



*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 - [www.facebook.com/groups/NCMCanada](http://www.facebook.com/groups/NCMCanada)  
<https://www.facebook.com/NCM-Canada-215582899199245> (Facebook page)
- Follow us on Twitter – @\_NCMCanada
- Follow us on Instagram - \_ncmcanada

Through our promotion

- Check out our website [www.ncmcanada.ca](http://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 NCM news on district news.
- Learn more about the broader program of NCM internationally on [www.ncm.org](http://www.ncm.org)
- Learn more about our partnerships
  - membership in Canadian Foodgrains Bank  
[www.foodgrainsbank.ca](http://www.foodgrainsbank.ca)
  - partnership with other Canadian churches  
[www.churchesinaction.ca](http://www.churchesinaction.ca)
  - partnership with Compassionate Resource Warehouse  
[www.crwarehouse.ca](http://www.crwarehouse.ca)

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

- Sponsor a child. <https://www.ncmcanada.ca/sponsorship> or [www.ncm.org](http://www.ncm.org) (under child sponsorship)
- Support a child development centre <https://www.ncmcanada.ca/child-development-centres> and <https://www.ncmcanada.ca/2017-18-gift-catalogue>
- Fund gifts through the NCMC gift catalogue <https://www.ncmcanada.ca/2017-18-gift-catalogue>
- Donate to a disaster response [www.ncmcanada.ca](http://www.ncmcanada.ca) and <https://www.ncmcanada.ca/donate>
- Volunteer at Compassionate Resource Warehouse <https://www.crwarehouse.ca/>
- Donate to CFGB project <https://www.ncmcanada.ca/canadian-foodgrains-bank> and <https://www.ncmcanada.ca/2017-18-gift-catalogue>
- Join the justice movement [www.justicemovement.com](http://www.justicemovement.com)
- Participate in a “Forced to Flee” simulated refugee experience. <https://foodgrainsbank.ca/product/forced-to-flee-a-simulation-on-decision-making-during-conflict-and-migration/>
  
- Learn about global hunger. Familiarize yourself with the Canadian Foodgrains Bank website [www.foodgrainsbank.ca](http://www.foodgrainsbank.ca) and learn about opportunities for engagement. Choose one or more points of engagement. For example, join the Hunger network <https://foodgrainsbank.ca/get-involved/hunger-action-network/>

- Learn about climate change policy and how it impacts small farmers in developing countries / how it impacts hunger. <https://foodgrainsbank.ca/climate-change-smallholder-farmers/>
- Become involved in the “Just Water” project <http://ps.ncm.org/project-page.php?project=acm1026> or contact Elaine at [elaine.ncmc@gmail.com](mailto:elaine.ncmc@gmail.com) for more info about wells and water
- Become an advocate for children <http://www.ncm.org/become-an-advocate.html>
- Support Anti-Trafficking / join the NCM anti-trafficking network <http://www.ncm.org/anti-trafficking.html>
- Support the NCM Canada funded anti-human trafficking project in the Philippines. See [www.ncmcanada.ca](http://www.ncmcanada.ca) to donate or call 1-888-808-7490
- Learn more about Human Trafficking and educate young girls and other vulnerable persons about the dangers, the incidence of HT in your area, how to identify a victim etc. See [www.fcjrefugeecentre.org](http://www.fcjrefugeecentre.org) for speakers and more information including help line.
- Participate in a W & W trip with emphasis on compassionate ministries <http://workandwitness.nazarene.org/>
- Support / volunteer occasionally at a local Nazarene compassionate ministry centre (the Sharing Place, Siloam Mission, 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).
- Support a local CFGB growing project / Grow Hope project <https://www.growhopemarkdale.org/> or <https://www.seeds-of-life.ca/>
- Participate in disaster clean-up / disaster response in your area..
- Join community efforts to support refugees in Canada (ESL training, housing, services etc)
- Donate to refugee ministries (overseas) <https://www.ncmcanada.ca/donate>
- Support conservation agriculture in Africa. Donate online through the NCM Canada gift catalogue <https://www.ncmcanada.ca/copy-of-2017-18-gift-catalogue>
- Raise funds for a Canadian compassionate ministry project / disaster response... through NCM Canada. (project to be determined). Watch our website and newsletters for details .

**Become a District NCM Champion!** Contact [elaine.ncmc@gmail.com](mailto:elaine.ncmc@gmail.com)

## **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 newsletter either by email or direct mail.
- Fulfillment of a minimum of three 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 / promotion, 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
- participate in a CFGB orientation day
- participate in W & W or other team trips overseas (raise own funds)
- visit growing projects / Grow Hope projects / harvest celebrations / CFGB fall information meetings
- participate in CFGB Resource/ Communications meeting or CFGB Public Engagement meeting / advocacy tour.
- promote NCM Canada program in your local church and raise funds
- initiate a compassionate ministry project or program in your community
- fulfil at least 3 more activities at entry level of engagement

**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?”
- 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

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. 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)
- Assess capacity of overseas partner and 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 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 including both basic and complex projects.
- 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
- Evaluate partner capacity and ensure that the capacity development plan is implemented.
- Train fellow NCMC personnel
- Train overseas NCM / church leaders
- Participate in meetings of NCM International (program)
- Represent NCM Canada at networking meetings / conferences with other Christian Relief and Development program staff.
- Disaster Response – management role

*“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.”<sup>1</sup>*

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.*”<sup>2</sup> In doing this we join God in His mission to the world.

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<sup>1</sup> See [www.ncm.org](http://www.ncm.org)

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