

1. Focus

In this section please share with us the focus of your ministry. Elaborate on the mission and vision. Share with us the call for ministry. What has God uniquely called you to do?

The idea of the Future Leadership Foundation emerged from a transition out of a denominationally-focused career by two persons in 2002 to an interdependent ministry with a recreated vision. The denominational life had been paying attention to clergy and lay development with Americans. In the last seven years of two long denominational tenures, a total of over 40 years plus local church experience, these two persons, along with others, were invited to turn the spotlight to the Republic of Belarus where the denomination had a partnership. This was the crucible that created the knowledge and experience for the Future Leadership Foundation.

FLF's first attempt lasted three years. God taught FLF many lessons and tested the focus and vision that was in the DNA of this new ministry. In 2005, the existing board and founders made a conscious decision to reformat. What followed was a new board who also kept the prior board in various places of on-hands ministry as God would lead them.

God has invited FLF to use its influence and resources to coach global leaders, both clergy and laity, to strengthen their denominational, educational and local ministries where God has placed them. From the outset it must be understood that *FLF is not competing with churches; we are complementing their global ministry*. FLF wants to exponentially grow the numbers and development of Christian leaders where God leads us in the world. At this time He continues to keep FLF in Eastern Europe from the Baltic Sea to the Black Sea and all points in between.

What drives FLF is the releasing of potential. FLF absolutely knows that this ministry engages with creative and bright leaders. Why then the effort to encourage their leadership development? Because most Kingdom leaders outside of the West have not the opportunity to develop capacity as have people in more developed areas of the world. What has been lacking is access and resources. FLF finds great energy in working with others to make available those assets.

FLF values its unique philosophy of ministry. The ministry starts with needs assessments led by national colleagues who work in a team environment with the organization. FLF invites them to share their priority needs based on what they sense God is inviting them to do where He has planted them. FLF leads them through the planning process to identify, prioritize, establish goals and help raise resources to accomplish the task. FLF seeks to build God-confidence in them and to capture a vision themselves for their ministries. FLF has no national goals or offices that move paperwork except what is required to leverage all of God's resources—human, material and financial—to get the job done.

2. Action

In this section give us an inside look at the action and activities of your ministry. What is it that your ministry does on a daily basis? Share with us the programs that help you accomplish the mission of the ministry.

One typical day in the life of the Future Leadership Foundation has several components:

- The staff connects with God. Early morning is spent engaging a spiritual focus. What is God saying today? Out of all that needs to be done, what does God need FLF to be and do today? What are God's priorities today, and is the ministry flexible enough today to move in rhythm with Him?
- FLF connects with the ministry's national counterparts overseas—friends and work associates— almost on a daily basis through e-mail and Skype. The first priority is to their well-being and that of their families and ministries. FLF's heart breaks when a Lithuanian pastor's wife discovers breast cancer, and this ministry hurts when a key Ukrainian leader is severely injured in a fall from his roof. FLF finds in them their needs and commit those to prayer and action. They are more than numbers to count in reports; they are colleagues and partners in ministry. FLF value those long-term relationships.
- FLF connects with the ministry's leadership and board members on a daily basis. All of the leadership team are volunteers; everyone today in the organization is a volunteer. They work for FLF in between their day jobs—breaks, lunch, night and lulls in their day jobs. Our board is hands on. All of the present board has overseas Kingdom experience. They know and can appreciate the daily challenges the office faces. They work on behalf of FLF to secure its direction and vision.

- The nationals work to submit an “application form” called a *Partnership Covenant* that gives FLF as much detail information as possible. The Executive Director and Associate Director work through the form to be sure FLF has complete understanding of the request. Almost always, there is conversation and rearranging of the information. Only when the staff is assured of its accuracy and completeness does the request go to the board for approval.
- When the *Partnership Covenant* is completed, then the staff goes to work to fill the request. This means securing faculty, financial resources and materials that is exact to the training experience needed. One of the positive features of the resourcing that complements the vision is the three-way collaboration that occurs in the financial piece of the process: 1) The trainers provide their own travel expenses, 2) The nationals provide what resources are available to them [money for copy work and meals, or transportation to a site, or the cost of materials and the like], and 3) FLF provides the remainder, whatever that may be. This three-way is always negotiated each time a project occurs since the needs vary each time.
- Our ministry with its volunteer staff has the behind-the-scenes needs that every other ministry of integrity has: paying bills and following the financials, sending out information and motivation to our readership, inviting new donors to invest, meeting with persons and churches interested in our ministry, preparing materials for orientations and involving persons at their next level, completing legal documents.

3. Insight

In this section share with us the why of your ministry – why do this? What insight do you have about the needs that you are addressing? Give us an up-close and personal look in to the fundamental need you are addressing.

The Future Leadership Foundation’s historic roots in Eastern Europe over the past 16 years with weekly contacts during that time paint a landscape of patient and persistent learning about the culture we serve. FLF is passionate about elevating the knowledge and skills of the present and future generations to minister in the places where God has called them.

FLF has found a thirst for information and skill development. Just now in this 21st century are the nationals getting written and visual materials in their own languages at the same

time many of them are learning English. We get excited about inviting these leaders—many, many of them younger—to

- navigate the web in spite of the limitations many of them yet face
- access printed resources in spite of the difficult financial situation many persons and institutions face
- design their own learning path using their own preferred learning styles, not just a former model, the Soviet style of teaching-learning
- assist FLF in determining what is missing in the resources inventory that meets their needs so the team can work together to place those in their hands

As important as all of that is, the Future Leadership Foundation has heard time and time again on the field, “Thank you being here with us to encourage us.” It was not the money, the materials, but the actual presence of warm and inviting Christians to coach, guide and affirm their own called lives before God that they are making a difference. They are not forgotten. When it is cold, and dark, and resources are non-existent, Christian leaders in the distant world from what those in the more developed world enjoy need the presence of other believers. “Presence” does not necessarily mean being beside them physically. It also means being beside them in all they are all about. It means above all else, “We are with you. We believe in what you are doing. What can we do, if anything, to help you do what God is inviting you to do where you are?”

FLF is about this because of the changing landscape from “foreign missions,” the model of the past century and beyond, to a shared ministry among believers across the Kingdom spectrum. FLF champions the national leaders who know their people better than we do, who know what their needs are better than we do, who are more willing to listen to suggestions from time to time if FLF has been willing to come into their world first. FLF always goes for God’s win/win; in these years this ministry have not been disappointed.

4. Triumphs

In this section we want to hear about your ministry’s triumphs. Provide three tangible milestones your ministry reached within the last year. In addition, please share one story of someone you serve that exemplifies the beauty and purpose of the ministry.

The significant milestone for 2009 has been accepting the invitation to do a week-long leadership coaching event for the 25 regional pastors and five national staff of the Evangelical Baptist Union of Ukraine. This group is the largest Protestant union in Ukraine with 2,800 churches and groups, with 150,000 believers, and about 300,000 people that attend church services. The foci on which they have agreed are vision development, strategic planning, change management, and organizational leadership. Along with that, there is a structured time for spouses in the study of selected biblical women as well as couples time away from their constant responsibilities and challenges. A similar retreat for the Moldovan Baptist regional and national leadership in nearby Romania in October 2008 proved highly successful.

A second milestone is the connection with the rapidly developing Moscow Theological Seminary. Now with six learning center campuses, the urgent need is there for three more. Over 550 seminary students and an indigenous administration and faculty with advanced degrees from accredited institutions now grace this institution. The Future Leadership Foundation has an interest in adding to its support and in seminary education among the schools of the Euro-Asian Accrediting Association (EAAA). FLF already has enjoyed the relationship with Minsk Seminary for several years. FLF has sponsored a worship event at the Kiev Baptist Seminary, and a FLF trainer will be teaching Crown materials and the principles of all-age Sunday School work at the Ukrainian Baptist Theological Seminary at Borislav, which also has a campus at L'viv.

A third milestone is the ministerial and lay leader event in Kaunas, Lithuania, involving 60 leaders from twenty churches in October 2008 as well. A pre-conference seminar was requested from the Lithuanian planning team for pastors and pastor-types, and both pastors and lay leaders chose from several track options during the main event. These churches have no built-in avenues of leadership development, and this ministry has worked with churches and church groups from Vilnius to Kaunas to Klaipeda since 2005.

The individual who best exemplifies the beauty and purpose of the FLF ministry is Mr. Valentin Zdanevich, for the past 14 years the Sunday School director for the Belarusian Baptist Union. He is responsible for leading the Bible School Institute of Minsk Seminary that is charged with training preschool, children and youth Sunday School, Vacation Bible

camps, and general camp leaders over the country. Before he even came into this position, FLF saw his interest in: 1) developing curriculum which he has done with little resources, 2) cultivating new and existing leaders which he has accomplished with persistence, and 3) acquiring resources and technology through partnerships that enhance the training of these many leaders in the over 350 churches and new church plants. He is a multiplier. He is not interested in just adding new leaders here and there but giving them the tools to go back and train others under their influence. Not without its incredible challenges, what has happened in the churches has indeed been remarkable.

5. Hurdles

In this section share real life issues the ministry faces. Share with us the goals and initiatives in place to help address the hurdles that you come across in moving the ministry forward. Share your plan of action.

- Lack of financial resources

The lack of financial resources keeps FLF, not from excellence in what the ministry provides, but in the ability to bring more development opportunities to these eager and high-capacity students, administrators, ministers and lay leaders.

- Lack of personnel

With no paid staff and everyone having “day jobs” other than the Future Leadership Foundation, FLF is hindered from moving forward except with small steps at a time. FLF believes that no ministry does more with fewer resources than this organization does. FLF has reached a point of needing to expand personnel to accomplish the vision. The Executive Director is challenged to spend the bulk of his time in the future, where he needs and wants to be, for dealing with the list of the present.

From June –August 2008, the Future Leadership Foundation invested in a strategic planning process with an outstanding and experienced consultant that would carry the ministry to the 10th Anniversary of the Future Leadership Foundation in 2012. Five Strategic Initiatives were adopted: 1) **Develop Communications** with the directional goal, “FLF will develop a communication plan that both informs and inspires its ministry leadership and its constituency.” 2) **Expand Relationships** with the directional goal, “FLF will strategically extend an invitation to a relationship with other ministries and organizations that share its values to increase synergy.” 3) **Develop Structure** with the directional goal, “FLF will create a flexible organizational environment that easily adapts to ongoing, changing needs.” 4)

Secure Resources with the directional goal, “FLF will offer believers an opportunity to invest in the lives of global Christian leaders who desire to develop to the next level of leadership. FLF will also extend invitations to any gifted believer to coach in the strategic areas of its programs.” and 5) **Deliver Services** with the directional goal, “FLF will participate in every delivery system necessary to do the job of training next generation of global leaders.”

FLF has used these Strategic Initiatives to guide the ministry since and have set up a calendar to deal simultaneously with each of them in small, yet measured, ways. The progress is exciting. Two task forces have been brought together since, with more to go, that have helped FLF 1) restructure the organization and 2) assess the communications pathways the ministry uses.

Furthermore, at the last board meeting in June 2009, the board voted as of January 1, 2010, to invite one of its very involved members to step off of the board and become an Associate Executive Director. Furthermore, they have made a commitment to invite donors to fund a part-time Executive Assistant to take the most critical clerical pressures off the present Executive Director. Both of these, particularly the latter, is a stretch for this ministry, and the call to do this was done in great faith in the vision and mission of the Future Leadership Foundation.

Budget Section had to be completed on line in an Excel format

Conclusion – Faith Unleashed

In this section share with us a story of your faith being stretched. Share a time when things didn't make sense or it didn't seem possible but God revealed Himself. Tell us about how you have seen God at work, how He has answered your prayers, how He has stretched you and your ministry.

The road through this wilderness journey called the Future Leadership Foundation has been strewn with snares and snags at times so overwhelming that it would have been easy to listen to those who said, *Why do you continue?* It was never the lack of vision, the lack of people obeying the road signs, or the lack of persons joining the road as they came and saw. It has been about the resources to do the vision. Our faith has been more than stretched time after time.

Of all of them, our greatest test of faith came in a partnership project with Crown Financial Ministries in the fall of 2007. FLF had done one-on-one coaching with a Belarusian probe team in the spring who we were teaching to take the lead. The agreed-on plan was to produce the materials in Belarus. Six Belarusian-American teams of two persons each would train at the seminary and also in oblasts/regions of the country. In the two weeks preceding the nationally advertised event, we learned the national coordinator had done nothing to prepare all the months before in spite of FLF's intermittent updating to see how things were going. He, in fact, was to be out of the country during the week's event. Also, the man who had agreed to purchase and prepare the notebooks had done nothing and had virtually disappeared. Some of the Belarusian trainers backed out of the commitment. We were on the brink of a total disaster, and we had six Americans primed and ready to go.

Through it all, God was working to take over man's plans and teach us about His leadership. There were 275 pastors and church leaders out of 300 churches and missions who participated that week with rave reviews of how this was exactly what they personally needed and their churches needed. The trainer at the seminary was a key connector in providing badly needed resources to keep their accreditation process manageable. The translator of the materials remarked about the incredible value that these biblical teachings would afford to believers in the churches. Finally, the doors opened for FLF to sponsor Crown's Business by the Book experiences as an outreach tool which is on our future calendar. God was at work in spite of and around us as He often does. He provided another time and instance to do what He needed to do to make the difference.

God has met every need He has wanted this ministry to have or He would have given us more at the time. FLF doesn't have to have it all. Others need resources to do what God has called them to do as well.

Needs –

Besides funding, please select your five greatest needs:

- **Marketing**
 - Creating, managing, and promoting true identity of FLF to constituent groups. Determining how to verify and fairly value and price FLF services. Develop a plan to communicate FLF and its services to various client groups.

- **Professional Services**

- **Fundraising:** A development officer, donor management system, growing our donor base and accessing other opportunities for funding.
- **Fundraising:** Involvement of board and/or volunteers in fundraising effort -- how to use their involvement to develop funds needed for ministry.
- **Accounting:** Evaluate financial records for compliance with non-profit accounting standards, simplicity of structure to provide information quickly and accurately, and have an accounting piece of the plan in place

- **Volunteers**

- Growing our organizational structure - board, staff and volunteers - so that, with God's help, we can accept opportunities and provide ministry in a manner that glorifies God.