

FREEDOM IN CHRIST MINISTRIES INTERNATIONAL (FICMI)

JOINT MINISTRY AGREEMENT

THIS AGREEMENT for the year 2015 is made between the following :

1. **Dr. Neil T. Anderson**, the founder of Freedom In Christ Ministries ("FICM"), an individual based in Franklin, Tennessee, USA.
2. and, **Freedom In Christ Ministries (USA)**, a non profit making corporation incorporated under the laws of the USA with its head office in Knoxville, Tennessee. The corporation has a Federal Tax ID# 33-0361836 and a State of Tennessee Dept. of Revenue Certificate of Exemption # 780084857.
3. and, **Freedom In Christ Ministries (UK)**, a non profit making corporation incorporated under the laws of the United Kingdom with its head office in Reading, England. The corporation is a company limited by guarantee number 3984116 and a registered charity number 1082555.
4. and, **Freedom in Christ (Schweiz)**, a non profit making corporation incorporated under the laws of Switzerland with its head office in Frutigen.
5. and, **Freedom In Christ Ministries (Canada)**, a non profit making corporation incorporated under the laws of Canada with its head office in Regina, Entity No. 290722. The corporation is a registered charity in Canada, Charitable Registration No. 135463180 RR 0001.
6. and, **Freedom Ministries India** a non profit making corporation incorporated under the laws of India with its head office in Chennai. The corporation is registered under the Public Charitable Trust on the 22nd day of February, 1995. Reg. No.: DIT (E) NO. 2 (483) 95-96.
7. and, **Stichting Freedom in Christ Ministries Nederland** a nonprofit organization incorporated under the laws of The Netherlands with its main office in Elst-U (Gemeente Rhenen), Utrecht in The Netherlands. It is registered under the Chamber of Commerce North Netherlands with KvK-number 56475276 on 15 November 2012, and has a Legal-body and Collaboration Information Number (RSIN) 85214385.

8. and, **CREED España** (operating LIBERTAD EN CRISTO España) a religious non-for profit entity registered with the Spanish Ministry of Justice under the number 1928-SG/C, with its main office in La Coruña, Spain. The fiscal number with the Spanish government is G70202460.
9. and, **Freedom in Christ e. V. Deutschland**, a nonprofit organization incorporated under the laws of the Federal Republic of Germany by the Registergericht Hildesheim (Registration Number VR 200 888) with tax number 19/218/15148. It has its office in Grüne Grenze, 38518 Gifhorn.

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Article 1

FICMI Mission

- 1.1 The signatories to this agreement (“Members”) hereby agree to conduct joint ministry under the name of ‘Freedom in Christ Ministries International’ (FICMI).

- 1.2 The mission of FICMI is to equip the Church worldwide, enabling it to establish its people, marriages and ministries alive and free in Christ through genuine repentance and faith in God.

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Article 2

Organisation

- 2.1 The Ministry of FICMI shall be overseen by the International Council (“the Council”) whose purpose shall be to oversee the message, ministry and expansion of FICMI.
- 2.2 The Council shall exercise these areas of oversight in the grace and wisdom of God, seeking to uphold the highest levels of commitment to the FICMI Statement of Faith and Core Values (see Appendix B and C).
- 2.3 The Members and Regional Directors who form the Council at any one time will be referred to in this document as “Council Members”.
- 2.4 The Council shall be comprised, until such time as the conditions under Article 2.6 are applicable, of one individual from each current National Office who is designated and authorized by that respective National Board of Directors. This individual can be the executive director or equivalent for each of the National Offices that form FICMI or a member of that National Board of Directors. Dr. Anderson shall also occupy a seat on the Council by virtue of his position as founder of FICM so long as he desires to do so.
- 2.5 Each time a new organisation is invited to become a party to this Joint Ministry Agreement and accepts the invitation to become a National Office by signing the Joint Ministry Agreement, they will in the first instance become provisional members for a probationary period during which they will function in every respect as full members except that they will not have a vote on any matter concerning their own membership. The probationary period will end at the first Council meeting following the second anniversary of their acceptance of our invitation at which time a vote will be held amongst the other members present to decide whether or not provisional membership will become full membership. In the event that the vote determines that the new organisation's provisional membership should not become full membership, the organisation will cease to be a party to the Joint Ministry Agreement with effect from the end of the Council meeting in which the vote was taken.

- 2.6 As the number of FICMI Members increases, the Council shall intentionally move toward regional representation in order to retain a reasonable size and globally balanced representation. These regions shall be designated as: North America; Latin America (including Central America); Europe; Francophone Africa; non-Francophone Africa; Middle East; Slavic Asia; India/Southeast Asia, China/East Asia; and Australia/South Pacific. The Council reserves the right to revise the number of global regions, the region designations (names), as well as the nations included in each region, as it deems necessary. Any global region revision shall require a vote of the Council.
- 2.7 At such time that the Council agrees by vote that a particular region is overbalanced in its representation on the Council, the Council shall by vote select a Regional Director who shall occupy a seat on the Council replacing the Council Members previously representing the National Offices in that region. Regional Director candidate(s) will be nominated by the Members operating in that region and, if approved by Council vote, will be responsible to those Members who shall have authority to nominate a replacement if and when they deem that is necessary. The new Regional Director candidate's selection to the Council will be subject to Council vote. If a Regional Director candidate is not approved by Council vote, the Members of that region shall nominate another candidate for Council vote. Members of a region may nominate multiple candidates for the position of Regional Director at any time.
- 2.8 A Regional Director may represent up to two geographically close regions at the same time if a suitable candidate from one of those regions is not available and the Council approves the dual representation. The Council may also agree by vote to invite an individual onto the Council to represent a particular region, even if there are currently no Council Members from nations in that region, except that that person will be a non-voting member. Once a Regional Director has been seated as a Council Member, all previous Council Members from that region shall surrender their seats on the Council. However, former Council Members from that region are invited to continue attending Council meetings as participating, but non-voting members.
- 2.9 Until such time as there is representation on the Council from a particular region (that is, a Regional Director), each National Office within that region shall occupy a

seat on the Council and shall appoint annually their delegate to serve on the Council.

- 2.10 The Council shall make decisions by consensus unless a vote shall be mandated by this Joint Ministry Agreement or agreed upon by the Council. In order for a measure to pass the Council by vote, a two-thirds majority agreement of Council Members shall be required, unless otherwise stated in this Joint Ministry Agreement. In the event that a consensus or vote is taken during the annual FICMI Council meeting, the consensus and/or vote shall be taken of those attending that meeting. In the event that a consensus or vote is taken outside of the annual FICMI Council meeting, the consensus and/or vote shall be taken of all current Council Members.
- 2.11 Each Council Member shall have an equal voice except for those that are non-voting.
- 2.12 An International Chairman and International Vice-Chairman will be elected by vote of the Council from among voting Council Members. Their role is to ensure that the business conducted by the Council runs smoothly. The term for both International Chairman and Vice-Chairman shall be three years. The International Chairman and International Vice-Chairman shall be permitted to serve up to two consecutive terms, assuming the Council votes to continue their appointments. (See Appendix E for description of the duties of the International Chairman).
- 2.13 In the event the Council determines by consensus that the International Chairman is unable to fulfil his duties, the International Vice-Chairman will immediately assume all responsibilities of the International Chairman until such time as the Council determines by consensus that the International Chairman is able to resume his duties.
- 2.14 The Council shall select one Council Member to serve as global prayer coordinator, so that at all times there shall be an FICMI global prayer coordinator.
- 2.15 Other Council Members will assume specific responsibilities as the need arises.

- 2.16 Upon joining the Council, all Council Members shall sign this Joint Ministry Agreement, which includes the FICMI Mission Statement, Purpose Statement, Core Values, Operating Principles, and Statement of Faith.
- 2.17 Each National Office is an autonomous body, operating under the laws of its respective country and the bylaws, policies and procedures developed by its National Board of Directors. FICMI is not responsible for the finances of any National Office nor is FICMI liable for any legal or other actions taken by any National Office.
- 2.18 The Council may decide by vote to incorporate FICMI as a non-profit organisation in a country of its choosing providing that the incorporation is done in accordance with the laws of that country.

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Article 3

Powers of the International Council

The International Council will:

- 3.1 Establish international policies that provide guidance for the National Offices as they seek to develop national strategies aligned with the global strategy defined in FICMI's mission and purpose statements.
- 3.2 Establish and oversee the position of Executive Director.
- 3.3 Appoint new Representatives and National Representatives. National Representatives are individuals who are being prepared to establish a new National Office. National Representatives will be under the supervision of a Member. The status of National Representative will normally be temporary, leading to the establishment of a new National Office. Requests for a delay in the establishment of a new National Office by a National Representative shall be evaluated on a case-by-case basis, and may be granted for an extended period of time by the Council, taking into account extenuating circumstances (such as health, finances, governmental) that hinder the normal pace of National Office development. Once a National Office is established (as defined in Appendix A) and qualifies to become a Council Member (subject to the provisions of Article 2), the Board of Directors of that National Office shall appoint its delegate to serve on the Council.
- 3.4 Invite by vote new National Offices or other suitable organisations to become Members of FICMI provided that they meet the criteria specified in Appendix A and sign a copy of this Joint Ministry Agreement.
- 3.5 Vote to elect an International Chairman from among its number to serve for three years, starting from 1 January of the following year. The International Chairman shall recommend to the Council a Council Member as International Vice-Chairman who will serve with him. The International Vice-Chairman shall be approved by consensus of the Council. There is no limit to the number of terms a person may serve as International Chairman or International Vice-Chairman save that no person may be appointed for more than two consecutive terms of office.

3.6 The Council will meet at least once a year. At least 90 days' written notice shall be given of the date and the venue of each Council meeting. Spouses of Council Members are encouraged to attend meetings but not in an official capacity. The Council may invite other individuals to attend meetings when appropriate. All Council Members are expected to attend every annual Council meeting. An absence by any Council Member from two consecutive annual meetings will automatically warrant an investigation by the Council.

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Article 4

Functions of the International Council

- 4.1 To provide an umbrella of doctrine and mission under which all National Offices, National Representatives and Representatives will operate. Governance of National Offices, as well as design, development and implementation of national mission and vision statements and national strategies under that FICMI umbrella of doctrine and mission shall be the sole responsibility of National Boards.
- 4.2 To elect by vote the FICMI Executive Director. The Executive Director candidate shall not participate in the vote.
- 4.3 To oversee the Executive Director and ensure that he is implementing the policies and priorities set forth by the Council.
- 4.4 To elect by vote the International Chairman and approve by consensus the International Vice-Chairman, who shall fulfil the responsibilities itemized in Appendix E. The International Chairman nominee and the International Vice-Chairman nominee shall not participate in the decision-making process for their respective positions.

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Article 5

The Office of Executive Director

- 5.1 The office of Executive Director shall be established effective 1 January, 2012. This position shall be overseen by and be accountable to the Council.
- 5.2 The Executive Director shall participate in all FICMI Council meetings and discussions and shall function as a full-fledged voting Council Member, except in the case of issues deemed by the International Chairman as constituting a conflict of interest.
- 5.3 The Executive Director shall serve on terms to be agreed from time to time by the Council. The Executive Director shall serve in that position for as long as both he and the Council are in agreement of his continuance. The Executive Director shall be consulted annually, during the yearly FICMI Council meeting, regarding their interest and availability to serve for another year. If the current Executive Director is either unable or unwilling to serve, or the Council is of the opinion a new Executive Director is needed, the Council shall select by vote a replacement Executive Director.
- 5.4 The Executive Director shall serve on a volunteer basis until such time as the Council shall determine a salary and benefits package and shall have the financial resources available to fund the package.
- 5.5 Concerns about the Executive Director's adherence to the FICMI Joint Ministry Agreement, including Statement of Faith and/or Core Values shall be handled in accordance with the policies set forth in this Joint Ministry Agreement, Article 7.3 and Appendix D, regarding conduct of Council Members.

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Article 6

The Responsibilities of the Executive Director

- 6.1 To implement polices and priorities determined by the FICMI Council, maintaining regular contact with the Council through quarterly reporting
- 6.2 To delegate responsibilities as needed to FICMI Council members; Council members accepting delegated responsibility from the Executive Director shall be under the supervision of the Executive Director for those responsibilities.
- 6.3 To encourage and oversee the establishment of new Representatives, National Representatives and National Offices around the world.
- 6.4 To ensure the development of a Global Prayer Strategy to be adopted and implemented by the Council, with freedom for each National Office to adapt it, as needed.
- 6.5 To facilitate intentional training designed to help National Representatives establish new National Offices
- 6.6 To oversee an international website that will direct users to National Offices, National Representatives and Representatives
- 6.7 To oversee a global publishing strategy.
- 6.8 To provide leadership in organising regional and international meetings for Representatives, National Representatives, National Directors, and the staff of National Offices as needed.
- 6.9 To establish an international office at such a time as a consensus of the FICMI Council agrees to authorize the Executive Director to develop such plans. The plans for such an office, including hiring of personnel; procuring of office space; establishing a means of receiving and utilizing funds; filing necessary legal papers required by the nation hosting the international office and any other activities surrounding the establishment of an international office shall be submitted to the International Chairman in writing at least six weeks in advance of any action taken

by the Executive Director. The International Chairman shall then be responsible for disseminating said plans to the entire FICMI Council for review and vote.

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Article 7

Term and termination of membership

- 7.1 FICMI shall continue to carry on its ministry until terminated by agreement of the Members. A two-thirds majority vote of Members is required for termination of this agreement.
- 7.2 Participation in FICMI may be terminated by any party to this Joint Ministry Agreement by giving written notice to the International Chairman. Termination of participation in FICMI shall occur no later than 6 months from the date of mailing such notice or at such other earlier time as the Council may agree.
- 7.3 In the event that one or more Members expresses concern that another Member's beliefs and practices do not conform to the FICMI Statement of Faith and/or Core Values, as written in this Joint Ministry Agreement, the process in Appendix D shall be instituted, provided that the Member expressing concern shall have first attempted resolution with the other Member directly but without satisfactory outcome.
- 7.4 Any National Office whose participation in the Joint Ministry Agreement comes to an end for any reason agrees to immediately cease to represent itself as being associated with Freedom In Christ Ministries and will cease to use the name "Freedom In Christ Ministries" (or local language equivalent), and associated website(s), logos and material developed by Freedom In Christ Ministries offices worldwide that are not available to the general public.

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Article 8

Minutes

8.1 The International Chairman may invite or appoint a secretary who will attend Council meetings for the sake of record keeping. This secretary does not need to be a current Council Member. In the case of a non-Council Member serving as secretary, that secretary shall have no vote in proceedings. If the Council enters into executive session (with "executive session" being defined as only voting Council members in attendance), this secretary as well as other guests shall be asked to leave the room until such time as the executive session concludes. The International Chairman will compile and disseminate the minutes of meetings, or decisions taken by the Council outside of meetings. Those minutes shall be disseminated to the entire FICMI Council within 30 days of the completion of the meetings or decision. These shall be judged to be an accurate record after they have been circulated, unless dissent has been expressed in writing within 21 days after dissemination. In cases of dispute, the item concerned will be taken back to the whole Council for correction, if needed.

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Article 9

Amendment

- 9.1 This Joint Ministry Agreement may be amended by a vote of the Council provided that notice of any proposed amendment has been issued to all Members at least two months prior to a vote and any views on the proposed amendment that have been submitted by Members to the International Chairman are disseminated to Council Members prior to the vote.

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Article 10

Finance

10.1 The expenses of FICMI Members shall be borne by the National Offices in a manner to be agreed upon by the National Offices, and may be adjusted from time to time. The Executive Director, with Council approval, shall be responsible for the disbursement of FICMI finances, in accordance with Article 6.9.

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Article 11

- 11.1 Relationship of the parties. All parties to this Agreement and any additional party who joins acknowledge that their relationship is one of a Joint Ministry Agreement, i.e. a voluntary cooperation to advance the message and ministry of FICMI around the world. Neither the Council nor any of its Members seeks to create any legal partnership or any Trust that would favour one Member over another.
- 11.2 Entire Agreement. This Joint Ministry Agreement defines the relationship between the parties agreeing hereto. It supersedes all prior agreements.
- 11.3 This Joint Ministry Agreement has been reviewed and accepted by the National Board of each National Office listed as a member and signed by the duly authorised Officer of that National Office's Board; as well as by each Regional Director sitting as an FICMI Council Member.

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APPENDICES

Appendix A

Criteria For Becoming A National Office, National Representative or Representative

A **National Office** will normally meet the following criteria (exceptions to be specifically approved by the Council):

- Incorporated as a non profit organisation (or as close to that as is permitted by local laws) with a National Board made up of at least four members in addition to the National Director
- All board members and the executive staff in fellowship with a local body of believers
- National ministry strategy in line with FICMI's policies including sustainable financial plans
- Has a physical location and a system of resource distribution
- Executive staff's primary role (i.e. where they spend most of their time) is working for the National Office
- A holistic approach to developing relevant knowledge in all areas related to FICMI's teaching: e.g. medicine, counselling.
- No specific denominational bias, but a willingness to serve the whole Church
- Adequate prayer support, with guidance from the FICMI global prayer coordinator
- An annual, recommitment to FICMI's foundational documents (see appendices 2 and 3) confirmed to the FICMI Council
- A website and promotional plan

A **National Representative** shall normally be selected in accordance with the following criteria:

- The candidate will be proposed to the FICMI Council by a Member
- The candidate shall complete a thorough application process. This application process shall include a personal freedom appointment.
- A Member must be available and willing to undertake the intentional training and supervision of the candidate.
- The candidate shall sign a formal agreement with FICMI which will include a clear job description and expectations of the candidate including the objective of establishing a National Office within a specified period of time (exceptions to this policy, based on

health, financial, governmental or other constraints, shall be allowed, pending Council approval on a case-by-case basis)

- The candidate must currently possess or clearly be capable of soon possessing the ability to relate well and confidently in Christ to church and business leaders.
- The Council must approve the candidate as a National Representative.
- Once approved by the Council, the National Representative may start to function with the objective of establishing an organisation that fulfils the criteria for a National Office. This is the expected outcome, but exceptions to this policy shall be allowed, subject to Council approval.
- Discipline or Dismissal of a National Representative from that official position shall be instituted only after:
 1. Concern is expressed that a violation of the FICMI mission, purpose, Statement of Faith or Core Values has taken place and a recommendation is made by the Executive Director to the Council that an investigation take place. A vote by the Council is necessary to approve the investigation.
 2. A thorough investigation is made by a task force consisting of the Executive Director and two other Council members. The task force members shall be selected by the Executive Director and approved by consensus of the Council, and the task force must walk in the light with the National Representative about whom there is concern during the entire investigation.
 3. After the investigation is completed, a proposal for dismissal (or any other disciplinary measure) is made to the Council with a vote needed in order to pass the proposal.
 4. The dismissal or other disciplinary measure, including a complete explanation of the measures of investigation used and reason for the dismissal/discipline is communicated to the National Representative, both personally and by official letter from the Executive Director. A copy of that letter is sent to all Council members.

In order for a National Representative to become National Director of a National Office, the following will normally be true (this section presupposes that a functioning National Board is not yet in place and that there is therefore no official means of hiring a National Director in place within that nation):

- The individual currently serving as a National Representative completes the application and interview process supervised by the Executive Director (who will be overseeing the training and development of the National Representative, though it may be delegated to a Member) and then be approved by vote of the FICMI Council. The interview will take place with the candidate's spouse (if married) in attendance as well and will be conducted by a team of at least two interviewers.

- Prior to approval by the FICMI Council, the National Director candidate must develop a comprehensive strategic plan (including prayer, based on the FICMI Global Prayer Strategy) and business plan for their national ministry. Those plans are to be approved by the Executive Director.
- The National Director candidate must be fully aware of all legal requirements for incorporation within his nation and be poised to meet those requirements pending approval from the FICMI Council. The National Director candidate shall have already begun the process of prayerfully selecting (with input from the Executive Director or supervising Member) at least four National Board members to immediately begin serving on that National Board upon candidate's approval by the FICMI Council. Once the National Director is approved by the Council and begins to operate under his National Board of Directors, the supervisory authority of the Executive Director in relation to the National Director shall cease.
- National Director candidate shall sign (and re-sign annually) FICMI's foundational documents (see appendices 2 and 3).
- Prior to approval, the FICMI Council shall decide whether the National Director candidate has sufficient time in order to develop a National Office with a national strategy.
- The National Director candidate shall be open to ministering to the entire body of Christ and have no doctrinal or denominational biases or connections that would hinder that broad base of ministry.
- The National Director candidate shall have been (prior to applying to open up a national office) instructed, to the Executive Director's satisfaction, in basic theology, psychology and medical issues in order to maintain a biblical, balanced, holistic approach to ministry. The candidate will be tutored in how to surround himself with godly leaders in these different disciplines in order to gain and communicate with wisdom.
- The National Director candidate shall have been (prior to applying to open up a national office) deemed (by the Executive Director) competent to relate to church and business leaders confidently in Christ.
- The National Director candidate shall have served as a National Representative (with active oversight by the Executive Director or duly appointed supervisor) for at least one calendar year prior to applying to open up a new office.

Representatives

The Council may appoint Representatives in countries where there is no National Office or National Representative, with approval by vote. A Representative is defined as someone who understands the message of Freedom In Christ Ministries, has received appropriate training and experience in this ministry, and who is happy to serve Freedom In Christ Ministries, but who has no desire or qualifications to become a National Representative or

National Director (at least initially). Representatives do not necessarily need to be nationals, though that is preferred when at all possible. Representative candidates shall undergo a thorough application process as developed by the International Council. It shall be made clear to any Representative that should a National Office be opened or a National Representative be appointed in their country they will be expected to work under the authority of that National Office or National Representative. At that time the Representative will cease to be designated as such. If he or she desires to continue to serve FICM in that nation, he or she would serve instead as FICM staff or volunteer under the authority of the National Office or National Representative.

The criteria for selection and expectations of a new Representative are as follows:

- A new Representative will operate in a nation where there is currently no National Office or National Representative
- A new Representative must be approved by the International Council and operate under the supervision of the Executive Director or duly appointed supervisor until the time when the supervisor decides that is no longer necessary (a minimum of one year). At that time the role of the Executive Director or duly appointed supervisor will move from a supervisory one to a role of servant/friend (keeping in touch and remaining in prayer).
- There may be one or more Representatives appointed in a nation currently not having a National Office or National Representative
- A Representative can be employed as he/she desires (in ministry or secular work); there is no expectation that the Representative will be involved in FICM activities on a full-time basis.
- The Representative(s) will develop a system of FICM materials distribution in their country or be in active relationship with an already-existing materials distribution operation
- The Representative will be expected to develop a ministry plan (under the supervision of the Executive Director or duly appointed supervisor) in accordance with the time, energy and finances available to the Representative. There is no expectation that this plan be a national strategy. The Representative's ministry plan should minimally involve the teaching of the freedom message using FICM materials, and the training of others to take people through *The Steps to Freedom in Christ* (as well as an intentional plan of resource distribution).
- If the opportunity arises for a FICM staff person or International Council member to minister in that nation, there is the expectation that the Representative will be involved in helping oversee the promotion, implementation and follow-up from that event.
- Prior to presentation to the International Council for approval, the Representative candidate must complete an application, obtain references, and complete an

interview (with spouse present if married) with a panel of at least two individuals authorized by the Executive Director.

- Representatives shall sign the FICMI Statement of Faith and FICMI Core Values documents annually.
- Removal of a Representative from that official position shall be only after:
 1. Concern is expressed by a Member regarding the Representative to the International Council with the recommendation for investigation approved by the International Council
 2. A thorough investigation is made by a task force consisting of the Executive Director and at least one other individual. Task force members need to be approved by the International Council and must walk in the light with the Representative as the investigation proceeds.
 3. A proposal is sent to the Council for dismissal with a two-thirds majority vote of Council Members needed to pass the dismissal.
 4. The dismissal notice is communicated to the Representative both personally and by official letter from the Executive Director.

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Appendix B

FICMI Statement of Faith

The sole basis of our beliefs is the Bible, God's infallible written Word, the 66 Books of the Old and New Testaments. We believe that it was uniquely, verbally, and fully inspired by the Holy Spirit, and that it was written without error (inerrant) in the original manuscripts. It is the supreme and final authority in all matters on which it speaks.

We accept those areas of doctrinal teaching on which, historically, there has been general agreement among all true Christians. Because of the specialised calling of our organization, we desire to allow for freedom of conviction on other doctrinal matters, provided that any interpretation is based upon the Bible alone, and that no such interpretation shall become an issue that hinders the ministry to which God has called us.

1. There is one true God, eternally existing in three persons--Father, Son, and Holy Spirit - each of whom possesses equally all the attributes of Deity and the characteristics of personality.
2. Jesus Christ is God, the living Word, who became flesh through His miraculous conception by the Holy Spirit and His virgin birth. Hence, He is perfect Deity and true humanity united in one person forever.
3. He lived a sinless life and voluntarily atoned for the sins of men by dying on the cross as their substitute, thus satisfying divine justice and accomplishing salvation for all who trust in Him alone.
4. He rose from the dead in the same body, though glorified, in which He lived and died.
5. He ascended bodily into heaven and sat down at the right hand of God the Father, where He, the only mediator between God and man, continually makes intercession for His own.
6. Man was originally created in the image of God. He sinned by disobeying God; thus, he was alienated from his Creator. That historical fall brought all mankind under divine condemnation.
7. Man's nature is corrupted, and he is thus totally unable to please God. Every man is in need of regeneration and renewal by the Holy Spirit.
8. The salvation of man is wholly a work of God's free grace and is not the work, in whole or in part, of human works or goodness or religious ceremony. God imputes His righteousness to those who put their faith in Christ alone for their salvation, and thereby justifies them in His sight.
9. It is the privilege of all who are born again of the Spirit to be assured of their salvation from the very moment in which they trust Christ as their Saviour. This assurance is not based upon any kind of human merit, but is produced by the witness of the Holy Spirit, who confirms in the believer the testimony of God in His written Word.

10. The Holy Spirit has come into the world to reveal and glorify Christ and to apply the saving work of Christ to men. He convicts and draws sinners to Christ, imparts new life to them, continually indwells them from the moment of spiritual birth, and seals them until the day of redemption. His fullness, power, and control are appropriated in the believer's life by faith.
11. Every believer is called to live in the power of the indwelling Spirit so that he will not fulfil the lust of the flesh, but will bear fruit to the glory of God.
12. Jesus Christ is the Head of the Church, His Body, which is composed of all men, living and dead, who have been joined to Him through saving faith.
13. God admonishes His people to assemble together regularly for worship, for participation in ordinances, for edification through the Scriptures, and for mutual encouragement.
14. At physical death the believer enters immediately into eternal, conscious fellowship with the Lord and awaits the resurrection of his body to everlasting glory and blessing.
15. At physical death the unbeliever enters immediately into eternal, conscious separation from the Lord and awaits the resurrection of his body to judgment and everlasting condemnation.
16. Jesus Christ will come again to the earth--personally, visibly, and bodily--to consummate history and the eternal plan of God.
17. The Lord Jesus Christ commanded all believers to proclaim the gospel throughout the world and to disciple men of every nation. The fulfilment of that Great Commission requires that all worldly and personal ambitions be subordinated to a total commitment to "Him who loved us and gave Himself for us."

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Appendix C

FICMI Core Values

by Dr. Neil T. Anderson

1. The Authority of Scripture (2 Timothy 3:16,17)

The basis for the message and methods of ministry of FICMI is the Word of God. The written Word and the Living Word should be seen as inseparable. Jesus is the Truth and so is His Word. FICMI appreciates the contribution of empirical research, and scientific investigation when the results are interpreted through the grid of Scripture. Science is mankind's attempt to understand natural law. Theology is the Christian's attempt to systematize divine revelation. Science and theology are fallible, but God's word isn't. FICMI is committed to Truth and not any one particular systematic theology and does not see any incongruity between natural law and divine revelation, since both originate in God. All those under the spiritual authority of FICMI are to be subject to God's Word and all governing authorities established by God (Romans 13:1-5).

2. The Centrality of Christ (Hebrews 12:1-3)

Our identity, acceptance, security, and significance are all found in Christ, who is the ultimate revelation of God. Therefore our purpose is to help Christians, their marriages, and their ministries be established alive and free in Christ. God has given the Church, and consequently FICMI the ministry of reconciliation, which removes the barriers to having an intimate relationship with our Heavenly Father through repentance and faith in God.

3. Worshipping God and Praying (John 4:23)

Worship is to ascribe and embrace the true attributes of God, both corporately and individually, and then live accordingly. We strive to practice the presence of God and consider prayer our first priority, seeking to know Him and to do His will. We don't try to manipulate God or persuade Him to our point of view. We desire to be on the path that He has chosen for us, and we choose to identify with Jesus when He said, "Not my will be done, but Your will be done." We try to bathe everything we do in prayer, not asking God to bless our plans, but submitting to His plans as discerned in prayer. We believe that Paul's instruction in Ephesians 6 on the armour of God concludes with the admonition for all believers to pray at all times in the Spirit. The prayers that God the Holy Spirit prompts us to pray are the prayers that God answers. God uses such prayers to accomplish His work through us.

4. The Unity of Believers (John 17:20-23)

We serve the one true God who manifests Himself as the Father, Son, and Holy Spirit. The unity of the Godhead serves as the model for all relationships. We work to preserve the unity of the Spirit in the bond of peace (Ephesians 4:3). Where Satan works to divide our minds, marriages, and ministries, FICMI works for the oneness of mind, marriage, and ministry as peacemakers (Matthew 5:9).

5. Our Identity in Christ (John 1:12)

Those who put their trust in Christ are children of God. They are no longer “in Adam,” they are spiritually alive “in Christ.” To be spiritually alive means that our souls are in union with God. Christians are new creations in Christ (2 Corinthians 5:17), and they are no longer “in the flesh,” but they can walk after or according to the flesh (Romans 8:11). Those who are not yet Christians have neither the presence of God in their lives nor the knowledge of His ways, consequently their minds have been programmed to live independently of God. Salvation doesn’t bring instant renewal of our minds, which is why the Apostle Paul warns us not to be conformed any long to this world, but to be transformed by the renewing of our minds (Romans 12:2). We believe that Scripture identifies all believers as saints rather than sinners, which does not necessarily reflect our maturity, just our position in Christ. All Christians is identified with Christ in His death (Romans 6:3; Galatians 2:20), in His burial (Romans 6:4), In His resurrection (Romans 6:5,8,11), In His ascension (Ephesians 2:6), In His life (Romans 5:10,11), In His power (Ephesians 1:19,20), and in His inheritance (Romans 8:16,17; Ephesians 1:11,12).

6. A Balanced Biblical Worldview (Ephesians 6:10-20)

We recognize the reality of the spiritual world and seek to be filled and guided by the Holy Spirit. We understand that the enemies of our sanctification are the world, the flesh, and the devil. There is a present spiritual battle between good and evil, between the kingdom of God and the kingdom of darkness, between the Spirit of truth, and the father of lies, and between the true prophets and the false prophets, which calls for Christians to have a solid biblical foundation, exercise discernment and keep their focus on Christ. We wrestle not with flesh and blood, but with spiritual rulers and authorities of this present darkness with the understanding that they have been disarmed (Colossians 2:15). We understand this battle to be more of a truth encounter rather than a power encounter, since the devil is already defeated.

7. A Wholistic Answer to the Problems of Life (Matthew 6:19-34)

We try to avoid simplistic answers that address only one dimension of life, and try to consider the proper functioning of our bodies, souls, and spirits. First, we teach the need for a balance of rest, exercise, and diet, and respect the role that medicine and medications play in healing and maintaining the body. Second, we acknowledge psychosomatic illnesses

and believe that emotional needs can be met in Christ and seek to resolve the problems of fear, anxiety, panic attacks, depression, and addiction. Third, we take into account the spiritual component to all problems, which include the necessity of being connected to God, and the need to escape from the snares of the devil. We have a whole God, who deals with a whole humanity, and takes into account all reality, all the time, and we seek Him and His kingdom first.

8. Balancing God's Sovereignty and Mankind's Responsibility (1 Corinthians 3:4-9)

We cannot ask God to do for us what He has revealed to be our responsibility, and we cannot do for ourselves what only God can do. Any attempt by one person to help another should be done so with the understanding that God is also present and there is a role that God and only God can play in each of our lives. Only God can set a captive free and bind up the broken hearted person. So we seek to establish our methods of ministry with the awareness of God's omnipresence, omniscience, and omnipotence. We also seek to understand the sensitive relationship that exists between the encourager and the enquirer helping them to realize their responsibility. As reconcilers and encouragers we also depend upon God and avoid being enablers, co-dependents, and rescuers, which undermines the need of inquirers to be responsible for their own attitudes and actions.

9. The knowledge of God's Will (1 Thessalonians 4:3)

We believe that God will guide all those who seek to follow Him, which is a different concept than knowing God's will. God's will for our lives is our sanctification, i.e. that we conform to His image. The goal of our instruction is love (1 Timothy 1:5), which is the character of God (1 John 4:16), and not knowledge that makes one arrogant (1 Corinthians 8:1). God is not trying to enlarge our minds; He is trying to enlarge our hearts so that we may be like Him. We can have knowledge and be arrogant, but we cannot know God and be arrogant. Our goal is to know God, and become like Him (Philippians 3:8-14), so that others will know that we are servants of God, because of His love shining through us.

10. The Grace of God (2 Corinthians 3:5,6)

We believe that we are servants of a new covenant; for the law kills, but the Spirit gives life. Grace is neither legalism nor license. We could not live up to the law by the law, but we can live a righteous life, if we do so by faith, according to what God says is true and by doing so in His power rather than by our own strength and resources. Part of our purpose is to help Christians and their ministries to move from a works and program orientation to a grace and faith orientation. Biblical strategies and programs will not work unless they are empowered by the life of God, because apart from Christ we cannot do anything of lasting consequence (John 15:5). We don't have to bear fruit, we have to abide in Christ; and then we will bear fruit. Ministering grace also means that we don't put a price tag on our ministry or charge a fee for freedom appointments.

11. Servant Leadership (Matthew 20:20-28)

We don't get our significance from titles, degrees, gifts, or ecclesiastical positions. We strive to be significant and secure in Christ, and not Lord it over others (1 Peter 5:1-11). The qualifications to be a spiritual leader (1 Timothy 3:1-13; Titus 1:6-9) are all related to Godly character. As servant leaders we choose to walk in the light and speak the truth to one another in love. We want every Christian to reach their highest potential and use their talents and gifts to glorify God and edify others. It is the purpose of FICMI to empower God's people by helping them to understand who they are in Christ, enabling them to be all that God intended them to be, so they will be able to do all things through Christ who strengthens them (Philippians 4:13).

12. Integrity and Authenticity

Spiritual integrity and authenticity are more important than recognition, and perceived impact. We believe the proper order is to have maturity before ministry, character before career, and being before doing. Who we are is more important than what we do, and we should never compromise ourselves or our message in order to gain the approval of others. God's work done God's way will never lack His support, therefore we don't subscribe to worldly methods of fund raising, exaggeration, hype, false pretences, exploitation, and self-promotion. Our focus is to grow in our maturity, bring clarity, correctness, and balance to our message, and let God expand our ministry.

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Appendix D

Process for Handling Concerns about Members

The concerned Member(s) shall submit that concern in writing to the current International Chairman (or International Vice-Chairman if the International Chairman happens to be the one about whom there is concern).

The International Chairman (or International Vice-Chairman) shall pass forward that written concern to all other current Council Members, including the one about whom the concern is written, if he is a Council Member.

The Member about whom the concern was written shall have 21 days from the time the written concern was disseminated to the entire Council to respond in writing back to the International Chairman (or International Vice-Chairman). If a response is not received within that time frame, an investigation shall be instituted (see below).

If a response is received, the International Chairman (or International Vice-Chairman) shall then disseminate that response to all the Council Members who will then have 21 days to respond back in writing to the International Chairman (or International Vice-Chairman). If all other Members (aside from the one about whom there is concern) are satisfied with the response of the Member about whom there is concern, the matter shall be considered resolved.

If any Members express in writing dissatisfaction with the response of the Member about whom there is concern, an investigation shall be instituted by a committee consisting of at least two current Council Members, one of whom shall be either the current International Chairman or the International Vice-Chairman. The International Chairman (or International Vice-Chairman) shall be responsible for deciding the members of that investigative committee, conditional on their availability and willingness to serve in that capacity. The best effort shall be made in the selection of the investigating committee members, to base their selection on their proximity to the member about whom there is concern as well as their objectivity in conducting an investigation. Notice shall be sent immediately by the International Chairman to the chairman of the National Board (if applicable) of the pending investigation of the Member. That notice shall include the nature of the concerns and an explanation of the procedure the FICMI Council investigative committee will be instituting. The Council investigative committee shall work in cooperation with any investigation and/or disciplinary measures instituted by the National Board.

The FICMI investigation shall consist of 1) interviewing the one(s) expressing concern to ascertain their full perspective on the matter and 2) interviewing all National Board members and the Council Member representing that National Board about whom there is concern in order to ascertain their full perspective on the matter. All effort shall be made to handle the investigation prayerfully and objectively. The investigation shall be completed within 45 days of its commencement.

After completing the investigation, the International Chairman (or International Vice-Chairman) shall make a written report including the committee's recommendation as to whether further action is needed, and disseminate it to all current Council Members, including the Member about whom there is concern.

Council Members shall have 21 days to respond in writing back to the International Chairman (or International Vice-Chairman). If all Council Members are satisfied with the results of the investigation and see no need for further action, the matter shall be considered resolved.

If any Council Members express dissatisfaction with the matter and express their belief that disciplinary measures should be instituted against the Member about whom there is concern, the matter shall be brought to the attention of all other Council Members and their respective National Boards. These National Boards shall then have 45 days from the time the matter of possible disciplinary measures was brought to their attention, to prayerfully discuss the matter and send a written response to the International Chairman (or International Vice-Chairman).

A 75% majority agreement shall be necessary in order to institute disciplinary measures against the Member about whom there is concern. If that majority is not reached, no disciplinary measures shall be instituted, but the International Chairman shall write a letter to the Member about whom there is concern (with copies sent to all Council Members), summarizing the measures of investigation taken and expressing clearly the seriousness of the matter warranting the investigation. If that 75% majority is reached, the following measures will be instituted:

Since concerns about a Member may be concerns about a National Director, other National Office delegate or Regional Director, disciplinary measures employed will necessarily differ.

In the event of a National Director or other National Office delegate undergoing disciplinary measures, that Member shall be dismissed from the Council if he is a Council Member. The National Board of Directors of that dismissed Council Member will be notified in writing of the dismissal and will be given opportunity to retain that National Office seat on the Council if that National Board appoints a new National Director or other National Office delegate to the Council. Acceptance of that new Council Member shall be contingent on a 75% majority vote of agreement by current Council Members.

Concerns regarding a Member may extend to that Member's National Office. If confirmed concerns encompass the ministry and operations of a National Office, the Council has the option to terminate that National Office's participation in this Joint Ministry Agreement and dismiss them from FICMI. Notice of dismissal will be sent in writing to the National Director and the National Board. That National Office will immediately cease using the name "Freedom in Christ Ministries" (or local equivalent) and shall immediately remove that name from any and all public media, including any website.

In the event of a Regional Director undergoing disciplinary measures, that Council Member shall be dismissed from the Council and all of that individual's responsibility and activity as a Regional Director shall immediately cease. The Council then has the option to appoint by

vote a new Regional Director, after requesting from that region's Members a new Regional Director candidate. If the Council determines that a suitable replacement for that vacated Regional Director position does not currently exist, the Council has the option to determine that Council Membership for this region will revert to delegates from National Offices within that region.

Upon dismissal from FICMI, any Member's special privileges (e.g. the funnelling of finances through another Council Member office) shall be revoked immediately. An official letter written by the International Chairman (or International Vice-Chairman) shall be sent to the dismissed Member (with copies sent to all other Members) expressing clearly the action being taken as well as any other appropriate biblical exhortations to repent (in the event of doctrinal error or sinful practices) or blessings to prosper (in the event the Member is simply moving in another valid direction not congruent with FICMI).

Any information indicating an official connection of the dismissed Member to FICMI shall be removed from all remaining Member websites within 15 days of that dismissal.

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Appendix E

Duties of the FICMI Council Chairman

1. Maintain a close relationship and consistent dialogue with the Executive Director
2. Recommend his choice of International Vice-chairman to the Council for appointment by consensus
3. Delegate responsibility to the International Vice-chairman, as needed
4. Ensure that Executive Director quarterly reports are received by all FICMI Council Members and that any appropriate dialogue regarding those reports takes place among Council Members
5. Determine the date and venue for annual FICMI Council meetings in consultation with FICM leadership in the country hosting the meeting
6. Communicate information about date and venue for upcoming annual FICMI Council meetings to all Council Members no later than the prior year's FICMI Council meeting
7. Coordinate with FICM personnel (if existing) in the nation of the upcoming FICMI Council meeting in order to procure a venue for meetings; lodging; food; and ground transportation for FICMI Council Members during the time of the FICMI Council meeting.
8. Ensure that expenses for meeting venue, lodging, food and ground transportation for the annual FICMI Council meeting are paid in a timely manner by FICMI Council Members.
9. Develop in coordination with Executive Director the agenda for upcoming FICMI Council meetings
10. Oversee the creation, compilation, duplication and dissemination of the annual FICMI Council meeting notebook for Council Members
11. Chair the FICMI Council annual meetings, ensuring that agenda items are all addressed and prayed for in a timely manner
12. Oversee any votes required during and outside of FICMI Council meetings, informing Council members of the results of any votes outside of meetings
13. Coordinate with FICMI Council secretary to ensure minutes of the meeting are taken and disseminated to FICMI Council meetings in accordance with Article 8.

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