



FREEDOM IN CHRIST MINISTRIES INTERNATIONAL

JOINT MINISTRY AGREEMENT

2 February 2016

THIS JOINT MINISTRY AGREEMENT (“JMA”) is made between Freedom in Christ Ministries International (FICMI) and each of the Parties listed in Appendix 1.

The Parties agree to conduct joint ministry under the aegis of Freedom In Christ Ministries International according to the terms set out in this document.

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1 Governance

- 1.1 Freedom In Christ Ministries International (“FICMI”) is a Charitable Incorporated Organisation that was entered on the register of the Charities Commission for England and Wales in the United Kingdom on 21 January 2015, charity number 1160065.
- 1.2 Its governing document is its Constitution dated 17 October 2014 (“Constitution”) and any subsequent approved amendments. The Constitution takes precedence over any other document or minute including this document.
- 1.3 Its governing body is its Board of Trustees (“International Board” or “Board”) whose members are elected by the Parties to this agreement, in accordance with the Constitution and whose purpose is to oversee the message, ministry and expansion of FICMI.

2 Mission of FICMI

- 2.1 The mission of FICMI is to glorify God by equipping the Church worldwide, enabling it to make fruitful disciples by establishing its people, marriages and ministries alive and free in Christ through genuine repentance and faith in God.
- 2.2 FICMI’s role is to:
 - 2.2.1 Oversee the creation, co-ordination and effective distribution of resources
 - 2.2.2 Manage the expansion into new countries as God opens the doors
 - 2.2.3 Oversee National Representatives¹, National Offices and Partner Ministries in order that they become more and more established, mature and effective
 - 2.2.4 Establish, oversee and care for Regional Directors and Executive Team
 - 2.2.5 Establish and manage relationships with other missions and ministries
 - 2.2.6 Develop a financial strategy and oversee the financial support of the International Office
 - 2.2.7 Ensure adequate prayer cover

¹ Please note that National Representatives are referred to as “International Representatives” in the Constitution; these terms should be regarded as equivalent.

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3 Definitions

3.1 International Office

The International Office is headed by the International Executive Director who reports to the Board, and who acts under the delegated authority of the Board.

3.2 National Office

Each National Office is a corporate body appointed to represent FICMI in its country. It operates under the laws of its respective country and its constitution, bylaws, policies and procedures developed by its national board. It will normally meet the following criteria though variations may be permitted on a case-by-case basis by application in writing to the International Executive Director who will respond in writing with a decision:

- 3.2.1 It will be incorporated as a non-profit organisation with a national board made up of at least 3 members (or as close to that as is permitted under local laws).
- 3.2.2 Its official name will be “Freedom In Christ Ministries” in the local language or as close to that as local conditions allow.
- 3.2.3 It will have an executive director who will attend national board meetings but who will not be a voting member of the national board and whose primary role (that is, where they spend most of their time) will be working for the National Office.
- 3.2.4 All board members and the executive staff will be in fellowship with a local body of believers.
- 3.2.5 It will have a national ministry strategy in line with FICMI’s policies and strategy including sustainable financial plans.
- 3.2.6 It will have a physical location and a system of resource distribution.

3.3 National Representative

A National Representative is an individual who is appointed to represent FICMI in his country and who is working towards establishing a new National Office. Once approved by the International Board, a 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 International Board approval. National Representatives will normally meet the following criteria though variations may be permitted on a case by case basis:

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- 3.3.1 The ability to relate well and confidently in Christ to church and marketplace leaders.
- 3.3.2 The National Representative will develop a system of FICM materials distribution in their country or be in active relationship with an already-existing materials distribution operation.
- 3.3.3 The National Representative will develop a ministry plan (under the supervision of the International Executive Director or duly appointed supervisor) in accordance with the time, energy and finances available to the National Representative.

3.4 **Partner Ministry**

Partner Ministries are like-minded ministries who operate in countries where FICMI has no other representation and who are appointed to represent FICMI in specific countries whilst also carrying out their own ministry which must be compatible with FICMI's message, ministry and strategy. A Partner Ministry will normally meet the following criteria though variations may be permitted on a case by case basis:

- 3.4.1 It will be a non-profit organisation with an independent board of at least 3 members (or as close to that as is permitted under local laws).
- 3.4.2 It will demonstrate a clear understanding of FICMI's core message, have a vision to equip church leaders with that message and demonstrate a clear understanding of FICMI's strategy to equip church leaders.
- 3.4.3 It will have a clear plan to implement the strategy.

3.5 **Parties and Signatories**

The Parties to this Agreement are the National Offices, National Representatives and Partner Ministries.

The Signatories to this Agreement are:

- Executive Directors acting on behalf of their National Office or Partner Ministry
- National Representatives who sign in their own name.

4 **Rights and responsibilities of the Parties**

- 4.1 Each Party is appointed to represent FICMI in its country (as specified in Appendix 1) and is authorised by the International Board:

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- 4.1.1 To carry out the mission of FICMI in its territory in the way it deems best providing that it uphold FICMI's Statement of Faith and Core Values which are attached at Appendix 2 and Appendix 3.
 - 4.1.1.1 National Offices and Partner Ministries are not required to adopt FICMI's Statement of Faith and Core Values Statement as their own but may do so if they choose and may adapt them as they choose subject to Clause 4.1.1.2.
 - 4.1.1.2 The Statement of Faith and Core Values Statement of National Offices and Partner Ministries must not contradict the Statement of Faith and Core Values statement of FICMI.
- 4.1.2 To use the name "Freedom In Christ Ministries" (or local language equivalent)
- 4.1.3 To use the Freedom in Christ Ministries kite logos and develop its own version of the kite logo in accordance with guidelines issued from time to time by FICMI;
- 4.1.4 To adapt and use material for teaching and training that is made available on FICMI's website;
- 4.1.5 To publish resources whose copyright is owned or controlled by FICMI subject to concluding appropriate further agreements with FICMI which may include payment of royalties and other costs.
- 4.1.6 To publish its own resources as long as they are consistent with the message of Freedom In Christ Ministries.
- 4.1.7 To participate in the process for electing FICMI Board Members, which is set down in the Constitution.
- 4.2 All Parties and the organisations/ministries they represent are expected to have:
 - 4.2.1 A very good understanding of FICMI's teaching and strategy.
 - 4.2.2 A holistic approach to developing relevant knowledge in all areas related to FICMI's teaching: for example, medicine, counselling.
 - 4.2.3 A willingness to serve the whole Body of Christ which for the avoidance of doubt includes all Protestant denominations and streams, Roman Catholic, Orthodox and Coptic Churches.
 - 4.2.4 A commitment to meet the character requirements of an elder listed in 1 Timothy 3:1-13 and Titus 1:5-9.
 - 4.2.5 A commitment to develop adequate prayer support.

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- 4.2.6 A strategic plan for implementing the above.
- 4.3 Each Party is responsible for raising its own financial support and FICMI has no obligation to provide finances for it.
- 4.4 Each Party is responsible for obtaining adequate insurance cover to carry out its work in its territory and is expected to maintain that cover whilst it remains a Party to this agreement.
- 4.5 This agreement does not create or imply any contract of employment between FICMI and National Representatives or between FICMI and anyone working for a National Office or Partner Ministry.
- 4.6 Every year between 1 January and 31 March, all current Parties will be sent the latest version of the Joint Ministry Agreement and must reaffirm their commitment to it if they wish to remain a Party.

5 Appointing new Parties

The Board will from time to time invite other organizations and individuals who have gone through the appropriate application and approval process to become a Party to the JMA.

5.1 Probationary period

- 5.1.1 New Parties will be subject to a probationary period. The length of this probationary period will be at the discretion of the Board but will normally be at least 2 years for National Offices and Partner Ministries and at least 1 year for National Representatives. A National Representative will be referred to simply as “Representative” during the probationary period.
- 5.1.2 Should the Board decide during a Party’s probationary period that it has not proved sufficiently capable of fulfilling its responsibilities and shows no reasonable prospect of so doing, the Board may remove the Party from the Agreement with immediate effect without going through the process set out in Clause 6.
- 5.1.3 When a National Representative successfully establishes a National Office and the National Office becomes a Party, the National Representative will immediately cease to be a Party.

6 Resignation and removal of Parties

- 6.1 A Party may resign from the Agreement by notifying the International Executive Director in writing of its intent and the reasons for doing so. The International Office shall seek to discuss with the Party the reasons for resigning following the process in Clause 7.2 with a view to reconciliation. Termination of participation in FICMI shall occur no later than 1 month from

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the date of receiving or such notice, or if the letter of resignation triggers further discussion to resolve matters, within 2 weeks of concluding that discussion without agreement.

- 6.2 The Board may remove Parties who have not reaffirmed their commitment to the JMA by 31 March in any year (see Clause 4.1 above) or according to the terms of Clause 7.2.
- 6.3 Any Party whose participation in this Agreement comes to an end for any reason agrees to cease with immediate effect to represent FICMI in its country and will cease to use the name "Freedom In Christ Ministries" (or local language equivalent) and associated website(s), logos and any material developed by Freedom In Christ Ministries offices worldwide that is not available to the general public.

7 Process for handling concerns

- 7.1 In the event that a Party, Board member or the Executive Director expresses concern that the beliefs and practices of another Party, Board member or the International Executive Director do not conform to the spirit of the FICMI Statement of Faith and Core Values, the following process shall be instituted, provided that the person expressing concern shall have first attempted resolution with the other person directly but without satisfactory outcome.
 - 7.1.1 The concerned person shall submit their concern in writing to the Board Chair (who shall pass that written concern to all Board members), the IED and the Party about whom the concern is written.
 - 7.1.2 The Party about whom the concern is written shall have 21 days from the date the written concern was disseminated to them and to the Board to respond in writing back to the IED and Board Chair. If a response is not received within that time frame, an investigation shall be instituted as outlined in Clause 7.2.
- 7.2 If a response is received, the Board will decide within 21 days whether it is satisfied with it. If it is satisfied, the matter shall be considered resolved and closed. If it is not satisfied and subject to the following clause, an investigation shall be instituted by a committee consisting of at least two Board members and the IED (or an appropriate person nominated by the IED). The investigation shall be completed within 45 days of its commencement. The Board will then determine what action needs to be taken and if deemed necessary may end the Party's participation in the JMA with immediate effect.
- 7.3 The person about whom the concern has been raised will not be a member of the investigative team. In the event that the concern has been raised about the Board Chair or the Executive Director, the Board will appoint an appropriate person to take their place in the investigation.

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8 Relationship between the Parties

8.1 All parties to this Agreement and any new Party that joins acknowledge that their relationship is one of a Joint Ministry Agreement, that is, a voluntary cooperation to advance the message and ministry of FICMI around the world. Neither the Board nor any of the Parties seeks to create any legal partnership or any Trust that would favour one Party over another.

8.2 Entire Agreement

This Joint Ministry Agreement defines the relationship between the Parties agreeing hereto. It supersedes all prior agreements.

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9 Appendix 1 – Parties to the JMA

9.1 National Offices

United States Of America

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.

United Kingdom

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.

Switzerland

Freedom in Christ (Schweiz), a non-profit making corporation incorporated under the laws of Switzerland with its head office in Frutigen.

Canada

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.

India

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.

Spain

Libertad En Cristo España, operating under CREED 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.

The Netherlands

Stichting Freedom In Christ Ministries, a non-profit corporation incorporated under the laws of the Netherlands with its head office in Elst-U. The corporation is registered under the Chamber of Commerce North Netherlands with KvK-number 56475276, and has a Legal-body and Collaboration Information Number (RSIN) 85214385.

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Germany

Freedom in Christ e. V. Deutschland, a non-profit organization incorporated under the laws of the Federal Republic of Germany with its head office in Grüne Grenze, 38518 Gifhorn. The corporation is a registered by the Registergericht Hildesheim (Registration Number VR 200 888) with tax number 19/218/15148.

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9.2 National Representatives

Albania

Representative: Arjan Larashi

Address: L1, Rr "Naim Frasheri" P7, H9, Bilisht, DV, Albania

Australia

Representative: Shaun Collins

Address: 8 Clonmult Ave, Highett, Vic 3190, Australia

Ethiopia

Representative: Zemen Endale

Address: Addis Ababa 32155, Ethiopia

France

Representative: Tim Baynes Clarke

Address: 41 Route de Changon, La Garnache 85710, France

Italy

Representative: Lesley Stroud

Address: Via Pascoli, Noviglio, MI 20082, Italy

Latvia

Representative: Juris Tuns

Address: 6 Hanzas Street, Apt 7, Riga, LV-1010, Latvia

Liberia

Representative: Christine Norman

Address: Ruth Perry Drive, Paynesville, Montserado, Liberia

Malaysia

Representative: Stephen Cheah

Address: 17 Jalan SS2/76, 47300 Petaling Jaya, Malaysia

Mexico

Representative: William Gallardo

Address: Plaza de los Balcones 27, Col. Jardines del Sur, Mexico City, DIF 16050, Mexico

Nepal

Representative: Nawaraj Sanjel

Address: Lalitpur-14, Nakhipot, Lalitpur 977, Nepal

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New Zealand

Representative: Stuart Turner

Address: 62 Ridgemount Rise, Mangere Bridge, Auckland 2022, New Zealand

Nigeria

Representative: Samson Oluwadamilare

Address: 10 Oluwadamilare Road, Zone 10, Oke-Arungbo Community, Osogbo, OS
+234, Nigeria

Norway

Representative: Ole Kristian Sameien

Address: Krystallvegen 10, Hamar 04 2322, Norway

Portugal

Representative: Samuel Santos

Address: Rua India Portuguesa, 242, 1^oEsq, Ermesinde, Porto 4445471, Portugal

Romania

Representative: Daniel Lavric

Address: Gavril Musicescu Nr 4, Timisoara 300425, Romania

South Africa

Representative: Jonothan Christie

Address: 45 Marion Avenue, Glenashley, Durban 4051, South Africa

Sweden

Representative: Monica Svarfvar

Address: Ubbalt 4057, Vittsjö, 28022, Sweden

Trinidad & Tobago

Representative: Michelle Young

Address: 57 Ana Street, Woodbrook, Port of Spain, Trinidad and Tobago

Venezuela

Representative: Jaime Pérez

Address: Calle 22 Qta. Los Pilotes. Montaban I, Caracas 1020, Venezuela

Zimbabwe

Representative: Tendai Tess Rambakudzibga Smith

Address: 4 Abington Gardens, Abington Road, Harare, Zimbabwe

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9.3 Partner Ministries

Sri Lanka
National Christian Evangelical Alliance of Sri Lanka
P.O. Box 113
Colombo,
Sri Lanka

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10 Appendix 2 - 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

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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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11 Appendix 3 - Core Values

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 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

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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 Holistic 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 includes 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 action.

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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.