



Engage

Equip

Empower

Engagement with NCM Canada

NCM Canada recognizes that Canadian Nazarenes want to be engaged in the work of NCM Canada and that God calls some specifically to ministries of compassion. This document outlines possible levels of engagement designed not only to engage, but also to equip, and empower for compassionate ministries (internationally).

Entry level engagement is strictly voluntary. Levels one and two require some commitment on the part of those wanting to engage, and may include NCM Canada covering some or all expenses. All engagement activities incurring expenses on behalf of NCMC (in Levels 1-6), must be pre-approved by the Executive Director (ED).

Levels of engagement beyond Level 2, are focused on NCMC PROGRAM AND PROJECT MANAGEMENT. Persons wishing to proceed beyond Level 2 must be screened by the ED and approved by the NCMC Committee. Previous education, expertise, and experience (in programming / project management) will be considered when determining completion of a level. Persons can advance through levels at a rate

that fits their situation. They can also choose to remain at a certain level. Completion of levels 3-6 and timing of advancement to the next level requires recommendation by the ED and approval by the NCMC Committee. Approval will depend on the availability of opportunities at the next level. Levels 5 and 6 require approval by the National Board.

Other areas of NCMC work such as communications, marketing, legal, administration, systems design, finances, graphic design, etc. require other training / education / experience not provided within NCMC.

NCMC engages in contracts with persons outside NCMC who provide us with specific expertise for a fee. Eg. lawyers, web designers, auditors, graphic designers, etc.

Entry Level Engagement:

A. Begin to learn about our work:

On social media....

- Follow us on Facebook - <https://www.facebook.com/NCM-Canada-215582899199245>
- Follow us on Twitter – retweet @_ncmcanada
- Follow us on Instagram _ncmcanada

Through our promotion

- Check out our website www.ncmcanada.ca
- Subscribe to our newsletters – subscribe on our website or by calling 1-800-808-7490 and ask for Yara.
- Check out NCM Canada news on Nazarene News (national Nazarene news) or on district news.

- Learn more about the broader program of NCM internationally on www.ncm.org
- Learn more about our partnerships
 - membership in Canadian Foodgrains Bank by checking out www.foodgrainsbank.ca
 - partnership with Compassionate Resource Warehouse by checking out www.crwarehouse.ca
 - partnership with Canadian Christian Relief & Development Association

B. Begin to engage in any of the following activities:

Child Sponsorship / Child Development / Ministries to Children

<https://www.ncmcanada.ca/child-sponsorship-development>

- Sponsor a child.
- Support a child development centre (Bangladesh, Malawi (Africa))
- Fund gifts for children and their families through the NCM Canada gift catalogue
- Support schools for Refugee Children in the Middle East

<https://www.ncmcanada.ca/children-caught-in-conflict-refugee>

Clean Drinking Water:

- Fund a well in South Asia or Africa -

<https://www.ncmcanada.ca/shop-water-wells>

Anti-Human Trafficking:

- Support an International Anti-Human Trafficking project

<https://www.ncmcanada.ca/anti-human-trafficking>

Anti-Human Trafficking: (Canada)

<https://www.ncmcanada.ca/anti-human-trafficking-ca>

- Learn more about Human Trafficking and spread awareness
- Promote “Freedom Sunday”
- Support Anti-Human Trafficking Initiatives in Canada

Help Us End Hunger:

- Support a local CFGFB growing project / Grow Hope project
<https://www.growhopemarkdale.org/> or <https://www.seeds-of-life.ca/>
- Support a project through Canadian Foodgrains Bank
<https://www.ncmcanada.ca/canadian-foodgrains-bank>
- Learn more about global hunger <https://foodgrainsbank.ca/get-involved/learn/>
- Advocate for hungry people <https://foodgrainsbank.ca/get-involved/advocate/>
<https://foodgrainsbank.ca/our-work/engaging-canadians-and-governments/>
- Advocate for climate change mitigation / adaptation
<https://foodgrainsbank.ca/page/2/?s=climate+change>

Disaster Response: (International)

- Support a disaster response <https://www.ncmcanada.ca/disaster-response>
- Support a food assistance project through Canadian Foodgrains Bank
<https://www.ncmcanada.ca/canadian-foodgrains-bank>

Disaster Response: (Canada)

<https://www.ncmcanada.ca/disaster-response-ca>

- Get trained in Disaster Response so that you can work under the Salvation Army as a volunteer disaster response worker in the event of a disaster

- Learn how you and your church can be involved in disaster response in your area

Support or volunteer at a Compassionate Ministry Centre near you

- Support and/or volunteer at a local Nazarene compassionate ministry centre (the Sharing Place (Toronto), Siloam Mission (Winnipeg), Building Hope, Open Doors, Fresh Start, Rising Above, Den 205, Hope Street CMC, etc. (each have websites)
- Volunteer at a local food bank

Initiate a Compassionate Ministry outreach through your local church

- Promote and start a Compassionate Ministry project such as a “Give what you can, take what you need table” or a clothing drive in winter or a hot meal program or other)

Become involved in Ministry to Indigenous Peoples

- Learn what churches on your district are involved in these ministries, promote these ministries in your church, support these ministries / become involved.

Levels 1 and 2 involve some direct learning and involvement with the NCM Canada Team and / or in our work

Level 1 (strictly a volunteer with some expenses paid) – requires some financial commitment by NCMC and requires some commitment by the volunteer

Required:

- Engagement with us on social media, sharing, following, retweeting, etc.
- Receiving our newsletters either by email or direct mail.
- Engagement in at least two entry level activities within the last year
- Reading (as assigned by the ED)

- Volunteering for a small piece of our work – such as helping with our social media, helping with filing /letter writing/admin tasks, helping fundraise for a particular project, helping with a growing project / Grow Hope project or other fundraising for CFGB initiative, helping with production of promotional materials such as videos, engagement with youth, or other (depending on what skills / expertise/ passion the volunteer brings)

. Level 1 engagement activities may include...

- join our NCM Canada team meetings as a guest participant
- participate in a CFGB orientation day
- participate in W & W or compassionate ministry trips overseas (raise own funds)
- visit growing projects / Grow Hope projects / harvest celebrations / CFGB fall information meetings
- participate in CFGB Advocacy/ Justice meetings, initiatives, or events
- promote NCM Canada program in your local church and raise funds
- engage in at least two more entry level engagement activities

Level 2 (still a volunteer position with expenses paid, but with increasing commitment and engagement and increased cost to NCMC.)

Required:

- Training – “Who is NCM and How does NCMC work?” (John Watton’s videos)
- Read and be familiar with NCM Handbook.
- Be familiar with CFGB, NCM Canada, and NCM International websites and promotional materials.
- Further reading (assigned by ED)

In addition to Level 1 activities, the level 2 engagement activities might include....

- Participate in a CFGB food study tour (generally NCMC pays half the cost) and subsequent promotion of CFGB in local churches / CFGB growing project meetings.
- Participate in an overseas trip with NCMC personnel and having some minor tasks / responsibilities assigned
- Plan and oversee a fundraiser for a project
- Help promote NCMC beyond your local church - manage display table at NMI convention, help with social media promotion, promote NCMC at district / national youth conferences / meetings etc.
- Participate in NCM Conference / other conferences to learn about NCM International network

- Visit Compassionate Resource Warehouse.
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Level 3 (requires more commitment and assuming of responsibility by participant and more cost to NCMC. Expenses paid for activities pre-approved by E.D.)

Required:

- Training in Sphere, Project Management, Proposal writing, reporting, child protect, minimum standards in humanitarian response, other basic trainings assigned by the ED.

In addition, Levels 3-5 require engagement with a mentor – arranged in coordination with E.D.

In addition to Level 1 and 2 activities, level 3 activities may include....

- Travel overseas as requested, with other NCMC person to visit / assess projects
- Observe and learn how to work with overseas partners including how to assess capacity, write a capacity development plan, write simple proposals/reports and how to assist in basic management of simple projects
- Learn about agent agreements and CRA compliance for charities with activities outside Canada.
- Attend NCM meetings / conferences / other NGO network gatherings which may include CFGB Program Working Group Meetings
- Help with disaster response within Canada / US
- Help with a growing project / Grow Hope project / Seeds of Life – promotion
- Assume a role in a Compassionate Ministry Centre within Canada (Higher levels within a CMC to be determined by CMC Director)

Level 4 (requires more commitment and assuming of responsibility on the part of the participant. Expenses paid for activities pre-approved by ED. Compensation for time / tasks completed – as recommended by the ED and approved by the National Director.

Required: Further training in project management and proposal writing, in situation assessment, monitoring and evaluation, reporting, (as assigned by ED) as well as basic training in disaster response and Protection of the Vulnerable.

In addition to Levels 1 – 3 activities, level 4 activities may include....

- Assume responsibility for simple project(s) as assigned by the ED.
- Learn what documentation is required for NCMC files and manage files for simple project(s)
- Visit project(s) overseas. Collect stories and pictures. Write a project visit report..
- Work under and with another NCM leader (as part of a team) to conduct a capacity assessment of overseas partner / agent, and develop a capacity development plan.
- Assist overseas partners in planning, assessing situations, writing proposals, , report writing, as needed.
- Participate in some CFGB workshops / trainings / meetings (some may be overseas)
- Help with / cofacilitate trainings at basic level
- Engage in disaster response in overseas context
- Attend all CFGB Program Working Group meetings

Level 5 (requires a significant commitment and assumption of major responsibility which will include appropriate* compensation by NCMC in addition to expenses paid.)

**based on level and degree of responsibility and time commitment.*

Compensation must be recommended by the ED and approved by the National Director/ National Board.

Required: Advanced level training in proposal development, monitoring and evaluation systems, reporting. Training in other tools used in complex projects including capacity assessment tool, PSEA training, Other trainings as assigned by the ED.

Proven capability demonstrated in Levels 1-4.

As well as Level 1 through 4 activities, Level 5 activities may include...

- Assume oversight of increasingly complex /CFGB funded project(s) with some support from the ED
- Maintain NCMC files (Microsoft 365) for projects that you are responsible for
- Enter projects into ELEOS and maintain ELEOS files for projects that you are responsible for
- Work with CFGB program officer but always confirm with ED before passing on documentation to CFGB.
- Engage with partners by offering advice and feedback on proposals, reports etc.
- Assess capacity of overseas partner and help them develop capacity building plan.
- Provide basic level trainings for partner(s)
- Help partners develop systems to effectively manage projects (financial, monitoring and evaluation, reporting, etc)
- Attend ALL CFGB workshops / trainings and represent NCM Canada at Program Working Group Meetings.
- Write articles for newsletters and for NCM Canada promotion of projects.
- Speak in churches
- Represent NCMC at growing project meetings / celebrations.
- Represent NCMC at meetings of faith-based programmers
- Help access government or other funding for a project

Level 6 (full responsibility for a major portion of NCMC Canada work / program.

Compensation as well as expenses paid)

Must be recommended by the ED and approved by the National Director/ National Board.

Required: Training in specialty aspects of programming - savings / loans, livelihoods, nutrition, food security, disaster response (advanced), grant writing - etc

Proven capability demonstrated through levels 1-5

- Manage NCM Canada projects and project files with limited support from the ED. including both basic and complex projects. This means working with partners to plan and develop projects, help write proposals, provide significant and helpful feedback on all proposals and reports, provide mentoring and tutoring where capacity gaps or knowledge gaps are identified.
- Work directly with CFGB program officer; copy in ED on major correspondence only
- Associated admin tasks – Compile newsletters, design and deliver presentations, feed info into social media promotion, accept speaking engagements, etc.
- Recommend projects / program at NCMC team meetings.
- Evaluate program and projects and identify learnings and best practices. Apply these to future projects.
- Evaluate partner capacity and ensure that the capacity development plan is implemented. (follow up)
- Train fellow NCMC personnel in basics of project management.
- Train overseas NCM / church leaders in Sphere, Core Humanitarian Standards, Protection of the Vulnerable and PSEA training
- Participate in meetings of NCM International (program)

- Represent NCM Canada at networking meetings / conferences with other Christian Relief and Development program staff.

“Following the example of Jesus, Nazarene Compassionate Ministries (NCM) partners with local Nazarene congregations around the world to clothe, shelter, feed, heal, educate, and live in solidarity with those who suffer under oppression, injustice, violence, poverty, hunger, and disease. NCM exists in and through the Church of the Nazarene to proclaim the Gospel to all people in word and deed.”¹

In the Manual of the Church of the Nazarene, under “The Church” we read that the mission of the Church in the world is *“to continue the redemptive work of Christ in the power of the Spirit through holy living, evangelism, discipleship, and service.”²* In doing this we join God in His mission to the world.

¹ See www.ncm.org

² See *Manual. (Church of the Nazarene)* under heading “Church Constitution” and sub-heading “The Church”.