

# President's Report

TED YEM, 2017

*Vision Beyond Our Resources*

# Report Content

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Good Leaders

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Pledge and Call

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# President's Report Backing Material

101 a – Strategic Framework 2015 – 2020, Oct 2017

101 b – Departments' Operational Plan, Sept 2017

101 c – Strategic Focus Consultation Rep., Feb 2015

101 d – Strategic Focus Background Info., Feb 2015

101 e – Statistics Sept 2016 – Aug 2017

101 f – President's Report PPT, 15 Nov 2017



# Appreciation

# God at Work

<https://ted.adventist.org/>



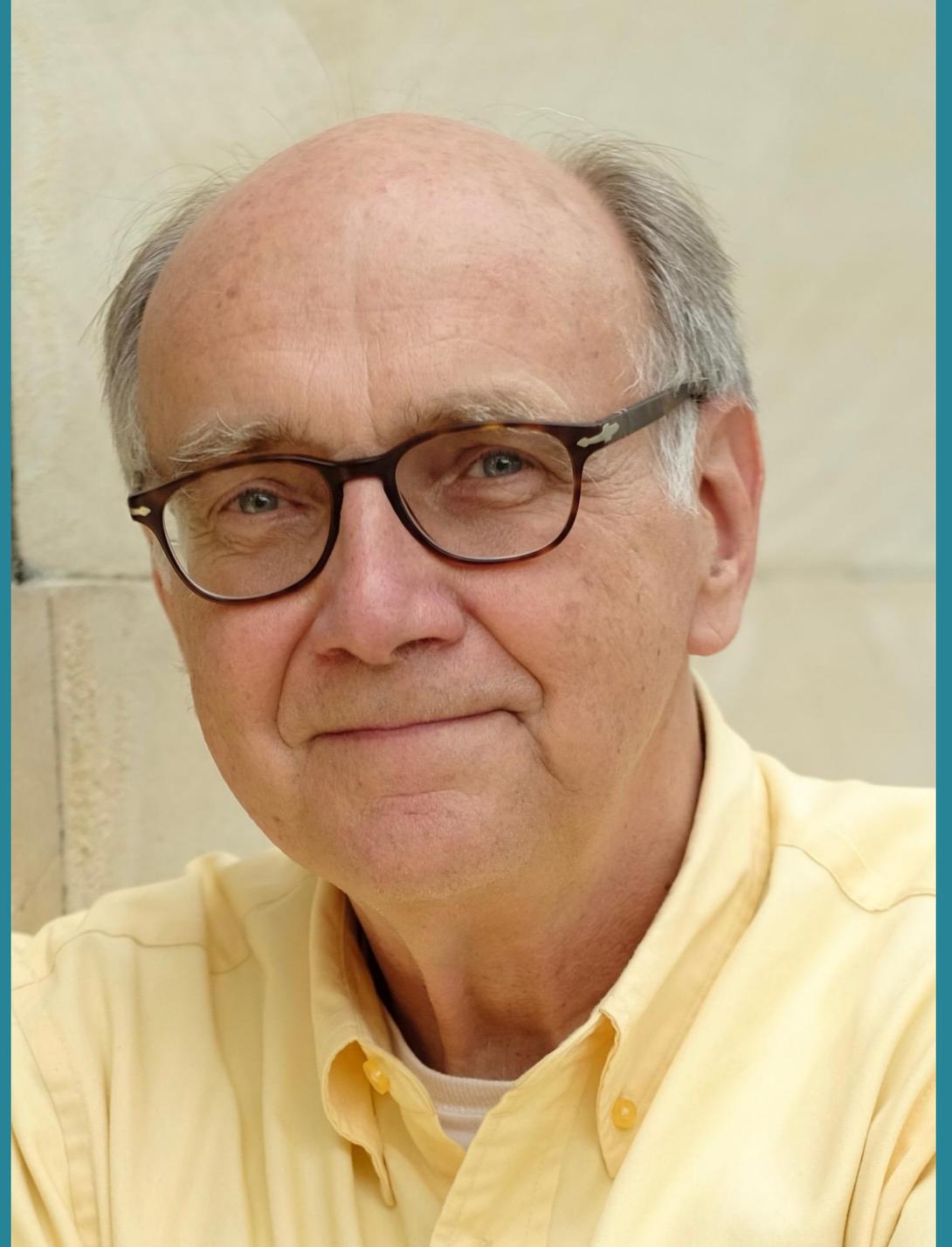
# Seventh-day Adventist® Church Trans-European Division



CONNECT · INSPIRE · CHANGE

**Mack Tennyson**

Associate Treasurer



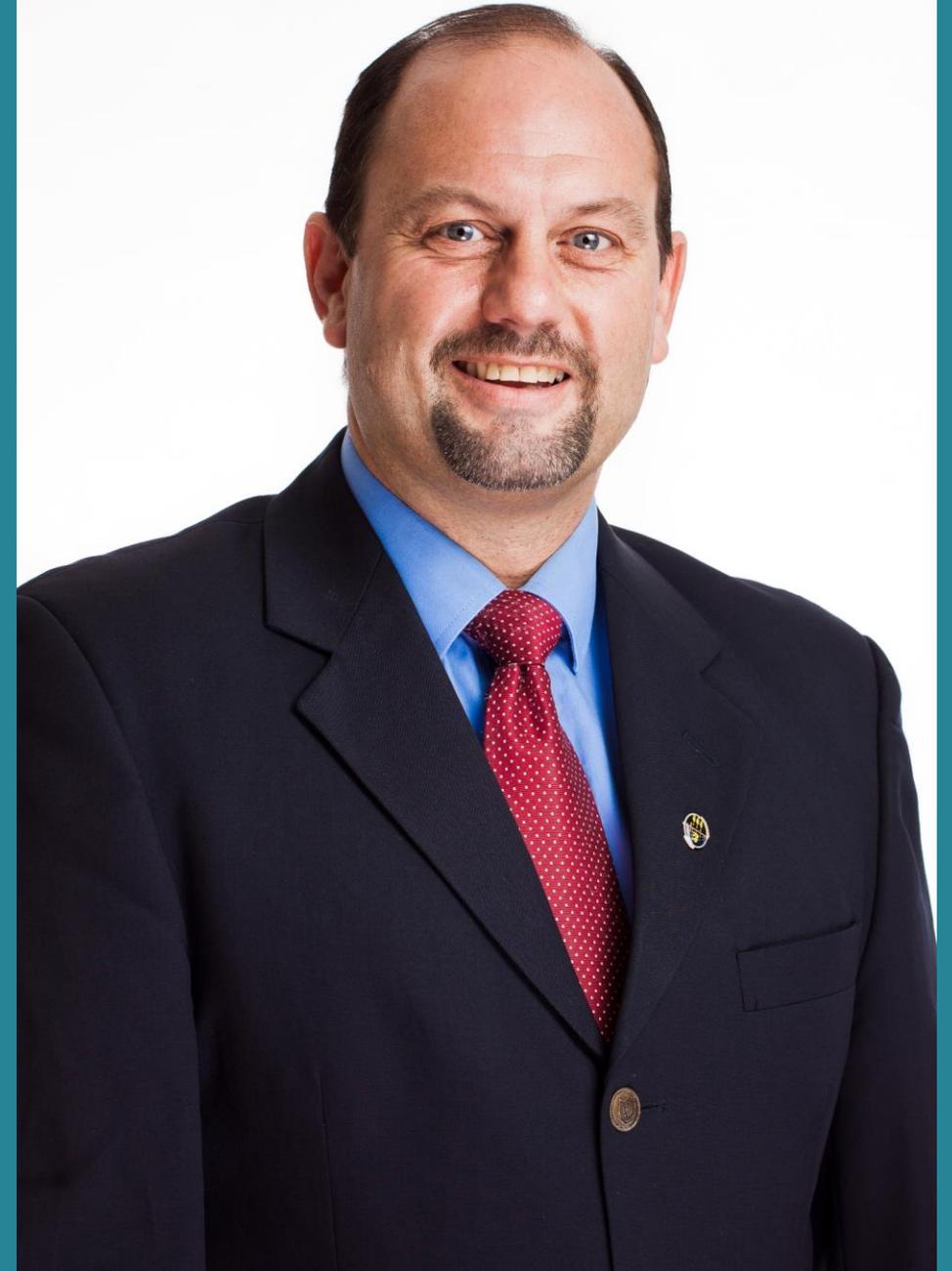
# Nikolaus Satelmajer

Discipleship Coach – AUC/SEEUC



# Simon Martin

Discipleship Coach - Scandinavia



# 2018 – Discipleship Coaches

BUC

BAUC & FINUCChC

HUC & PUC

**Emma Stickland**

Executive Assistant



## TRAINING OF TRAINERS

10,864

## COMMUNICATION

285,426 viewers-  
followers-readers

## FINANCE

6.8% tithe increase  
(as of 30<sup>th</sup> June, GBP  
based)

£465,264 Projects

£310,275 Sponsorship

£94,558 Scholarship

£3,333,218 Union/Fields

£1,700,958 Newbold



# Newbold College of Higher Education



| Year | Operating Budget Surplus (Deficit) | Student Numbers Full-Time Equivalent |
|------|------------------------------------|--------------------------------------|
| 2014 | £248,718                           | 180                                  |
| 2015 | £278,829                           | 171                                  |
| 2016 | £414,357                           | 146                                  |
| 2017 | £260,546                           | 189                                  |



# Focus

# TED Office - what we do



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Mission Partner on initiatives aligned with the mission of the Church

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Leadership Provide training and development of leaders

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Consultancy Provide consultancy services where needed

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Administration Provide financial and administrative assistance

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Resources Develop and share relevant resources

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# Our Priorities

(Reach Up, In, Out)

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Shared Spiritual Identity

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Growing Leaders

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Nurturing Relationships

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Dynamic Structures

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Relevant Mission

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Multi-Dimensional Resourcing



# Leadership

Coaching  
Administration

Strategic Focus

Resource  
Development

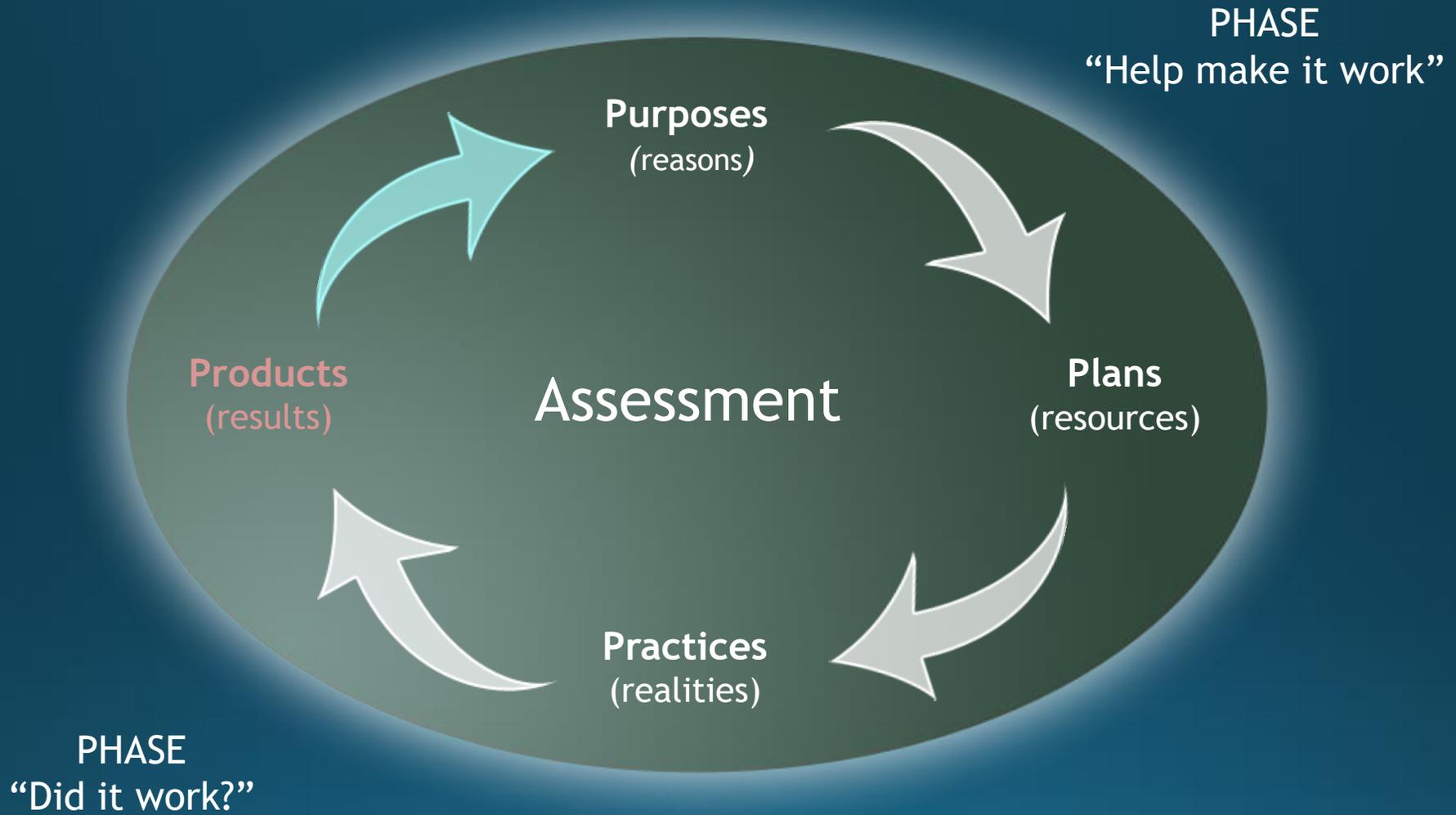
M.A. in  
Leadership

Engage  
**Connect**  
Align

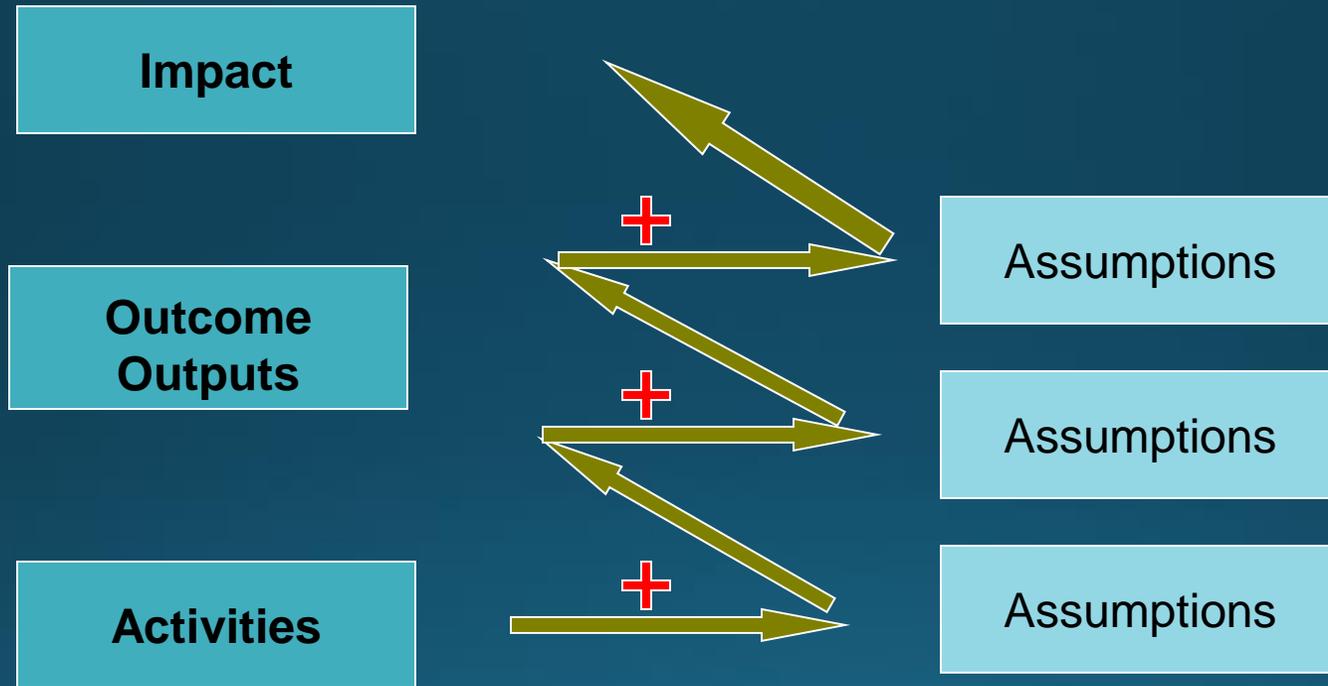
Training of  
Trainers

Succession  
Plan

Leadership  
Development



# IMPACT



## Governance & Operational Review

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TED Office In-house Review

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Strategic Operational Plan Review

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Executive Committee Review (H)

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Mid-term Review, 8 March 2018 (H)

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Leadership Dialogues 2017 & 2018

# Union Leadership Dialogue 2018



Authenticity

Impact

Relevance

AIR

(I am an  
optimist)





an ongoing challenge  
with a silo culture-mentality

# DISCONNECT

# Problem and Solution

# Existential Reality

(spiritual and  
organisational DNA)

John 3: 16 – “For God so loved the world that he gave his one and only Son, that whoever believes in him shall not perish but have eternal life.” (solution=problem)

John 15: 4 – “Remain in me, as I also remain in you. No branch can bear fruit by itself; it must remain in the vine. Neither can you bear fruit unless you remain in me.”

DISCONNECT

TOGETHER WE  
CAN

It is a management  
issue and potentially  
one of our biggest  
distraction from  
achieving our  
Mission

---

“Grant me (us) the serenity (calmness)  
to accept the things I cannot change,

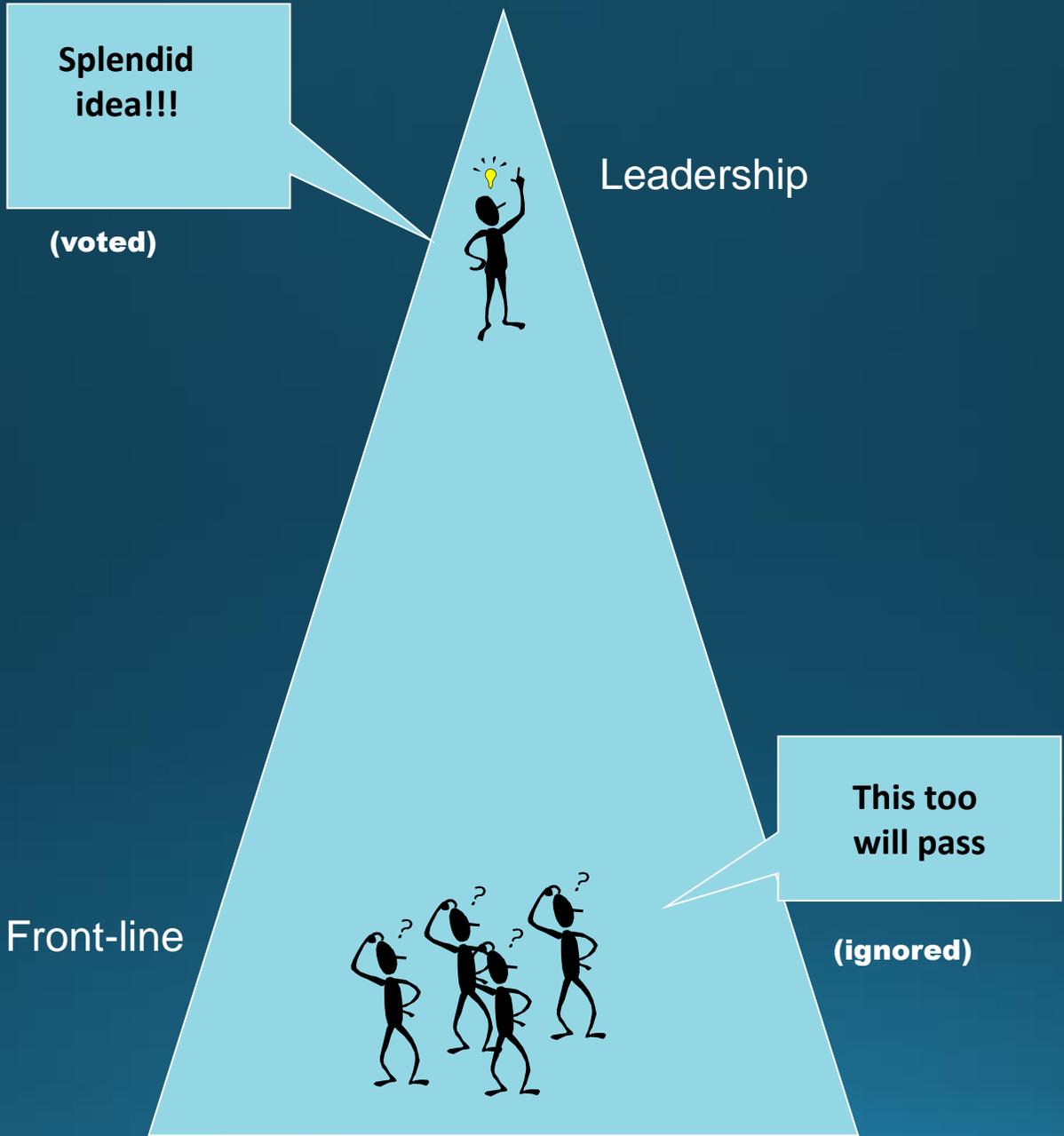
**the courage to change the things I  
(we) can,**

and the wisdom to know the  
difference.”

---

Reinhold Niebuhr





Where did THAT  
come from?

Leadership

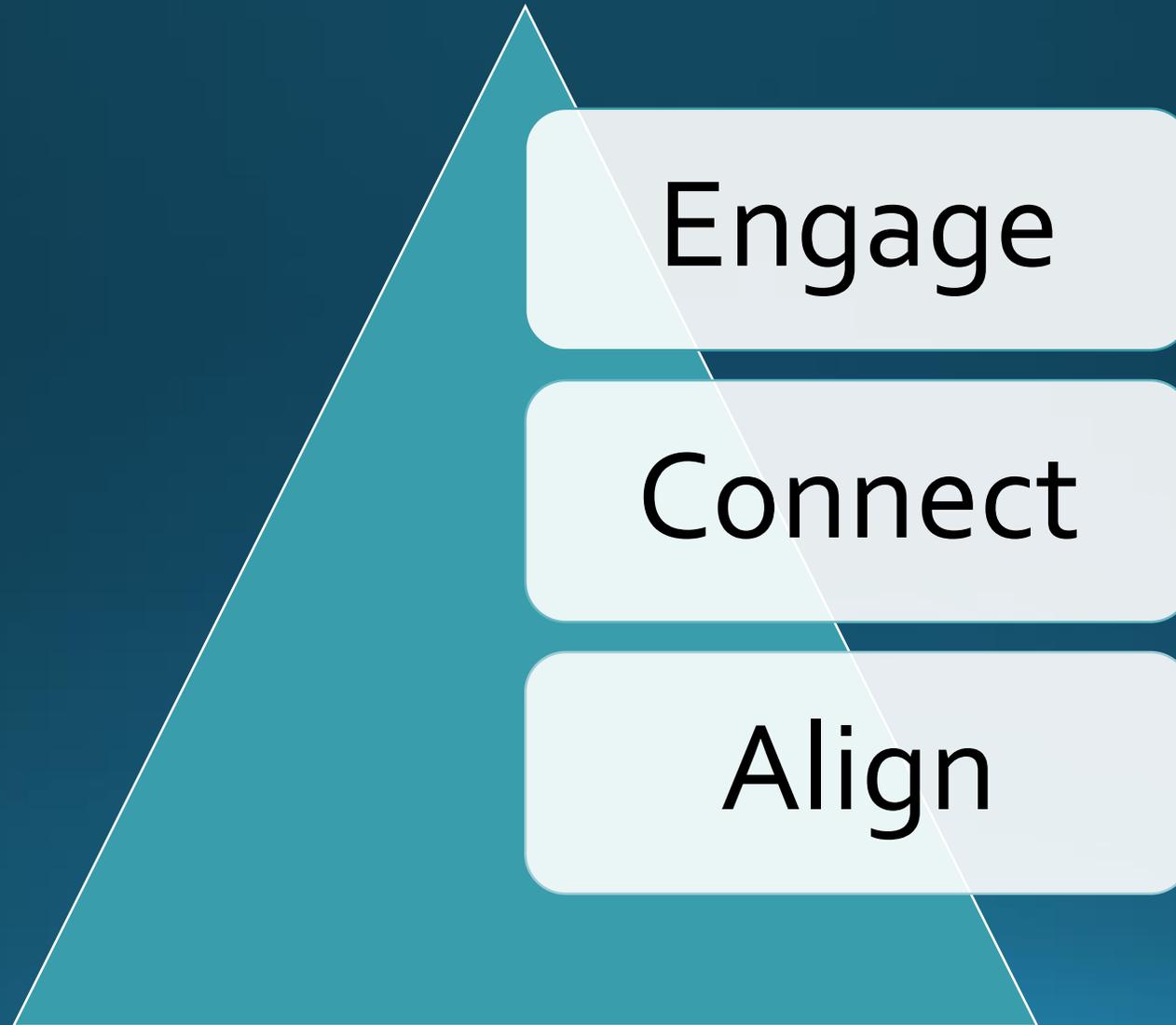


Front-line

This is  
GREAT!!!!



# Disconnect (John 3&15)



# Silo Culture

governance and management  
existential challenge requiring  
our combined intentional  
effort to reduce and eliminate  
- Vertical and horizontal – at all  
levels



human and  
organisational DNA –  
wired to function alone

## WHY

(change  
what we can)



- a) suboptimal performance
- b) occupation with “trivial”
- c) creation of a blame culture
- d) expending large amounts of  
time on problem solving
- e) wasting resources – time  
and money
- f) distraction from achieving  
MISSION (WHY big enough)



abundance of individual  
brilliance (gifts/resources) +  
silo mindset = collective  
stupidity (unthinking robots  
or processes)



# TED PLUS - more intentional leadership to deal with disconnect

5000 (excludes immigration)

0.01% of population

language barriers

tribal national identities

small congregations

geographical isolation

small organisational units

limited growth & financial resources

small institutional units – publishing, AWR, media

Adoption or fostering  
for a period (also at  
church level)

Re-alignment of  
territory

Creative partnerships  
among  
institutions/entities (i.e.  
ADRA, ASi)

Specialised training of  
workers

Review what success  
looks like (membership,  
tithe, healthy  
communities,...)

Partnerships with non-  
TED entities (i.e.  
health, Iceland,...)

# Possible Solutions to Disconnect Silo Culture

Identify the CORE & clarify organisational roles

Communication

Work Force

Youth

Resources

# DISCONNECT

Identify the CORE & clarify organisational roles

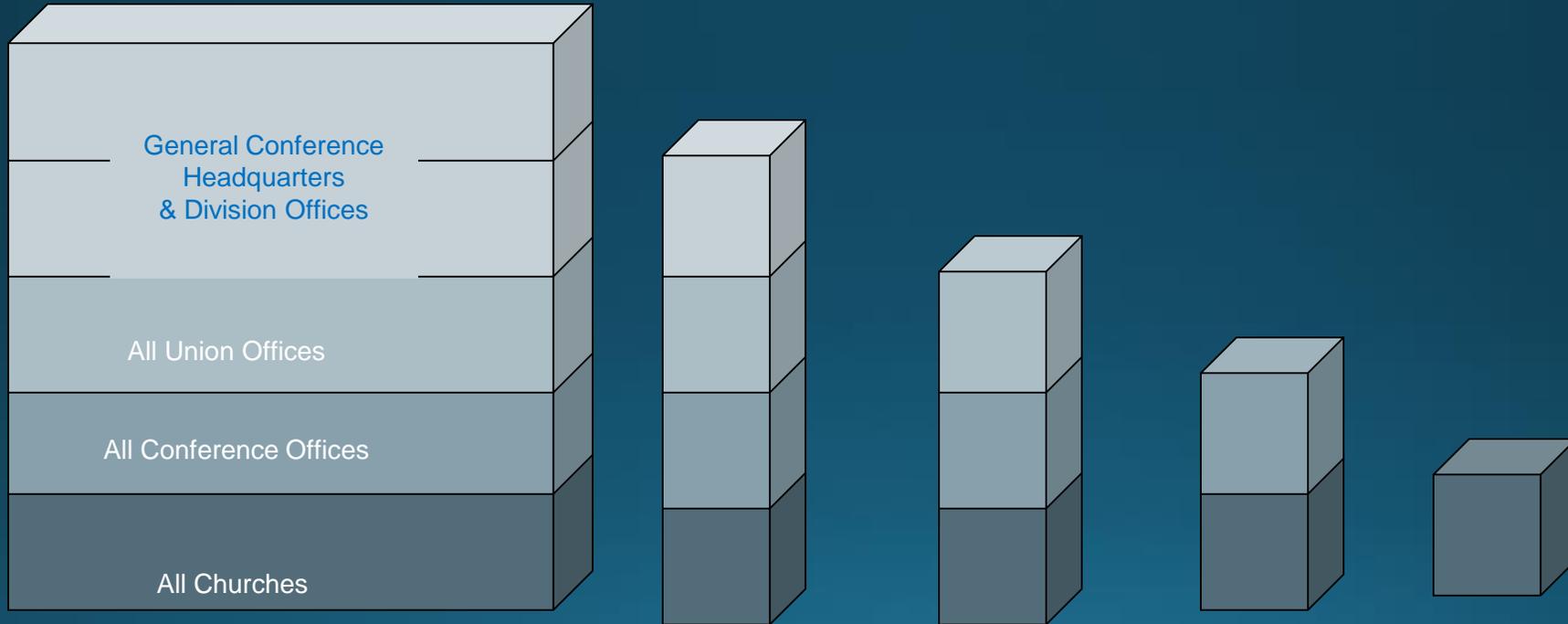
# Core



|-----**Core** to the entire Church-----|

|-----**Other**-than-core; specific to entity-----|

*Example: Tell the World*



## Core examples (to list a few)

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Well-defined shared responsibilities (not policy related)

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Inter-connected accountability (clear on connecting points)

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Horizontal and vertical silos (organizational and grass-root)

---

Local church and disciple in focus – “push down” (Jesus’ mission)

---

Values and programmes/operational and non-operational

---

Strengthen units – “lower and higher” organisation responsibility

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Focus – community and disciple versus church and member

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DISCONNECT

Communication

# Communication & Disconnect

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Leadership is communication and communication is leadership

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4<sup>th</sup> power – i.e. Arab Spring, Brexit, US Election, 1<sup>st</sup> / 2<sup>nd</sup> power – fear rather than hope driven

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Congregationalism – self-administration, i.e. sessions and good meaning lay disciples

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Shapes culture, identity & affiliation – “leaders” (not constituency elected) shaping minds

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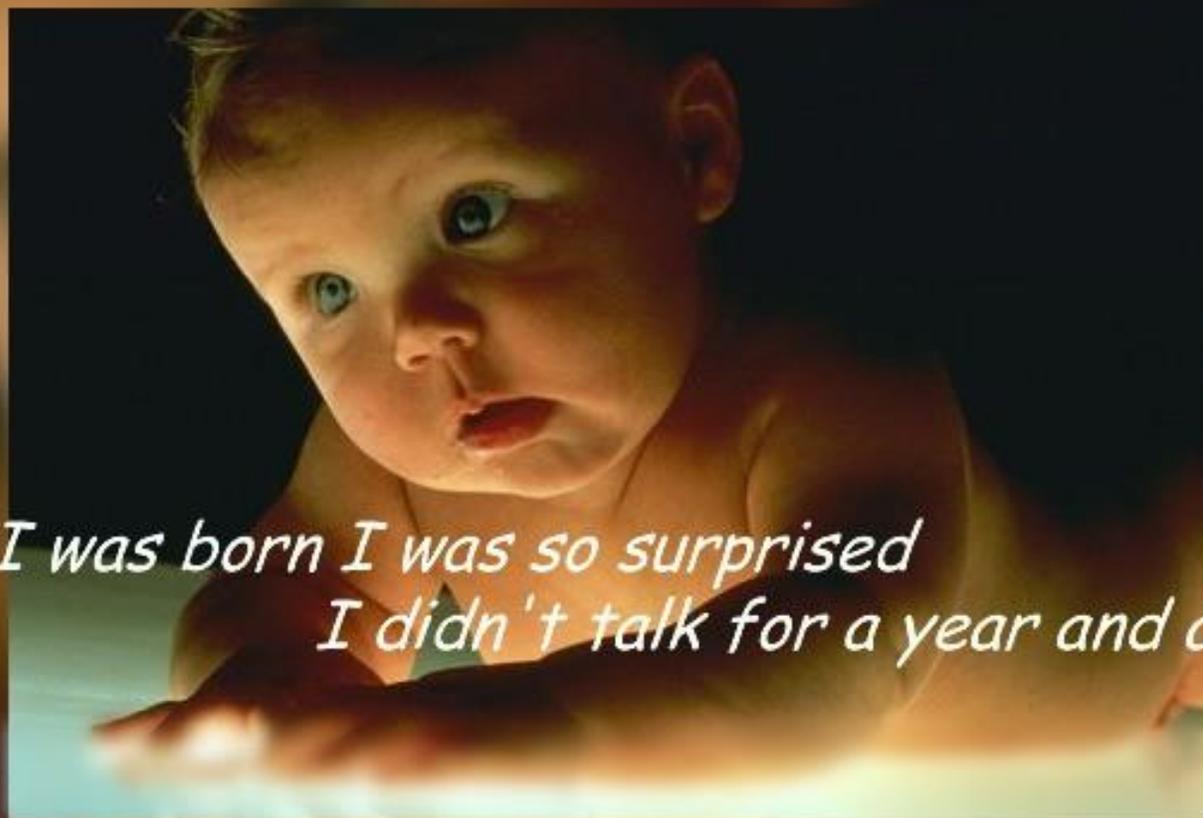
Erosion of Ecclesiastical influence - discredit leadership, we discredit ourselves

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Do you really reach your congregation? i.e. church papers reach 25% of disciples (N model)

---

Focus should be DOWN – NOT UP! Push your message down!



*When I was born I was so surprised  
I didn't talk for a year and a half*

Gracie Allen (1906-1964)

DISCONNECT  
WORKFORCE



**“We’ve got 57 team managers, 36 project coordinators, and 63 concept implementors—not bad for a company with only 18 employees!”**



**“I’m sending you to a seminar to help you work harder and be more productive.”**

# Work Force

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1,633 workers and  
their families in  
1350 communities

# Work Force

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God/we nurture  
leaders/workers

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God/workers nurture  
disciples (Jesus' model)

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Accountability & transparency BUT ALSO SUPPORT (personal personnel disconnect & unsustainable practice)

---

Energy and focus should be DOWN – NOT UP - build ecclesiastical influence and credibility at local level

---

Quality of pastoral & elders training, care and nurture (MA ministerial training, non-SDA institutions, continuous training, SDA DNA, lay informed, societal complexity & priority of functions...)

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TED & EUD “membership” - 267,000 – (Newbold 2.5 + Collonges 0 + Friedensau 3 = 5.5)

TED Division-wide intake for 87,000 “members” is 18.5 (Newbold + 4 seminaries) – considering 10-year journey and ageing workforce (critical situation for 6 unions)

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Declining Sabbath School attendance – CORE, God’s word, identity, mission-focus, nurture and retention (and then we wonder why...)

DISCONNECT

YOUTH

# Youth Reality Check - 1

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Our movement was started by a group of young people, yet today, it is being championed by older leaders without a serious fresh and innovative input from the youth of today.

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The way we do church has become irrelevant to a large portion of young people and as a result, they are voting with their feet and walking away from the church.

# Youth Reality Check - 2

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The church is haemorrhaging gifted, talented and resourceful young people. We are in the middle of a major crisis but why are not hearing the alarm? (1% & 40%)

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We have a duty to make better use of our resources to create a church experience our young people actually want to be a part of and would be proud to call 'home'.

---

Give youth a voice within the decision making processes

---

Create safe spaces to explore and develop their spirituality

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Develop quality local youth leaders & start training & recruiting specialists youth pastors (budgetary concern)

Youth Appeal

(solution must be on the scale of the opportunity)

DISCONNECT

Resources

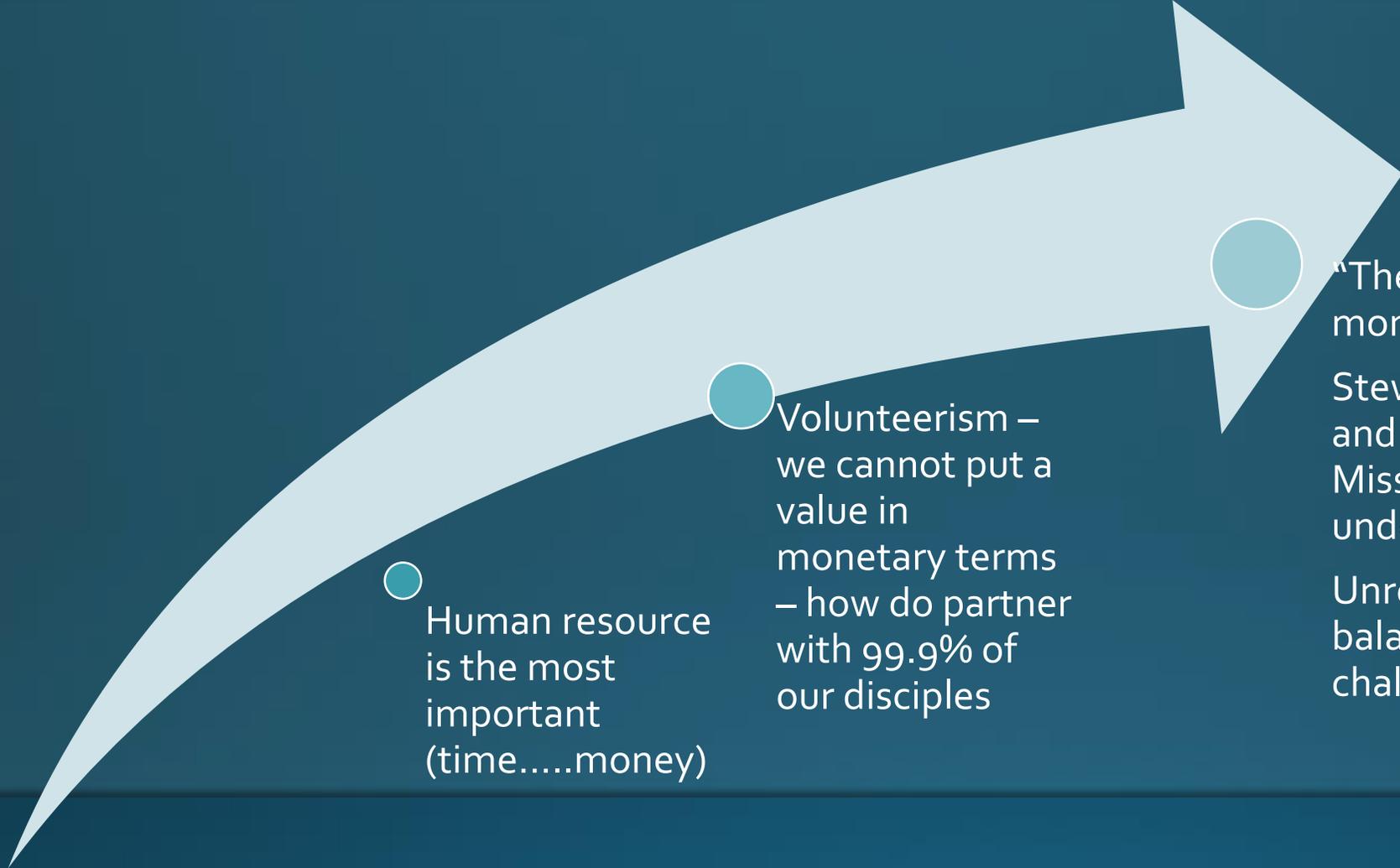
# Finances

(total rounded figures for TED, Newbold and Unions)



|           |  |
|-----------|--|
| Tithe     | Total Division wide tithe £45 million                          |
| Operation | Total operations £50 million (excludes conferences & churches) |
| Employee  | Total employee related expenses £18 million (37%)              |
| Mission   | Total spent on Mission £30 million (63% ambitious estimate)    |

# Resources



Human resource  
is the most  
important  
(time.....money)

Volunteerism –  
we cannot put a  
value in  
monetary terms  
– how do partner  
with 99.9% of  
our disciples

“There is no shortage of  
money”

Stewardship initiative  
and Global Mission &  
Mission Board funding  
under-spent

Unrestricted funds and  
balancing of budgets’  
challenges

Identify the CORE & clarify organisational roles

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CAN

It is a management  
issue and potentially  
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“Grant me (us) the serenity (calmness)  
to accept the things I cannot change,

---

**the courage to change the things I  
(we) can,**

---

and the wisdom to know the  
difference.”

---

Reinhold Niebuhr



**we need**

*Each Other*

————— **to go** —————

*where* **GOD**

**wants us to go.**



# HELP!

80%/20% governing principle  
a disconnect challenge

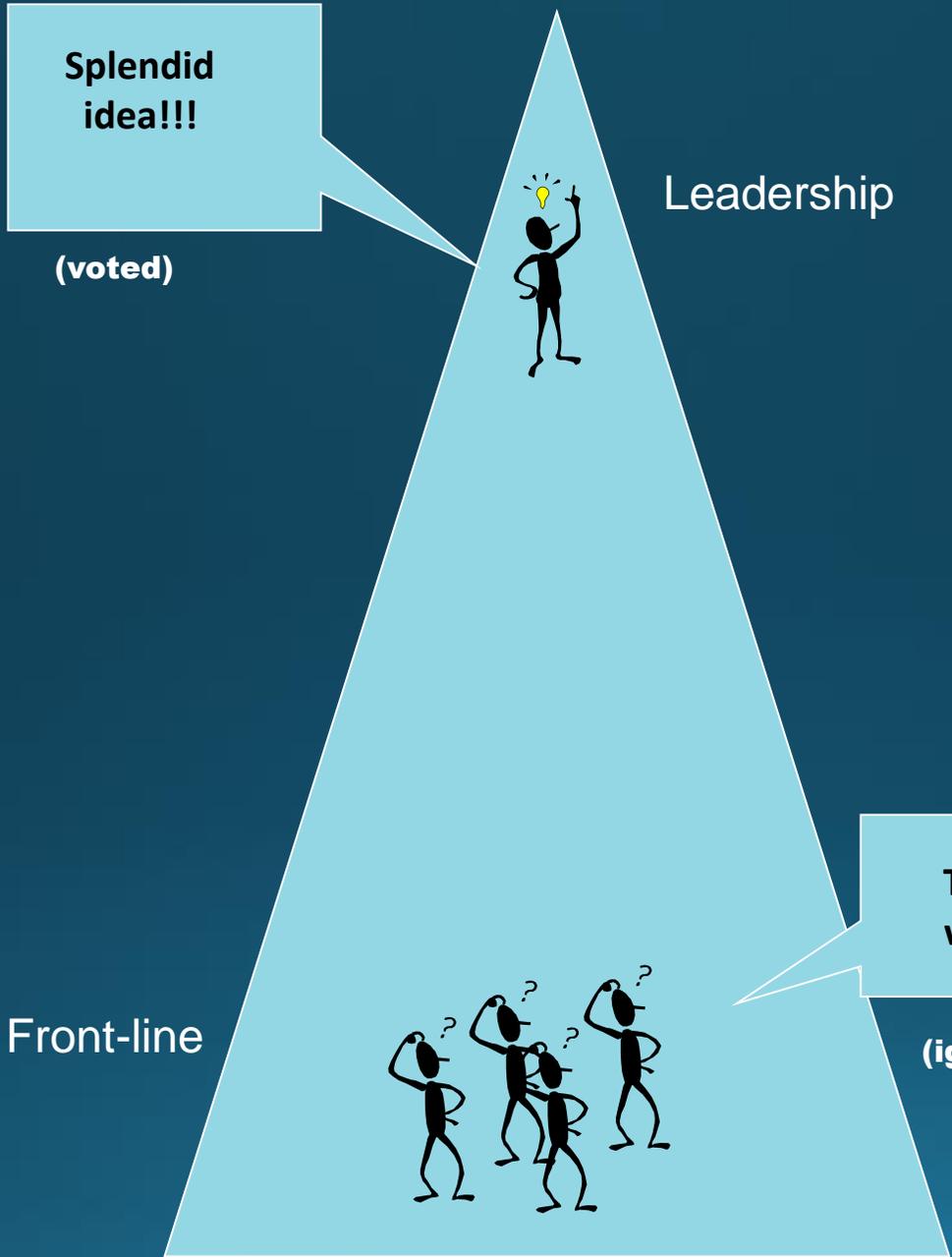
GC/division

union

conference

pastor

disciple



Points to Ponder

# Good Leaders

# Good Leaders - 1

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Recognise the ongoing work of God the Almighty - work with God rather than for God

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Have a capacity for non-polarity thinking

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Have the ability to increase freedom and ownership among the group (consensus-volunteer environment)

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Master the art of possible – achieve good for the largest number for the next generation (constructive growing-mindset)

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Know that rules-obedience have limited short-term benefit; it cannot of itself lead you to God, truth, goodness, beauty or healthy relationships

# Good Leaders - 2

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Know that TOTAL dilemmas hardly exist (we create our own dilemmas because we are internally stuck, attached, fearful, overidentified with our position, needy to win, or unable to entertain even the partial truth of the other)

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Are able to compromise without abdicating essential values

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Have tolerance for ambiguity (faith)

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Have ability to hold creative tensions by encouraging trust (not coercion)

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Have ability to care (love) beyond own personal advantage

## Galatians 6:9 (NIV)

“Let us not become weary (apathetic) in doing good, for at the proper time we will reap a harvest if we do not give up.”



# Vision Beyond Our Resources

where the focus is not on our limited resources but on God's unlimited provision in the miracles of blessings that He is performing and will continue to perform through His  
**DISCIPLES**

# Our Pledge

Our mission is urgent. We do not know how long we have. But one day, as we know from His promises, Christ will come again in unimaginable splendour. We are commanded to watch and be ready. Meanwhile, we are commissioned to fill the gap between His first and second comings with missionary euphoria of activities. Until then He has pledged to be with us.

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Therefore, we resolve to enter into a pledge with God and with each other to pray, to study, to plan, to prioritise, to work together and to grow together in making God known in Europe.

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# Our Call

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Create a Christ-centred, Holy Spirit-driven movement of disciple-makers, will be a key factor in our success. We are encouraging every disciple, every church, every administrative entity, every type of public outreach ministry, personal and institutional outreach programmes to make God known in Europe.

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Expect great things as God creates something new: "Arise, shine for your light has come, and the glory of the Lord rises upon you". Isaiah 60:1 (NIV).

# Theme Song

*O Church Arise*

Keith & Kristyn Getty

# O Church Arise - 1

“O church, arise, and put your armour on;  
Hear the call of Christ our captain.  
For now the weak can say that they are strong  
In the strength that God has given.  
With shield of faith and belt of truth,  
We’ll stand against the devil’s lies.  
An army bold, whose battle cry is love,  
Reaching out to those in darkness.



# O Church Arise - 2



Our call to war, to love the captive soul,  
But to rage against the captor;  
And with the sword that makes the wounded whole,  
We will fight with faith and valour.  
When faced with trials on every side,  
We know the outcome is secure.  
And Christ will have the prize for which He died:  
An inheritance of nations.

# O Church Arise - 3



Chorus:

Arise, shine for your light has come

Arise, shine for the Risen Son

Lift your eyes, we are His radiant bride

Arise, o church arise!

# O Church Arise - 4



Come, see the cross, where love and mercy meet,  
As the Son of God is stricken;  
Then see His foes lie crushed beneath His feet,  
For the Conqueror has risen!  
And as the stone is rolled away,  
And Christ emerges from the grave,  
This victory march continues till the day  
Every eye and heart shall see Him.

# O Church Arise - 5

So Spirit, come, put strength in every stride;  
Give grace for every hurdle.

That we may run with faith to win the prize  
Of a servant good and faithful.

As saints of old, still line the way,  
Retelling triumphs of His grace,

We hear their calls, and hunger for the day  
When with Christ we stand in Glory.



# O Church Arise – 6 (x2)



Chorus:

Arise, shine for your light has come

Arise, shine for the Risen Son

Lift your eyes, we are His radiant bride

Arise, o church arise!