

## Grace Methodist Church Contact

|                  |   |                  |   |
|------------------|---|------------------|---|
| Name of Church   | Grace Methodist Church  | Name of Delegate | Kyle de Kock  |
| Location Address | World Vision<br>1 World Drive,<br>L5T 2Y4<br>Mississauga, Ontario     | Mailing Address  | PO Box 13529, Best Buy PO 3-3221<br>Derry Road West, Mississauga, L5N 7L0   |
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| Email            | <a href="mailto:info@gracemethodist.ca">info@gracemethodist.ca</a>    | Email            | kyle@gracemethodist.ca  |
| Phone            | 647 2342324   | Church Mission   | To Make More and Better Disciples<br>of Christ  |
| Website          | <a href="https://gracemethodist.ca/">https://gracemethodist.ca/</a>   | FaceBook         | <a href="https://www.facebook.com/gracemis&lt;br/&gt;sissaugachurch">https://www.facebook.com/gracemis<br/>sissaugachurch</a> |

# Hello.

We're glad you found us.

We are **Grace Methodist**, a church affiliated to the Free Methodist Church in Canada. Can we tell you about our church and let you know the kind of person we hope to find to be our next Lead Pastor? You may be already living in Mississauga but if you are reading this somewhere in Canada, we'd like to tell you a little about the city we are serving and hope you'd like it too.

Who are We?

## **A Mississauga City Church**

Grace Methodist Church has been serving the city of Mississauga for over 30 years. Our church worships in the auditorium of World Vision's Canadian Head Office. It is right in the heart of downtown Mississauga, where a bustling mix of residential, commercial and recreation developments exist.

## **Demographics**

Just like the city we are serving, we are a multicultural community of people from many different ethnicities, including people from the Philippines, the Caribbean, Africa, Europe and India. Most of us are first generation migrants, many of whom have been worshipping at Grace Methodist for more than 10 years. Demographically, 60% of our congregants are female and 40% male. Our congregation's ages range between 12 to over 70 years old, with an almost equitable representation in all age categories.

## **Unity in Diversity**

Our church is like a tapestry woven together by the Master Weaver, our Heavenly Father. We are by no means a perfect, completed tapestry for we are still very much work-in-progress. In our diversity, we are united by the same belief that we are sinners redeemed by grace through faith and not works. Our shared love for the Word of God means we love solid Bible teaching that speaks God's truth into our lives. We value prayer as a means of grace to connect with God. We believe in the importance of cultivating a personal relationship with God through the disciplines of reading the Bible, worship and prayer. We don't always do these perfectly, so we recognize we need the help of the Holy Spirit to empower us, the leadership of a good pastor and the fellowship of one another.

## **Friendship, Fellowship & Outreach**

Even though we are from different ethnicities, relationships in our church are warm, friendly and caring. Visitors to our church often comment they feel the warmth and welcome. We have a few small groups within our church, namely Wednesday Evening Prayer group, the Youth, and Friday night adult group. In addition, we have Bible study groups that meet on a short term basis. Our church also runs Alpha that has seen newcomers joining us in the most recent session. We recognise that we are far from the Biblical ideal of what true Christian fellowship should look like. More needs to be done in terms of fostering greater inter-connectedness and deeper sharing of lives. Our church places high value in the importance of outreach to pre-believers. Whilst giving to overseas missions have been generous, we have not been as proactive in local outreach as we should be. This could be the unintended outcome of putting focus on serving our current community post pandemic.

## **Small Church with God-Sized Aspiration**

Grace Methodist Church is a small church of fewer than 50 people presently. Even so, we are very thankful to God for enabling us to be a faith-filled, Jesus loving community that is eager to be used by God for the display of His splendor (Isaiah 61:3)

Based on the findings of the Natural Church Development Survey that we recently conducted, Grace Methodist Church is a relatively balanced church that exhibits healthy attributes of Faith and Fellowship but needs work on the attribute of Service. In addition, we are a financially healthy church. We have a core group of people who are dedicated to serve the Lord and are good stewards of God's provisions.

We praise God for leading us over the past 30 years. Going forward, we seek a Lead Pastor who will take us to the next level of growth in maturity whereby we use our gifts to discover the fullness of what God intends for each person and for the church as a whole, so that we can carry out what Christ calls us to do, and that is to spread the Good News and make disciples of all people.

## **Mississauga - a Growing City**

Mississauga is a bustling and growing city of migrants of 795,000 people, 55.2% of the population born outside of Canada. The downtown area is undergoing major transformation and the downtown population is forecasted to grow exponentially by 118% by 2051\*. As we are currently located right in the heart of Mississauga at World Vision, our church is well positioned as a Mississauga City Church in this catchment area for evangelism.

Outside of the downtown area, Mississauga is a great city for living. It has everything for a good quality life in terms of schools, housing choices, global cuisines, recreation, shopping and vibrant city life. When you are tired of city living, Mississauga is in close proximity to some of the best parks in Canada, such as the Niagara Falls, the Rattlesnake Conservation Park and the Blue Mountains for short getaways. As it is a migrant city, opportunities for outreach present themselves. You are most likely to meet neighbours of different faith traditions who are often open to talking about faith and God when relationships are established.

\*Source

### **Downtown Talent & People**

With Downtown Mississauga's growing at an exponential rate with the population forecasted to grow 118% in the next 30 years. As Mississauga's Downtown continues to develop, there is still room to grow. With a healthy mix of employment and residential land uses, The Downtown is an ideal location for office development and tenants.

— Downtown Mississauga

Sorry, that was a lot of words, eh? Let us summarize and give you a few good reasons to join us.

## Why be our Lead Pastor?

|   |  |
|---|--|
| <p>We are a small, diverse church with growth aspirations</p> | <ul style="list-style-type: none"> <li>● A core group of dedicated people serving the church</li> <li>● Financially blessed by God</li> <li>● Strong desire to have authentic Christian fellowship and service</li> <li>● Strong desire to grow spiritually and in numbers</li> </ul>  |
| <p>We are located in a dynamic, growing city.</p>             | <ul style="list-style-type: none"> <li>● A centrally located church in a migrant filled city</li> <li>● Strong potential for outreach</li> <li>● Worship centre in the growing downtown core</li> <li>● Potential pool of pre-believers to be reached</li> <li>● Good quality schools, housing and healthcare</li> <li>● Beautiful recreational places in close proximity</li> </ul> |
| <p>We need a visionary leader to lead us to growth.</p>       | <ul style="list-style-type: none"> <li>● Opportunity to develop new vision, mission and core values</li> <li>● Opportunity to develop strategies and set goals with a dedicated team of people</li> <li>● Opportunity to pioneer new ministries</li> </ul>   |
| <p>We are open, committed and excited.</p>                    | <ul style="list-style-type: none"> <li>● Warm, welcoming &amp; informal people</li> <li>● Great home cooks and bakers mean good food from different cuisines for fellowship coffee and lunches</li> </ul>  |

Still interested? Read on to see if you have what it takes to take our church to the next level of growth.

## Lead Pastor Job Profile

### Full-Time Lead Pastor

Grace Methodist Church wants to be a church that increasingly reflects God's kingdom on earth for His glory. For the next chapter of our church's development, we need a visionary

Lead Pastor to help our church grow in greater love and obedience to God, to grow in authentic Christian love for one another and for our pre-believing neighbours.

The Lead Pastor should have a strong desire to see the kingdom of God grow, a desire that is coupled with the calling to be a missional leader and an equipper of others. The person would have strong theological understanding and hermeneutics. Informed by the Word and empowered by the Spirit, the person should possess the ability to lead transformational change in our church that would bring greater spiritual growth amongst us and growth in numbers through outreach.

## Areas of Responsibilities

### **Vision Renewal** (10% of time)

Working with a core group, provide biblical thinking, strategic planning and goal setting in the development of our church's Life Plan.

### **Preaching & Teaching** (35% of time)

Preach expository Sunday sermons with conviction that motivates or effects positive changes in belief, behavior or feelings toward God and people. Provide teaching in bible studies that complement Sunday preaching to build and strengthen Bible literacy and love for the Word of God.

### **Congregational Development and Growth** (25% of time)

Establish new ministries and provide oversight to them. Spearhead outreach movements with members to grow our church. Encourage accountability in relationships to nurture spiritual growth and Christ-centred friendships. Provide pastoral care through regular calls & home visitation.

### **Leadership Development** (15%)

Identify, recruit and nurture new volunteers. Develop and mentor worship team and current ministry leaders, providing spiritual support and encouragement. Provide guidance and feedback on Sunday worship selection of songs.

### **Communication & Organization** (15%)

Effective use of tools such as Whatsapp, Facebook, Email, Youtube etc for communication within the church and for outreach. Provide oversight to a team for the review and revamp of our church's website. Work with the Board to identify potential locations for the church with the intent to acquire. Engage with Free Methodist Church in Canada activities as required eg. Regional Gatherings and General Conferences.

## Qualities of the Lead Pastor

We are looking for candidates who possess the following qualities

| <b>Character</b>  | <b>Interests /Leadership Style</b> |
|---|------------------------------------|
| Mature Christian  | Loves Jesus                        |
| Dynamic yet Humble  | Lifelong learner of the Bible      |
| Passionate about helping people grow in knowledge & love for Christ | Devoted to prayer                  |
| Encourager / Cheerleader  | True worshipper                    |
| Bears Fruit of the Spirit   | Visionary                          |
| Trustworthy   | Assertive & decisive               |
| Has a sense of humour   | Team Community Builder             |

| <b>Competencies</b>                                      | <b>Spiritual Gifts</b> |
|--|------------------------|
| Big picture thinker                                      | Evangelism             |
| Excellent storyteller (Strong communicator and preacher) | Encouragement          |
| Relationship building in diverse cultural environment    | Prayer                 |
| Inspiring, motivating, equipping                         | Faith                  |
|  | Serving                |
|  | Shepherding            |

## **Preferable Work Experience**

It is preferable for the candidate to possess the following work experience:

1. Articulate and passionate preaching and teaching of the Word
2. Facilitation of corporate worship
3. Competency in providing pastoral care and guidance
4. Inter-cultural relationship and team building
5. Equipping and motivating people for ministries and for outreach
6. Experience in harnessing the use of social media and online tools for ministry and outreach purposes.

## **Preferred Education**

We are looking for a candidate who is Ordained and possesses a Bachelor of Divinity with 4 to 6 years.

If you are excited about what you've read so far, feel the stir in you that you have what is required to partner the Master Weaver in making our church a more beautiful and enlarged tapestry for His glory, we invite you to apply with us.

Please send your resume, with a cover letter, to Jennifer Cornwall at [jennifer.cornwall@fmcic.ca](mailto:jennifer.cornwall@fmcic.ca).

Thank you.

# Natural Church Development *summary* guide

The current culture and values of...

## Grace Methodist Church

March-2025

*Comes more naturally to us*

1

Faith

2

Fellowship

3

Service

*Comes less naturally to us*

Our current culture and values 

A balanced church 





# 8 essentials of church life

The current culture and values of...

## Grace Methodist Church

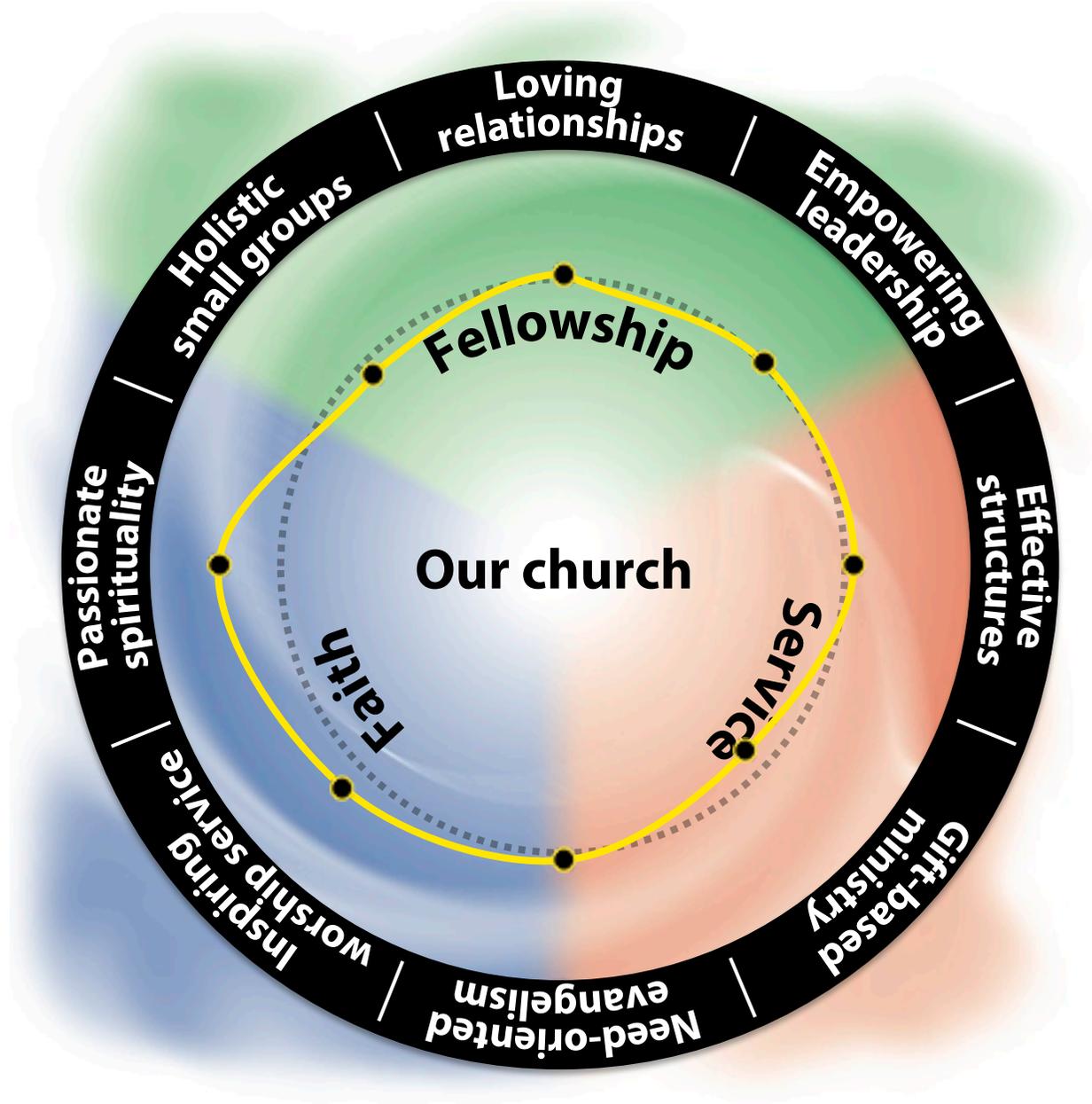
*Comes more naturally to us*

- 1 Passionate Spirituality
- 2 Inspiring Worship Service
- 3 Need-oriented Evangelism
- 4 Effective Structures
- 5 Loving Relationships
- 6 Empowering Leadership
- 7 Holistic Small Groups
- 8 Gift-based Ministry

*Comes less naturally to us*

Our current culture and values

Our current average



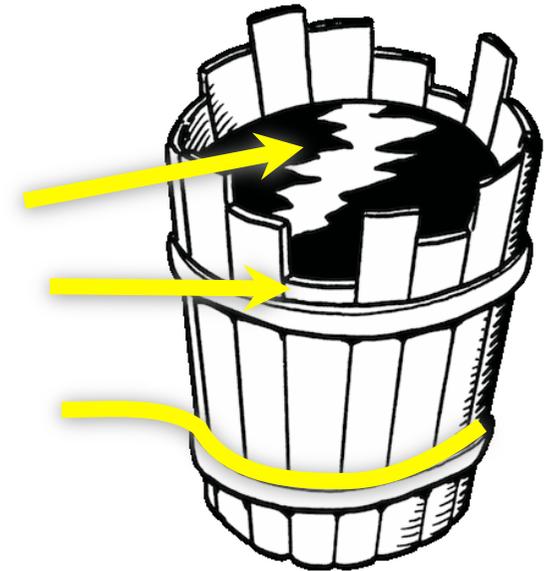


# Where are we leaking?

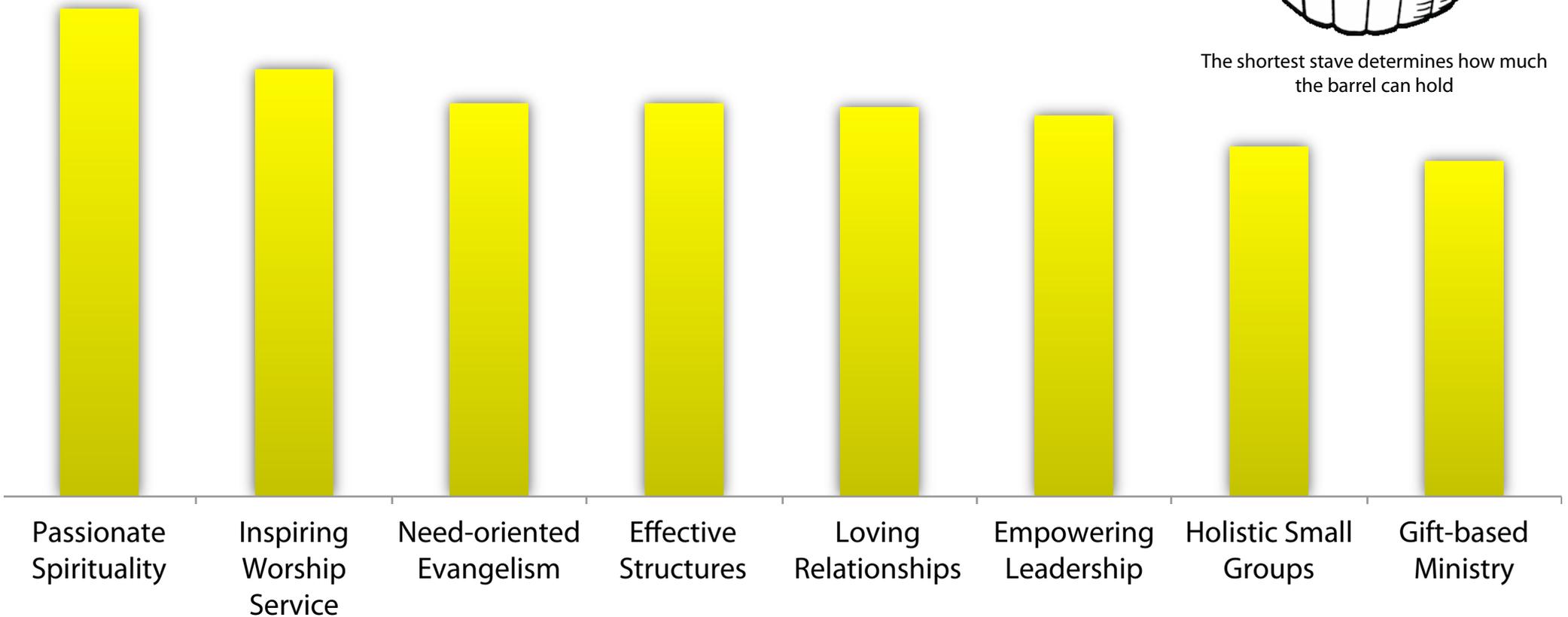
Our church community

Our "minimum factor"

8 essentials of church life



The shortest stave determines how much the barrel can hold





# "Closing the back door" and "Opening the front door"

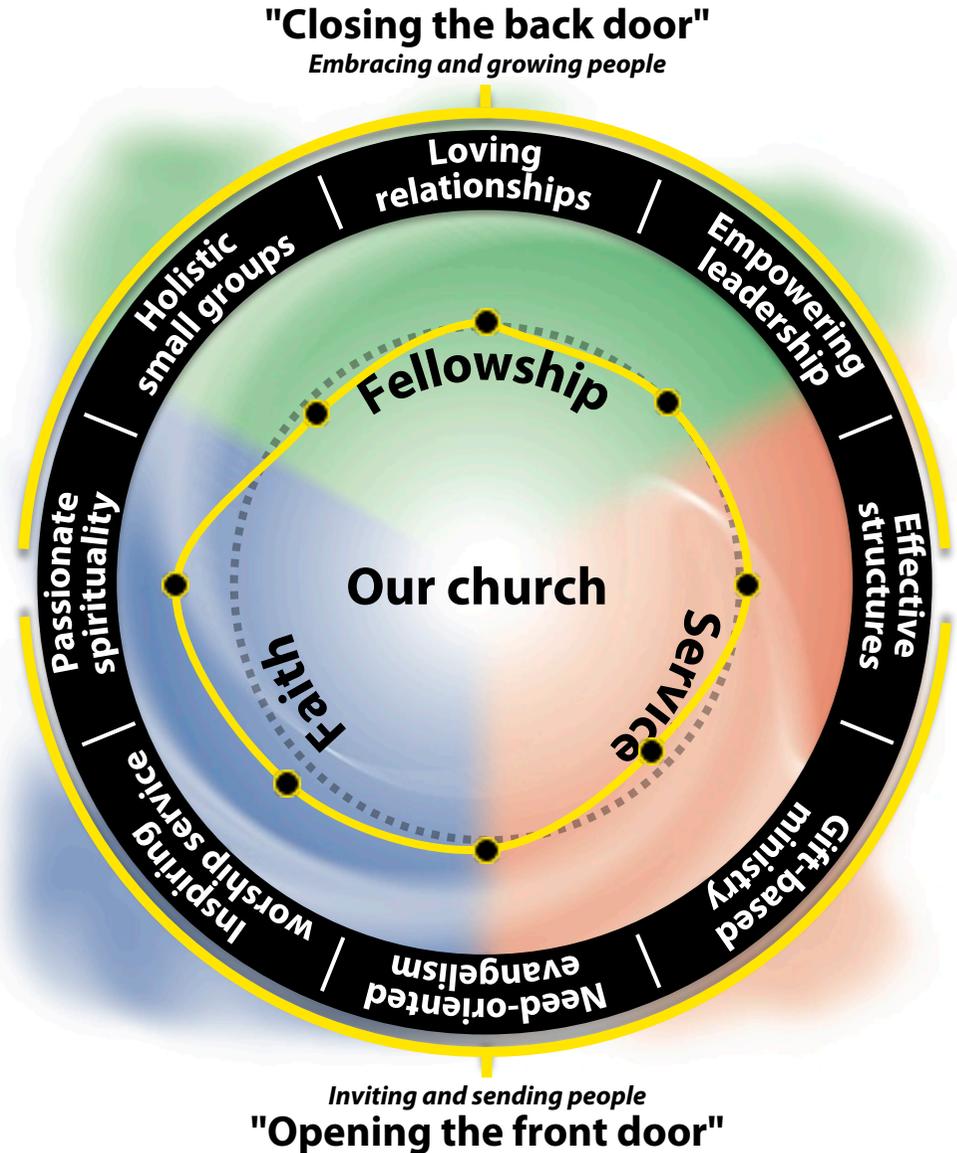
A local church should be a home in which people can grow in deep, fruitful relationships. It should also send its family members out to be salt and light in the world. With that inward and outward focus in mind, it is common to speak about the "front door" and "back door" of church life. While Passionate Spirituality and Effective Structures are equally important for opening the front and closing the back door (see diagram), the other essential qualities have a stronger connection with one of the two doors.

## "Closing the back door"

When it comes to the back door, you don't want to bolt it shut (that would be acting like a cult). Instead, you want to create an environment within your church home in which people couldn't imagine leaving via the back door since they are being challenged, grown and cared for so well. Loving Relationships binds people together through the giving and receiving of justice, truth and grace. Holistic Small Groups (or Holistic Teams) provide a place to go deeper with each other, sharing feelings and problems and discovering the fullness of what God intends for each individual and for the group as a whole. Empowering Leadership raises up new leaders by releasing the potential God has placed in each person.

## "Opening the front door"

Of course, even if no one is reaching for the back door, without an open front door, you will become a stale, lifeless, inward-focused family pretty quickly. The front door is a place through which people can be welcomed and embraced. But it is also the door through which the church family is sent to engage with the world through daily life. Need-oriented Evangelism acknowledges the unique journey of each person and seeks to meet them at their point of need. An Inspiring Worship Service is an embracing gathering in which intimacy with God and other people can be experienced. Gift-based Ministry is the means by which the church family serves each other, but to an even greater extent, those beyond the current church community, sharing God's grace in its many forms.



**With the protection of anonymity, your survey participants were able to openly indicate their thoughts and feelings about church life. Based on that feedback, it would appear that your minimum factor of Gift-based Ministry is at the heart of your challenge in opening the front door. In order to serve others, you need to better discover, deploy and develop the unique gifts God has given to your people.**



# Breathing in and breathing out

Natural Church Development is all about identifying things that are being done in an unnatural way, and then removing barriers so that the life God wishes to give can be experienced. One of the natural parts of human life is breathing. Since the church is a gathering of human beings, it is important that it is also breathing in a natural way. Some churches put more emphasis on "inhaling", that is, receiving from God and others. However, if they don't also exhale, they are in danger of becoming light-headed or even delusional, as well as being of little use in serving others.

On the other hand, some churches put more emphasis on "exhaling" or giving to others. While this is of course important, it can lead to exhaustion and even resentfulness if not balanced with an equal measure of inhaling. Aside from the effects of imbalanced inhaling and exhaling on those who are already part of the church, you must remember that the ultimate reason for improving the health of your church is for the sake of those who are not yet connected with it. Finding out, with your help, how to inhale and exhale the Spirit of God will help those people to both encounter God and discover what a sustainable, fruitful life in his Kingdom is like.

## "Breathing in"

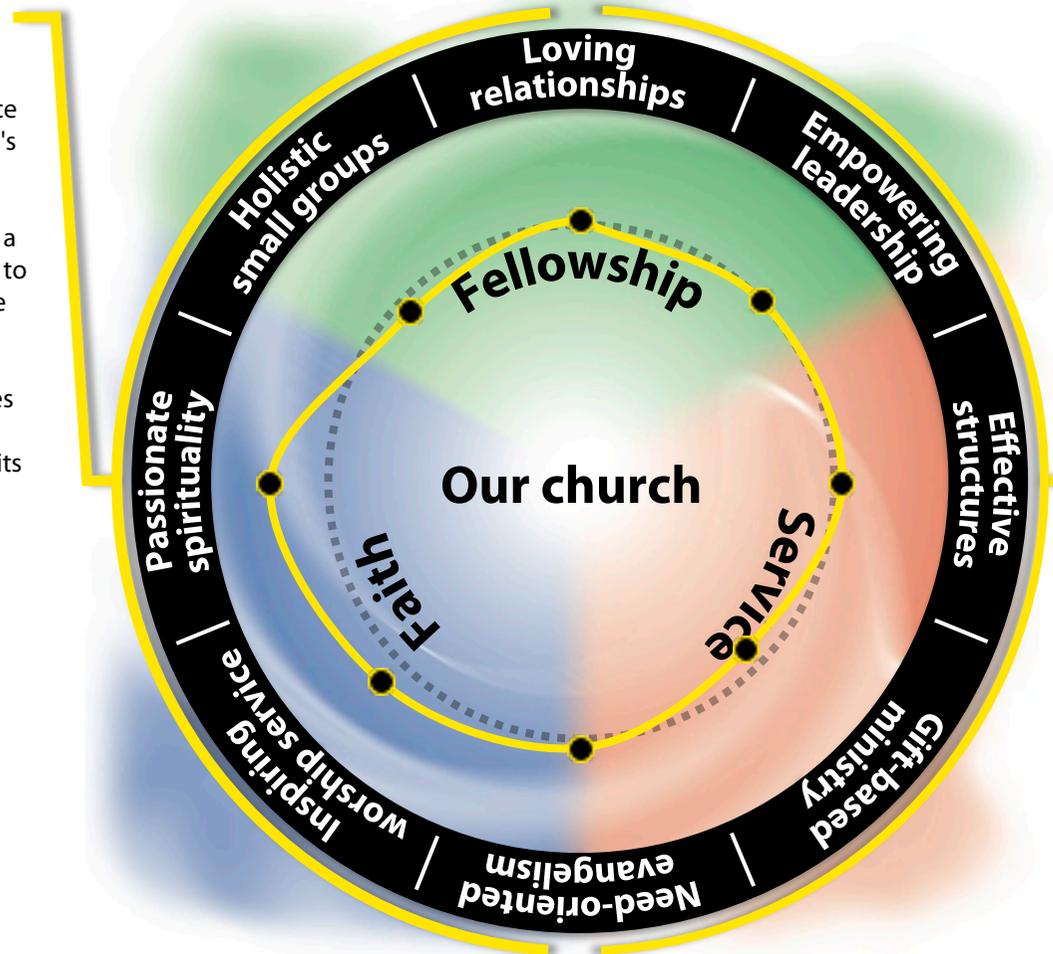
*Receiving from God and others*

Passionate Spirituality brings a confidence that comes with being able to sense God's active presence in widely varied circumstances in everyday life. Holistic Small Groups (or Holistic Teams) provide a place in which you have the opportunity to receive from other people who add value to your own life and work. An Inspiring Worship Service is where each person's offering in worship is multiplied and gives rise to a heightened experience that blesses the heart of God and fills the spirits of those who are there.

## "Breathing out"

*Using what you have been given*

Effective Structures are put in place to make sure that you steward all of the time, treasure and talent your church has been blessed with in order to serve the coming of God's Kingdom in the world around you. Empowering Leadership feeds into and releases people right across your church to work together for greater fruit than they could bring about on their own. Gift-based Ministry takes the unique expression of God's grace that has been breathed into a person's life and helps them to express that in service of others.



**From the perspective of your survey participants, it would seem that your minimum factor of Gift-based Ministry is having a stifling effect when it comes to God's grace in its many forms being breathed out into the lives of others.**



# Next steps

## Affirmation

Before moving into action plans for addressing your church's minimum factor, it is important that you take the time to affirm some of the leaders in your church who have helped shaped the areas that have scored higher on your results. These relative strengths don't just fall from the sky. Over time, people of influence have advocated, prioritized and sacrificed those strengths into existence. It is only appropriate to spend some time thanking God and those people for their partnership together so that, in those areas, your church family has at the least a small foretaste of the Kingdom on Earth as it is in Heaven. Having affirmed them, you will then be asking those people of influence to take a larger responsibility for addressing your minimum factors.

## Resources to start making progress

The key to making significant progress with your minimum factor is to have your key influencers (at a minimum) consistently taking simple, habit-changing action steps that are focused on improving that area. To help them get started, there are a few resources you should make use of:

- Visit [ncdchurchsurvey.org/why-ncd](http://ncdchurchsurvey.org/why-ncd) for a short introductory video.
- Cycle Starters ([ncdchurchsurvey.org/cycle-starters](http://ncdchurchsurvey.org/cycle-starters)) are free downloadable action prompts related to your minimum factor. Versions relating to all NCD categories are available, including your priorities of:
  - Service
  - Gift-based Ministry
  - "Opening the front door" & "Breathing out"
- In addition to this NCD Summary Guide, your church's results are also available in three other formats that provide additional detail for helping you fine-tune your action steps (see the following page). When dealing with that detail, be sure not to lose sight of the bigger picture presented in this Summary Guide. Removing barriers associated with those big picture issues must remain the leadership's primary focus.
- Your NCD National Partner, NCD Denominational representative or your NCD Coach are all resources you must make use of if you have challenging questions emerging from these results or if you feel insecure about the next steps to take. Don't hesitate to contact them. Helping churches make progress is what they enjoy doing.

## Resources to keep making progress

Since the church is people, and the health of the church is the health in the heads, hands and hearts of those people, at a given point, you will need to start looking at your minimum factor as a pointer towards where more intentional personal discipleship is needed. Natural Church Development has been developing a series of discipleship tools, each with a focus on one of the 8 essential qualities of church life. These are available as personal online eTests ([3colorworld.org/etests](http://3colorworld.org/etests)) that you can quickly and easily make use of across your whole congregation and in book form (paperback and eBook — [3colorworld.org/books](http://3colorworld.org/books)) for going deeper into each topic.

## Discussion questions

1. Which points from these results are not surprising to you? Why? 2. Which points are surprising to you? How so? Can you think of individuals or groups inside or outside our church who would not be surprised by those points? 3. How will we affirm those who have partnered with God in establishing the relative strengths in these results? In what ways will we give thanks to God? 4. Which resources will we make use of for taking the next steps? What will we each do individually as key influencers? What will we do as a group? 5. Who will take responsibility for making sure that the essential priority of addressing our minimum factor is not lost in the busyness of church life? Is there anyone outside of the formal leadership group who should be invited to help out? How often will that group meet to refine plans and monitor progress? 6. When will we share the results with our survey participants to encourage them to improve the health in their group/s within church life? (NOTE: When presenting your results in such a forum, it is advisable to make sure there are some key influencers in the church who can share something of the personal convictions they have felt from working through the results. Knowing that people of influence are acknowledging challenges within the church is very empowering for the rest of the congregation).



# The NCD Result Guides

This Summary Guide provides the central overall picture of your NCD Survey results and the starting point for celebration and growth. The other three result guides (see below) can be viewed as an appendix of information that can increase the clarity of what you have explored so far.

You can approach the other guides in any order you like. The outlines below can assist you in deciding what you would like to explore next. Having worked through one of the other guides, it is always a good idea to return to the Summary Guide again to keep you focused on the big picture of what needs to be addressed for the sake of long-term healthy growth in your church.

The following page suggests a somewhat more structured approach through the result guides if you would prefer that. You might choose to start with that approach and then shift to a more fluid approach once you become clearer about what the results are saying and more confident about the kind of steps your leaders and your church as a whole must take.

Right the way through, as you explore the growth challenges of church life, don't forget to celebrate the current strengths of your church and also give thanks to God and those people who have helped to bring about that foretaste of the Kingdom of God.

## Summary guide

**Aim:** presents an overview of the current culture and values of your church and what most needs to be addressed.

**Will appeal to:** all who would like an overall summary of your church's current strengths and challenges.

## Story guide

**Aim:** presents your results as everyday themes of church life.

**Will appeal to:** more relational people who view and talk about church life through their own and other's real life experiences and stories.

**Who might they be?**

## Status guide

**Aim:** presents the detailed data from your surveys as well as progress information if this is a repeat survey.

**Will appeal to:** analytical people who like to understand the background and connect the dots themselves.

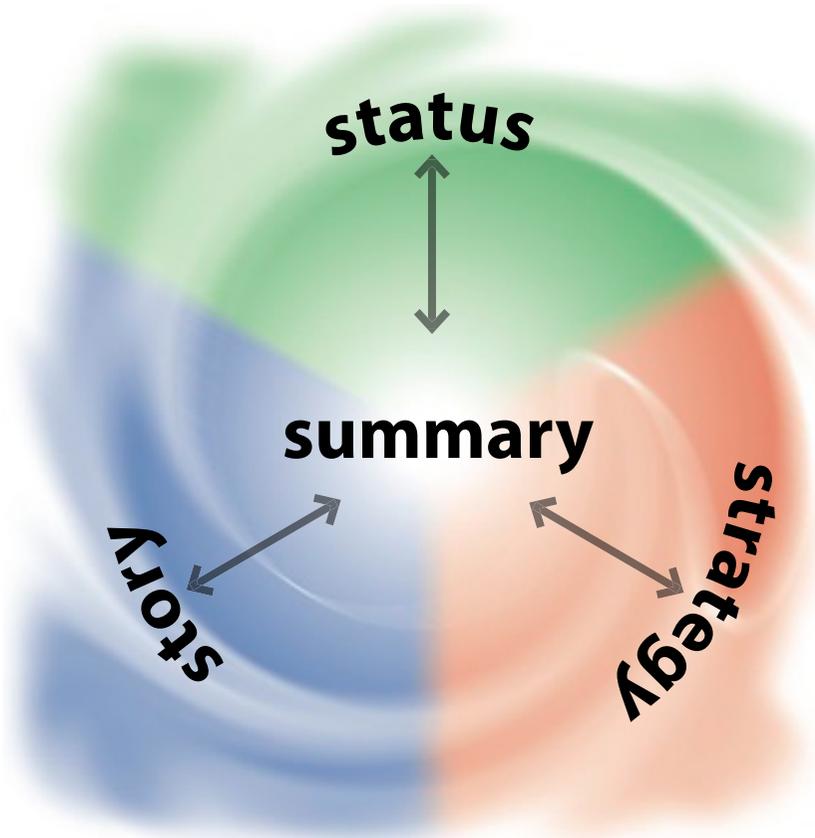
**Who might they be?**

## Strategy guide

**Aim:** presents suggestions for bringing your whole church on board as part of a broader church health strategy.

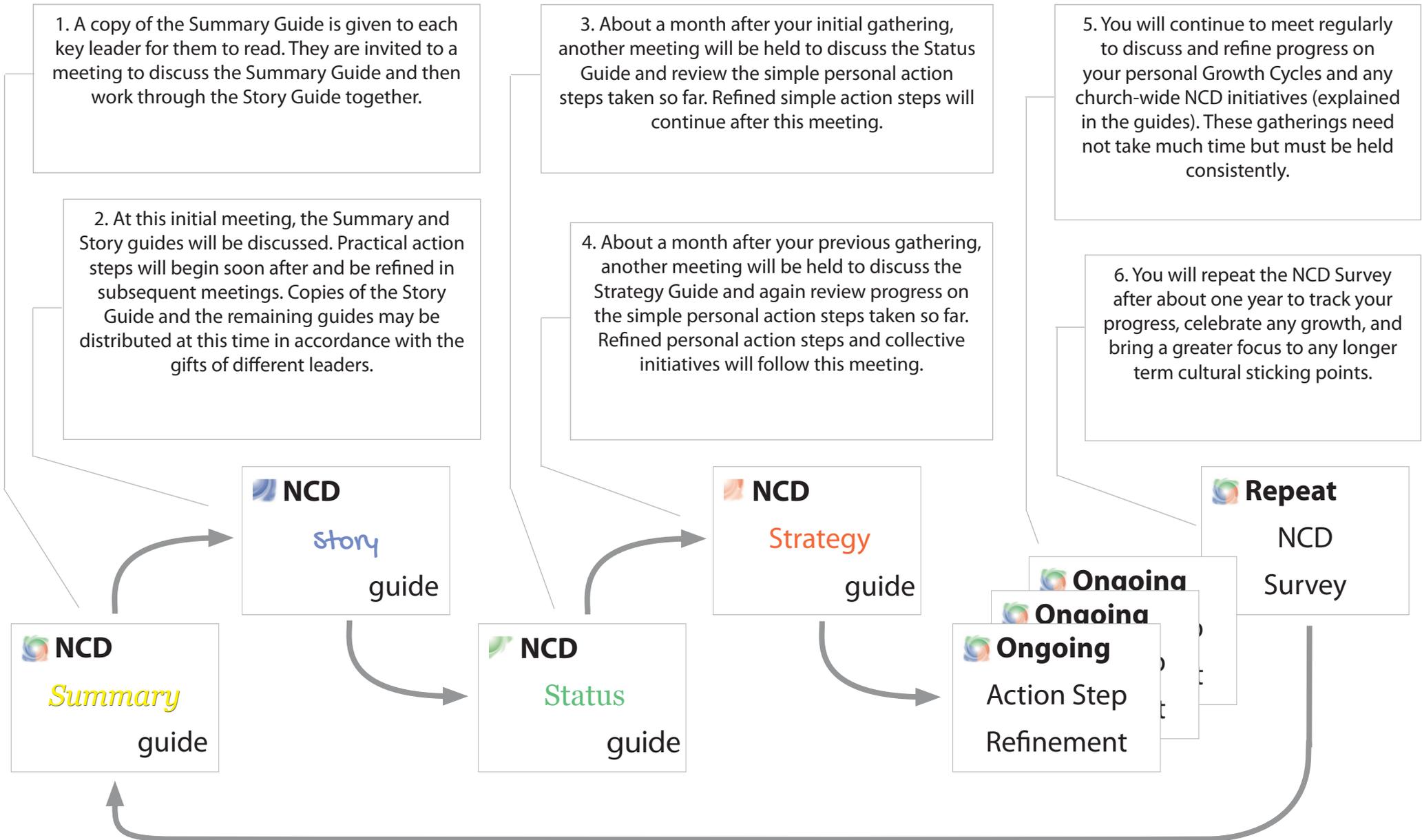
**Will appeal to:** task-oriented people who like to mobilise others and keep everyone on track.

**Who might they be?**





# A more structured approach



# Local Church Annual Report

## The Free Methodist Church In Canada

**Church Name** Grace Methodist Church **ON** **Report Year** 2022

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**Pastor** Elisabeth Natividad

**Network Leader**

### Church Statistics

|                    |               |                              |                            |
|--------------------|---------------|------------------------------|----------------------------|
| Weekend Attendance | <b>44</b>     | AvgAttendancePandamicMonths: | <b>0</b>                   |
| Homes in Directory | <b>54</b>     | SundayServiceTypes:          | <b>Combination of both</b> |
| No of SmallGroups  | <b>5</b>      |                              |                            |
| Adult conversion   | <b>5</b>      |                              |                            |
| Child conversion   | <b>0</b>      |                              |                            |
| Adult Membership   | <b>34</b>     |                              |                            |
| Operating Budget   | <b>97,112</b> |                              |                            |
| Global Ministry    | <b>16,000</b> |                              |                            |
| Church Development | <b>0</b>      |                              |                            |

### Ministry And Church Development:

Regarding Life plan our church is

**7. Using an alternative method**

NCD Average **0**

Last NCD Date

Another Health Survey

### Personnel:

Is the lead Pastor bi-vocational? **No**

Has any member of the pastoral staff taken a sabbatical this year? **No**

If yes: Name and start and end dates of sabbatical?

Has the Form 5 [delegate's report from the PA for all pastors serving under conference appointment] been filed with the Director of Personnel office this year? **Yes**

Have all ordained and commissioned ministers (optional for retired) completed at least one Continuing Education Unit (CEU) for this year? **Yes**

Have the CEUs been documented and filed with the Director of Personnel office for this year? **NA**

Please list all licensed Lay Ministers :

-

Does your church have a "Child protection policy" in place? **Yes**

### Ministry Recruitment referrals:

**Short Term Missions** NA

**Potential Pastor or CP** NA

**Lifeplan** NA

### Notes

**Delegates** In the process of replacing. March 16 2023

# Local Church Annual Report

The Free Methodist Church In Canada

Church Name Grace Methodist Church

ON

Report Year 2022

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**Missions/ Intercultural Engagement:**

**Missions Budget for next year**

**International Engagement:**

**Local Engagement:**

**ICCM Engagement:**

**Story-Self:**

**Story-Church:**

**Story-Community:**

# Local Church Annual Report

## The Free Methodist Church In Canada

Church Name **Grace Methodist Church** ON Report Year **2023**

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### Pastor

### Network Leader

### Church Statistics

|                    |                |                              |             |
|--------------------|----------------|------------------------------|-------------|
| Weekend Attendance | <b>30</b>      | AvgAttendancePandamicMonths: | <b>0</b>    |
| Homes in Directory | <b>49</b>      | SundayServiceTypes:          | <b>Both</b> |
| No of SmallGroups  | <b>4</b>       |                              |             |
| Adult conversion   | <b>1</b>       |                              |             |
| Child conversion   | <b>0</b>       |                              |             |
| Adult Membership   | <b>34</b>      |                              |             |
| Operating Budget   | <b>144,000</b> |                              |             |
| Global Ministry    | <b>3,475</b>   |                              |             |
| Church Development | <b>0</b>       |                              |             |

### Ministry And Church Development:

Regarding Life plan our church is **2. Is considering LifePlan**  
NCD Average **0**  
Last NCD Date  
Another Health Survey

### Personnel:

Is the lead Pastor bi-vocational? **Yes**  
Has any member of the pastoral staff taken a sabbatical this year? **No**  
If yes: Name and start and end dates of sabbatical?  
  
Has the Form 5 [delegate's report from the PA for all pastors serving under conference appointment] been filed with the Director of Personnel office this year? **Yes**  
  
Have all ordained and commissioned ministers (optional for retired) completed at least one Continuing Education Unit (CEU) for this year? **NA**  
  
Have the CEUs been documented and filed with the Director of Personnel office for this year? **NA**

Please list all licensed Lay Ministers :

Does your church have a "Child protection policy" in place? **Yes**

### Ministry Recruitment referrals:

**Short Term Missions** None in 2023.  
**Potential Pastor or CP** Not at this time.  
**Lifepan** Our interim Pastor joined in Jan'24 and will be initiating the LifePlan process in the coming months.

### Notes

# Local Church Annual Report

The Free Methodist Church In Canada

**Church Name** Grace Methodist Church **ON** **Report Year** 2023

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**Delegates**

Delegate: Monique Spanjaard-Chai, [REDACTED]

[REDACTED]  
Reserve Delegate: Kyle de Kock,  
[REDACTED]

**Missions/ Intercultural Engagement:**

**Missions Budget for next year**

**International Engagement:**

**Local Engagement:**

**ICCM Engagement:**

**Story-Self:**

**Story-Church:**

**Story-Community:**