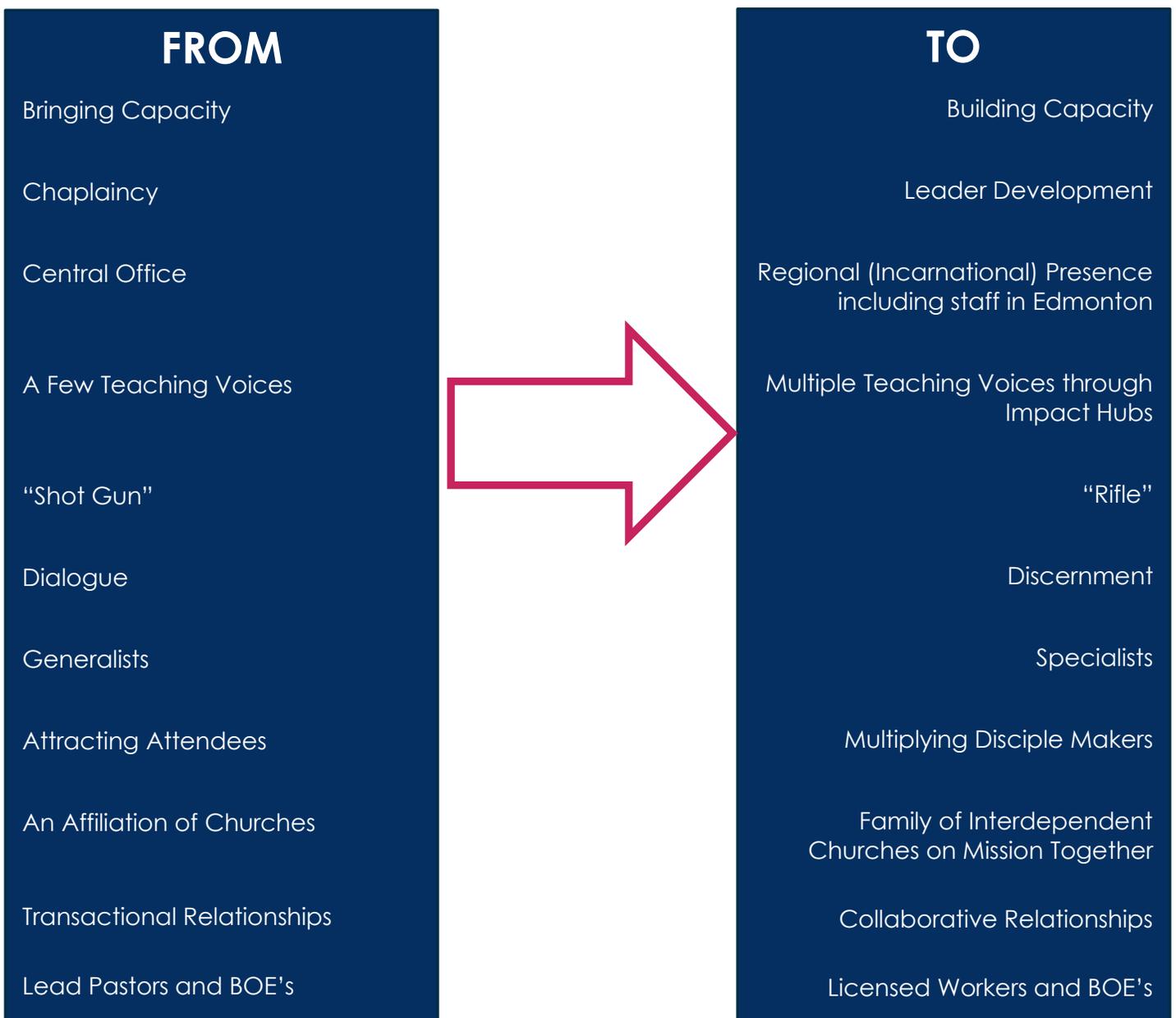
In the research process the question was asked, “so what’s different about this new model?”

This sub section gives some of the ways that the FEST will operate in some ways continuous and in other ways distinct from the coaching and broader district staff model we have been using.

It should be clear that these items are to be understood as on a continuum. In other words, in the past we would have had some emphasis on the “To’s” and in the future we will not fully move away from the “From’s.”

It should also be noted that the current model is building on the solid foundation that our last model created for us.

*A fuller explanation of ‘from → to’ is available in a separate document on WCDTV.com (Link: [WCD Field Engagement - From-To](#)).



Ministry Priorities	FEST Staff Responsibilities
<ul style="list-style-type: none"> ❖ The growth, development, and enculturation of the “Big 3” in the life of our leaders and churches. ❖ Facilitating local church “Kingdom Impact” discernment plans. ❖ Leader Development for all Licensed Workers. ❖ Ministry support for key aspects of church life. ❖ Connecting Licensed Workers and Elder Boards to each other and the WCD. ❖ Elder Board Development. ❖ Customized Member Care for all Licensed Workers. 	<ul style="list-style-type: none"> ❖ Embody and share the “Big 3” vision ❖ Be accessible, visible, and relationally connected to the Licensed Workers and Boards of Elders in your field ❖ Facilitate the connectedness of our Licensed Workers and Boards of Elders ❖ Work with specialists and churches to facilitate Kingdom Impact Discernment Plans ❖ Work with specialists in supporting key ministry aspects of the local church through “4D”: <ul style="list-style-type: none"> • Discover, Develop, Deploy, Deputize specialized personnel. • Primarily done through trained lay and pastoral volunteers. • Areas of responsibility would include: Personnel Matters, Governance, Conflict, BOE Development, Crisis Intervention, Transitions/Search Teams, Capital Campaigns; others ❖ Fulfill WCD regulatory obligations to churches

FEST Delivery System

- ❖ Front line FEST Personnel – whose new moniker will be ‘Development Coaches’.
- ❖ Multiplicity of “4D” subject matter experts to serve Licensed Workers, Boards of Elders and Churches.
- ❖ FEST Staff would work in collaboration with Impact Hubs.
 - In Issachar, these Impact Hubs were also referred to as “Centre’s of Excellence.” These Hubs will be gatherings that disseminate innovation, exemplar models, invigoration of the Big 3 for kingdom impact, collaborative and developmental relationships.
- ❖ WCD Operations Team.
- ❖ WCD Innovation Team.
- ❖ WCD Networks.

Next Steps



The Transition Plan – The Next 60 Days

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Between June 4-8, every Lead/Senior Pastor in the WCD will be contacted by their new ‘Development Coach’ who will provide ongoing, dedicated relational connection to your church starting on June 15. This will be the ‘go to’ person for you, your Licensed Staff and Board of Elders.

Between June 4-8, every existing formal network in the WCD (Youth, Worship, Executive Pastors, and Children’s Ministry, etc.) will be contacted by the District Staff member who will provide ongoing, dedicated relational connection to that network as we move beyond June 15. This will be the District ‘go to’ person for your network.

Commencing June 3, we will increase two-way communication and clarity on all that is staying the same and all that is changing in field engagement and support for our workers and churches.

As part of our open communication, on June 5, 10 and 16 three identical online gatherings (10:30am-12:00pm) will take place where you will be able to have a Q&A (relative to this update) with DS Brent Trask, Bryce Ashlin-Mayo representing DEXCOM, and members from the District Leadership Team.

We will also be providing the full FEST report and recommendations to you that were presented to DEXCOM at the May 26-28 meetings.

Between June 15 – July 30 all lead/senior pastors will be contacted by their Development Coach to set up one on one time to connect with you via Zoom or in person.

From June 15 and forward, each Development Coach will be available responsively to all licensed workers in ‘their’ churches on a request basis. If you have a question or need, please reach out to your Development Coach.

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DEXCOM has directed DS Brent Trask to proceed with hiring one additional Field Engagement and Support staff – as such, we will be posting and hiring for this role as soon as possible.

Closing Comment

Thank you for your involvement, prayer, support, trust, and patience over the last two years as we have come to this point together. We ask for your continued grace as we transition to our new model of serving each of you in the months and years ahead.

By God’s grace and for His glory, we believe the best is yet to come...

Together in Mission,
Brent Trask, Clint Mix

