

SECTION THREE – SEEKING CANDIDATES

PART A - GUIDELINES FOR SEEKING CANDIDATES INSIDE THE FMCiC AND CURRENTLY UNDER APPOINTMENT

Introduction

Under no circumstances should there be communication between the local church in transition and a potential candidate who is under appointment at another local Free Methodist church. All communication to a potential candidate must be through the Director of Personnel (DOP).

A local church in transition may request that the DOP ask another pastor under appointment in The Free Methodist Church in Canada (FMCiC) to consider a call to come lead the church in transition. Any pastor who is a full member of conference may be considered for any local church in the FMCiC listed as in transition. The dynamics of two local churches in the FMCiC discussing a possible move must be carefully planned. The communication about a possible move **MUST COME THROUGH THE DIRECTOR OF PERSONNEL**. The reasons for this are to protect both local churches and the pastoral candidate.

The Pastor Under Appointment

The pastor under appointment needs to investigate a call of God to another church. In the early stages this must be done confidentially. The investigating may or may not lead to short listing or an interview.

A profile can be sent to the investigating pastor **BY THE DIRECTOR OF PERSONNEL OFFICE ONLY!** After reviewing it and prayerfully considering the profile, the candidate may no longer want to pursue this option and will communicate that decision to the DOP.

Whenever a pastor under appointment considers a call to another local church, attention is divided until a decision is made. The pastor is no longer fully committed to the current local church while dreaming of possibilities of leading another church. Therefore the process requires guidance from the DOP to make the investigation as brief as possible.

The DOP will guide the process to increase the circle of confidences as the seriousness of the investigation increases. Keeping these confidences is not to create an atmosphere of secrets but to maintain stability in the local church where the investigating pastor is currently serving, especially if the investigation does not proceed to an interview.

The Local Church

If any person from the Pastoral Leadership Task Force (PLTF) or any member of the local church in transition tries to directly contact a pastor under appointment in another local church, rumours and suspicions can quickly deteriorate the relationship between the two local churches and also deteriorate the relationship between the investigating pastor and the current local church where his/her appointment is held.

The PLTF may be perceived to be arrogant or just disrespectful by the other church. The PLTF could be perceived as “picking fruit from someone else’s tree.”

If direct contact with another pastor is made, the PLTF has opened the door for rumours that can hurt their own process. The reputation of the local church that appointed the members of the PLTF to act on their behalf could have its character impugned. The rumours of a pastor leaving and the circumstances for why s/he might be leaving could be cast in a light that puts the PLTF in the position of having acted unethically, thus decreasing the possibility of attracting any other potentially desirable pastoral candidates.

The DOP or her designate needs to create an atmosphere where both the pastor and the local church can investigate this call confidentially without the ugliness of rumours. This is the purpose of keeping confidences early on in the process and providing guidance in such a way that does not destroy a ministry or a church’s reputation.

Conclusion: The initial contact with any pastor under appointment at any other local Free Methodist church must be made by the Director of Personnel who will guide the process to ensure strict confidentiality and good communication and to minimize rumours among churches while allowing for the investigation of a call to take place.

SECTION THREE

PART B - GUIDELINES FOR LOOKING OUTSIDE THE FMCiC FOR CANDIDATES

Introduction

I. Our leadership needs are growing.

- Sometimes the need is growing faster than the pool of leaders in transition we have in the FMCiC. This raises the congregation's anxiety, and can lead to making hasty decisions.
- There are situations where FMCiC leaders in the pool are available but do not fit the profile of the local church.
- In still other places there are competent leaders outside the denomination who may fit the local church profile but do not fit The FMCiC as a movement.

In any of these situations, a short-lived relationship may be the result, but can create further stress. At such times the ministry of Jesus Christ is impeded.

II. We need leaders who want to join our movement in The FMCiC.

We are looking for men and women who want to become part of our movement. God has called us to our vision and mission. This takes more time and energy than just finding a way to fill a vacancy. If a candidate is competent and fits the local church profile but doesn't get thrilled about our God-directed movement, that person will leave before long. That is a waste. Therefore look for candidates who:

1. First, want to be part of our movement, The FMCiC
2. Want to live in Canada, our primary mission field. (US-based candidates must fully understand the changes this requires.)
3. Will take the necessary steps to understand our movement. This usually requires:
 - a. taking "Heart of Canadian Free Methodism" and other foundational courses
 - b. interviewing, formal and informal, with both MEGaP representatives and local church PLTF.

The time this will take varies, but if a candidate is willing to do these simple things, it is a good sign.

Note: Sometimes it happens quickly. But it can be slower for other churches. The size of the church is not the issue, it happens in both larger and smaller churches. Regardless, it is better to wait for the right person, God's person, than to act too swiftly. This requires very good communication between the PLTF and the congregation. Anxiety rises when the process takes longer than the congregation thinks it should, and when there has been little or no communication from the PLTF.

III. Advertising and Networking

It has been our experience, thus far, that few candidates as described above come from advertising. Responses from expensive ads in magazines produce little results and web based ads produce a higher volume of response, with generic resumes, but very few good candidates. The exception to this would be to post on bible college or seminary websites such as Tyndale (www.tyndale.ca), Briercrest (www.briercrest.ca), Trinity Western (www.twu.ca), etc. If your PLTF chooses to advertise the position in magazines or on any websites, it will be the responsibility of the PLTF to initially receive and screen all resumes submitted through these media. If any of those candidates are deemed by the PLTF to be of interest, then the PLTF chair will forward those resumes to the Director of Personnel for denominational screening. This screening includes a conversation between the candidate and the DOP, a conversation between the candidate and his/her spouse and a MEGaP sub-committee to discuss theological fit, and may also include a conversation between the DOP and the candidate's supervisor. If the PLTF short-lists this candidate, then these conversations will happen simultaneously so as not to prolong the process.

Networking produces better contacts. Talking to resource people who have credibility with us and know us leads to good referrals. Personal contacts through networking raises the credibility of the candidates immediately and saves time and energy. It is true, however, that it can reduce the sphere and number of referrals you get. This also may be slower, but the issue is credible referrals over expediency.

Where can you seek out resource people to get referrals?

1. **Advertising in magazines and on the web.** The above guidelines apply to applications you receive through advertising. PLTF does the initial screening of resumes submitted from any outside advertising and then Director of Personnel office will arrange the denominational screening of any candidates identified by the PLTF as possibilities.
2. **Networking with FMCiC pastors** across the conference who have connections within their congregation, within their community, and with other denominations.
3. **Network with FMC in the USA.** This should be done through the Director of Personnel or the Canadian Bishop, who will help make contacts with superintendents and bishops in the USA. Be aware that the USA is trying to build a strong team as well.
4. **Network with the schools** through professors, students and administration. The Director of Personnel or Bishop may help here as well, because we have made regular contacts with these institutions.

Referrals from the United States

We are glad to have US referrals. Keep in mind:

1. Immigration requirements must be met by the candidate and any costs associated with such immigration requirements are the responsibility of the candidate. Immigration in a post-911 world can be more complicated.
2. Adjustment to Canadian culture and systems are not minor.

Work closely with the DOP if a candidate from the US is one of your best candidates.

SUMMARY OF ACTIONS

PARALLEL PARTNERSHIP BETWEEN PASTORAL LEADERSHIP TASK FORCE AND THE DIRECTOR OF PERSONNEL OFFICE FOR SEEKING CANDIDATES OUTSIDE THE FMCiC	
RESPONSIBILITIES OF THE PLTF	RESPONSIBILITIES OF THE MEGaP
PLTF shares referral with the Director of Personnel	Director of Personnel shares referral with MEGaP
ASSESS FIT WITH PROFILE “Does the candidate fit the local church profile?” Vision/mission/JD harmony.	ASSESS FIT WITH FMCiC “Does the candidate fit our movement?” MEGaP conducts preliminary interview.
EMPLOYMENT QUESTION “Does this candidate fit our current leadership needs?” Vision harmony	APPOINTMENT QUESTION “Does this candidate fit our FMCiC movement?” Harmony with the FMCiC
PLTF won't employ a candidate who is not <u>appointable</u> .	MEGaP won't appoint a candidate who is not <u>employable</u> .
 <u>PARALLEL, SIMULTANEOUS PROCESS</u> PLTF and DOP are working at the same time, in close communication, seeking to walk through the doors God may be opening. <i>“We walk in the light we are given.”</i>	