

Manual Edits to Print – May 2019

¶810 LAY MINISTERS (TRACKING AND LOCAL NON-TRACKING)

A lay minister is a member of a Free Methodist Church who has been granted a license by the official board. For some lay ministers (tracking), this will be an entry point into the tracking system that ultimately leads to being credentialed either as a commissioned minister or an ordained minister. Other lay ministers (local non-tracking) will opt to serve only at the local church level. In either case, before a license is granted, the candidate shall be a member of the church long enough to give evidence of gifts and graces suited to Christian ministry. A hunger for God, a blameless life and a motive to serve are desirable attributes. A lay minister shall be amenable to instruction, supervision, and related discipline to assure growth in grace, knowledge, and usefulness.

The lay minister retains membership in the local church, but the MEGaP committee and the director of personnel's office shall be notified immediately if a license has been issued to either a tracking or local non-tracking lay minister. The license must be renewed annually by the official board.

To qualify as a lay minister, the person must meet the following requirements:

- be a member of the Free Methodist Church;
- be available for ministry under supervision of the lead pastor;
- be recommended by the pastor or pastor's cabinet to the official board;
- have completed Bases 1,2,3,4 (or their equivalent);
- The candidate shall be interviewed by the official board to determine the person's call to lay ministry, and quality of spiritual life, and shall be asked questions such as:
 - When and how did you come to know Christ as Lord and Saviour?
 - Do you experience the fullness of the Holy Spirit in your life? Are you open to the call of God to lay ministry
 - What preparations and plans are you making in order to follow God's will for your life?
 - To what type of ministry and witness do you believe you are called?
 - What is your understanding of the doctrine of justification by faith?
 - What is your understanding of the doctrine of sanctification?

For local non-tracking lay ministers, the person must also meet these additional requirements:

- take and successfully complete the Heart of Canadian Free Methodism foundational course
- demonstrate life-long learning
- actively participate in a small group
- submit a police clearance certificate

The official board may issue a lay minister's license and assign responsibility for counsel and guidance to the pastor and/or the pastor's cabinet. It shall be their responsibility to provide opportunities for lay ministers to develop their gifts in such ways as:

- preaching or teaching the Gospel;
- assisting the pastor in visitation;
- assisting in public worship services;
- participating in a program of witnessing to the unsaved, winning them to Christ, and nurturing them in Christian living.

Lay ministers shall be given regular duties with clear accountability structures.

Though lay ministers maintain their memberships in a local church, they are not eligible to continue to be voting members of an official board once they have been issued a lay minister's license. If they are board members when they become lay ministers, they may complete their terms on official boards, but they may not be re-elected as board members.

Lay ministers are honorary members of the official board. ~~At the discretion of the lead pastor tracking lay ministers, as part of their training for credentialed ministry, are expected to~~ **may** participate in official board meetings except when the board is dealing with delicate matters related to the life and ministry of the lead pastor or other pastoral staff.

When it is evident to the official board that a lay minister (who desires to enter the tracking system toward ministerial credentials) possesses gifts and graces and a call of God to full-time ministry, the official board may recommend to the MEGaP committee that this person be interviewed with a view to becoming a ministerial candidate in the conference. Official Boards must exercise careful discernment before approving a tracking lay minister. The question to be kept in mind is whether this person would have the gifts and graces to eventually be accepted as a pastor in his/her home church. Prior to this MEGaP interview, the lay minister must have established an accountability partner relationship as per ¶801.1.

It is the responsibility of the lead pastor to annually submit to the director of personnel the names of all tracking and ~~local non-tracking~~ lay ministers in the local church. They shall be listed in the records of the director of personnel's office.

The official board shall review each lay minister's license annually for renewal. For each annual renewal, tracking lay ministers are expected to have completed a 3-credit hour course or equivalent. ~~Local Non-tracking~~ lay ministers are expected to demonstrate evidence of their commitment to life-long learning. When not completed, renewal shall be postponed. The pastor shall keep the records and report the list annually to the director of personnel.

The following 3-credit hour courses shall be taken by tracking lay ministers:

- Heart of Canadian Free Methodism (history and polity)
- Introduction to Bible
- Introduction to Christian Doctrine
- Wesleyan Theology

The Heart of Canadian Free Methodism course is the only course that must be taken through foundational courses provided by The Free Methodist Church in Canada. Equivalencies for the other three courses must be taken at an accredited Bible college or seminary, either in person or by distance education. (Wesleyan Theology may also be taken through a foundational course offered from time to time by The Free Methodist Church in Canada.)

Further annual renewals shall be on the basis of the official board's assessment of effective ministry. Approval for courses for subsequent renewals is available through the director of personnel's office.

The pastor's cabinet, personnel committee or equivalent shall do the annual review and the official board shall grant the renewal, upon their recommendation. The official board may revoke a lay minister's license for violation of its conditions.

A lay minister's license is not normally transferable to another church. In exceptional cases, a lay minister may have charge of a society under the supervision of an assigned ordained minister. In that case, the lay minister will hold membership in the church served.

¶815 MINISTERIAL CANDIDATES

A ministerial candidate is a member of a Free Methodist Church who is seriously pursuing entrance into full-time ministry, has been granted the status of a honorary member of the conference (with voice but not vote) and is under conference supervision in studies and service.

In order to become a ministerial candidate, a lay minister must:

Demonstrate a serious desire to pursue God's call to ministry within the FMCIC by submitting the following to the director of personnel office:

- a copy of the lay minister's licence;
- a resume (Candidates are encouraged to attach personality/ministry aptitude inventory results.);
- required educational transcripts;
- required personal references;
- a ministerial candidate's Statement of Affirmation (see ¶871);
- a police clearance certificate
- written confirmation that an accountability partner relationship has been established
- a reflection paper on his/her call to ministry
- completed Family of Origin assignment
- completed SHAPE profile
- completed Myers-Briggs Type Indicator inventory

Receive the church's confirmations of suitability for ministry by being:

- a lay minister in good standing;
- able to demonstrate leadership ability by establishing a small group;
- endorsed by his/her pastor's personal letter of recommendation. The pastor will assist in the development of an educational and ministry experience plan that will be submitted to MEGaP;
- recommended to MEGaP for ministerial candidacy by the official board (see ¶383B); (board should only recommend a lay minister for ministerial candidacy if the board anticipates a recommendation for his/her appointment at its local church once s/he is approved by the conference as a ministerial candidate);
- (if married) spouse and lay minister together meeting with a MEGaP subcommittee for spousal support interview
- cleared by MEGaP if there is a history of divorce (see ¶816);
- interviewed and recommended by the MEGaP committee to the conference;
- approved by the conference and admitted as a non-voting member.

Demonstrate critical thinking and communication competencies by having:

- a high school diploma;
- successfully completed 30 semester credits in an accredited liberal arts or bible college or mature applicants may demonstrate these competencies through life-learning/experience evaluations.

Receive basic orientation for ministry in the FMCIC by:

- successfully completing the following courses:
 - Heart of Canadian Free Methodism (history and polity);
 - Introduction to the Bible; (or an equivalent)
 - Introduction to Christian Doctrine; (or an equivalent)

- Wesleyan Theology; (or an equivalent)
- successfully completing Bases 1,2,3,4 (or their equivalent)

If a Lay Minister disagrees with a recommendation from MEGaP after his/her interview, s/he may appeal that decision by sending a letter in writing to the Bishop and the Director of Personnel (Leadership Development) outlining the reasons for the appeal. The Bishop will review the MEGaP notes, the recommendation and the appeal from the candidate and decide whether or not the recommendation should be reconsidered.

When the candidate is presented to the board of administration or conference, it will be reported that the candidate has affirmed the following in a signed ministerial candidate's Statement of Affirmation (see form in ¶871).

1. Do you acknowledge Jesus Christ as your Lord and Saviour and offer yourself in service to Him as a ministerial candidate in the Canadian General Conference of the Free Methodist Church?
2. a) Will you further equip yourself spiritually, morally, and intellectually for the Christian ministry?
b) For what type of ministry are you preparing yourself – ordained or commissioned? If commissioned minister, what will your specialty be?
3. Having studied *The Manual of The Free Methodist Church in Canada* carefully, do you believe the Articles of Religion and accept the moral vision as articulated in Chapter 6 and do you embrace the purpose, vision, mission, and core values of The Free Methodist Church in Canada? Will you abide by the *Manual's* instructions?
4. Will you submit to the guidance of the conference through the MEGaP committee?

Though ministerial candidates maintain their memberships in a local church, they are not eligible to serve as delegates to the conference once they have been received into the conference as ministerial candidates. If they are delegates when they become ministerial candidates, they may complete their term as delegates, but they may not be reelected as delegates. When ministerial candidates receive appointments to a local church by the MEGaP committee of the conference, they must resign as delegates.

Ministerial candidates continue as honorary members of the official board and at the discretion of the lead pastor are expected to may participate in all official board meetings except when the board is dealing with delicate matters related to the life and ministry of the lead pastor or other pastoral staff.

A ministerial candidate or a person recommended to the conference to be received as a ministerial candidate may not serve on the MEGaP committee.

Ministerial candidates maintain their standing in the conference by an annual recommendation of the MEGaP committee.

Ministerial candidates must be appointed by the conference in order to track toward being ordained or commissioned minister. Once appointed, they may solemnize marriages and administer the sacraments. If a ministerial candidate's appointment is discontinued, the ministerial candidate credential is automatically withdrawn and the tracking process becomes 'inactive'. If another appointment request is sent to the Bishop, MEGaP will vote on both the reinstatement of the ministerial candidate credential and the appointment request. If both are approved, the ministerial candidate can resume the tracking process.

A ministerial candidate may be appointed as a church planter upon recommendation to MEGaP from the director of church planting.

¶820 COMMISSIONED MINISTERS

Commissioned Ministers are persons set apart and credentialed by the conference to serve the people of God and, as Stephen did, on occasion preach God's Word. They may, under special circumstances, be appointed as a supply pastor to lead a church under one of the categories under Special Appointment (see par 825), but it is assumed that they will normally work as specialized associate pastors under an ordained minister's leadership.

They are members of local churches and honorary members of the conference. When a commissioned minister transfers his/her membership to a different Free Methodist congregation, appointment to ministry in that congregation does not occur until the receiving church makes a recommendation for an appointment. When a commissioned minister is in transition, they retain honorary membership in the conference.

In order to become a commissioned minister, a ministerial candidate must:

Demonstrate a serious desire to pursue God's call to commissioned ministry within The Free Methodist Church in Canada by:

- submitting a copy of required academic transcripts to the director of personnel's office;
- completing 3 years of full-time ministry experience under (conference) supervision as a ministerial candidate. Ministry experience equivalency credits may be accumulated on a part-time basis under supervision and granted by the MEGaP committee. Once a lay minister has been approved as a ministerial candidate and has been appointed at a local church, retroactive ministry experience equivalency credits may be granted by the director of personnel on an individual case-by-case basis, upon written request.
- submitting a minister's statement of affirmation (See ¶ 872).

Receive the church's confirmation of suitability for commissioned ministry by being:

- a ministerial candidate in good standing;
- (if married after becoming a ministerial candidate) spouse and ministerial candidate together meeting with a MEGaP subcommittee for spousal support interview
- interviewed and recommended by the MEGaP committee for commissioned ministry;
- approved by the general conference or its board of administration for honorary membership in the conference and the commissioned ministry;
- commissioned by the bishop or the bishop's appointee.

Receive basic academic preparation for ministry in the FMCIC by:

- in addition to the courses required for ministerial candidacy, successfully completing, as a minimum, the following prescribed core courses within an accredited and approved (by MEGaP) seminary, college, or directed study program:
 - Systematic theology (3 credits)
 - Elective courses related to the specific commission specialty (e.g. administration, children, pastoral care, youth, worship, etc.) (9 credits)
 - Personal and Church Stewardship foundational course (3 credits)
 - Culture and the Missional Church foundational course (3 credits)
- being certified by the director of personnel's office

If a Ministerial Candidate disagrees with a recommendation from MEGaP after his/her interview, s/he may appeal that decision by sending a letter in writing to the Bishop and the Director of Personnel

(Leadership Development) outlining the reasons for the appeal. The Bishop will review the MEGaP notes, the recommendation and the appeal from the candidate and decide whether or not the recommendation should be reconsidered.

Commissioned ministers must annually file a continuing education unit (CEU) report with the director of personnel's office as a condition of maintaining good standing in the conference.

¶825 ORDAINED MINISTERS

Ordained ministers (formerly known as deacons and elders) are persons entrusted with the ministry of leadership and set apart for the ministry of the word and sacraments. Membership in the conference and ordination constitutes the acknowledgment of the conference that the person so elected and ordained has fulfilled the ecclesiastical requirements to participate in the larger administrative and leadership roles of the church.

In order to become an ordained minister, a ministerial candidate must:

Demonstrate a serious desire to pursue God's call to ordained ministry within The Free Methodist Church in Canada by:

- submitting a copy of required academic transcripts to the director of personnel's office;
- completing 4 years of ministry experience (at least part time) under (conference) supervision as a ministerial candidate. Once a lay minister has been approved as a ministerial candidate and has been appointed at a local church, retroactive ministry experience equivalency credits may be granted by the director of personnel on an individual case-by-case basis, upon written request.
- submitting a minister's statement of affirmation (See ¶ 872)
- submitting a reflection paper on the meaning of ordination to the MEGaP interview team and the bishop for evaluation prior to the final interview.

Receive the church's confirmation of suitability for ordained ministry by being:

- a ministerial candidate in good standing;
- able to demonstrate leadership ability by establishing and multiplying a small group;
- (if married after becoming a ministerial candidate) spouse and ministerial candidate together meeting with a MEGaP subcommittee for spousal support interview interviewed and recommended by the MEGaP committee to membership in the conference and ordination;
- approved by the general conference or its board of administration for membership in the conference and ordination;
- ordained by the bishop

Receive basic academic preparation for ordained ministry in The Free Methodist Church in Canada by:

- in addition to the courses required for ministerial candidacy, successfully completing, as a minimum, the following prescribed core courses within an accredited and approved (by MEGaP) seminary, college, or directed study program:
 - Biblical studies (9 credits)
 - Church history (3 credits)
 - Evangelism/church growth (3 credits)
 - Leadership/administration (3 credits)
 - Pastoral theology and practical studies (6 credits)

- Systematic theology (3 credits)
 - Personal and Church Stewardship foundational course (3 credits)
 - Culture and the Missional Church foundational course (3 credits)
 - Additional electives distributed among biblical, theological, practical studies (12 credits)
- being certified by the director of personnel's office

If a Ministerial Candidate disagrees with a recommendation from MEGaP after his/her interview, s/he may appeal that decision by sending a letter in writing to the Bishop and the Director of Personnel (Leadership Development) outlining the reasons for the appeal. The Bishop will review the MEGaP notes, the recommendation and the appeal from the candidate and decide whether or not the recommendation should be reconsidered.

Ordained ministers are required to attend ministers' conferences, general conferences, network meetings and regional gatherings and to submit annual continuing education (CEU) reports as a condition of retaining their ordination credentials.

~~Ordained ministers must annually file a continuing education unit (CEU) report with the director of personnel's office as a condition of maintaining good standing in the conference.~~

In the case of ethnic ministries or on mission fields, ministerial candidates may be ordained having earned fewer than the normally required academic credits or having completed fewer than the full service requirements under the following conditions: circumstances warrant, the MEGaP committee recommends, and the presiding bishop approves.

¶835 RECEPTION FROM OTHER DENOMINATIONS AND FROM OTHER FREE METHODIST CONFERENCES

Ministers ordained in the Wesleyan or Nazarene denominations, or in another Free Methodist conference may be received according to our procedures, provided that they:

- submit a resume (Candidates are encouraged to attach personality/ministry aptitude inventory results.)
- give evidence of appropriate gifts, graces, and usefulness;
- satisfy the conference of holding ministerial orders in good standing with the Wesleyan or Nazarene denomination, or another Free Methodist conference;
- give satisfactory answers to the questions that we ask of lay members for membership (see ¶161) and sign a statement of affirmation (see ¶872);
- complete a Myers-Briggs Type Indicator© inventory
- complete the Heart of Canadian Free Methodism foundational course;
- give evidence of having taken a Wesleyan Theology course;
- commit to take the Personal and Church Stewardship and the Culture and the Missional Church foundational courses as required continuing education units (CEUs) within three years of completing the transfer;
- be certified by the director of personnel's office, and recommended by the MEGaP committee.

Ministers ~~from~~ ordained in other denominations churches and from other Free Methodist conferences who desire to unite with The Free Methodist Church in Canada may be received according to our procedures, provided that they:

- submit a resume (Candidates are encouraged to attach personality/ministry aptitude inventory results.)
- give evidence of appropriate gifts, graces, and usefulness;

- satisfy the conference of holding ministerial orders with another denomination;
- give satisfactory answers to the questions that we ask of lay members for membership (see ¶161) and sign a statement of affirmation (see ¶872);
- complete the Family of Origin assignment
- complete the SHAPE profile
- **completed Myers-Briggs Type Indicator® inventory**
- submit full academic transcripts to the director of personnel's office;
- ~~complete the Heart of Canadian Free Methodism and the Wesleyan Theology (if no equivalency credit has been granted) foundational courses within three years of being appointed as a supply;~~
- complete two of the foundational courses: Heart of Canadian Free Methodism and the Wesleyan Theology (unless equivalency credit has been granted);
- ~~commit to complete~~ take the Personal and Church Stewardship and the Culture and the Missional Church foundational courses as required continuing education units (CEUs) within three years of completing the transfer;
- be certified by the director of personnel's office, **interviewed and** recommended by the MEGaP committee.

¶852 SPECIAL APPOINTMENTS

In order to nourish a healthy connection with the denomination, all ordained ministers **and commissioned ministers** (except retirees) serving in special appointments are required to attend ministers' conferences, general conferences and regional gatherings and to submit annual continuing education reports as a condition of retaining their ordination credentials.

ATTENDING SCHOOL

~~Ministerial candidates or ordained~~ Ministers may be granted special appointments to further their studies. Such appointments shall name the institution of further education.

SUPPLY PASTORS

Ministerial candidates who are not yet ordained, **commissioned ministers** and ministers who are ordained with other denominations may be appointed as pastors of our churches. Because they are not yet members of the conference, they shall be appointed as supply pastors.

TRANSITION PASTOR

Transition pastors have special **training**, skills and authority to help a church refocus during a transition. ~~They may be appointed from the current staff or by the conference.~~

INTERIM PASTOR

Interim pastors provide basic pastoral functions during a transition time (preaching, visiting, etc.)

¶855 NATIONAL LEADERSHIP TEAM, NETWORK LEADER MENTOR TEAM AND NETWORK LEADERS

1. NATIONAL LEADERSHIP TEAM

The directors of administration, ~~global and intercultural ministries~~, church planting and **church health leadership development and personnel** are members of the national leadership team, led by the bishop. The bishop with the help of network leader mentors and network leaders, will oversee the **development of healthy networks or "discipleship communities" for FMCiC pastors and**

leaders. spiritual and temporal interests of the churches and pastors. The denomination's two essential responsibilities are to develop personnel to lead the churches and to resource the churches so that congregational health will occur. Each of these responsibilities is assigned to a director. (A more detailed job description exists for each director position.)

Discipleship is a key component of the FMCiC, as it is Jesus' method of "building" His church. Furthermore discipleship was how John Wesley grew the Methodist movement. Since discipleship is key to the health and vitality of the FMCiC, it is clear that our leaders and pastors need to be full participants in discipleship. Networks are therefore to be "discipleship communities". Pastors and leaders will enter a covenant relationship which includes creating a mutual discipling experience for each member of the network. Networks will therefore necessarily be a safe "place" for pastors, chaplains and other ordained leaders to be supported and grow in their personal and ministry lives.

~~When annual conferences are re-instituted, the office of superintendent will also be reinstated, but will need to be redefined as annual conference administrative structures (BOA, MEGaP committees) are developed.~~

2. NETWORK LEADER MENTOR TEAM:

- Are ordained ministers appointed by the bishop after consultation with MEGaP
- Are trained and resourced by the bishop and national leadership team
- Are responsible to work with the Bishop for the selection and placement of new Network Leaders
- Are responsible to help the network leader create a "discipleship experience" for their network of pastors. cultivate an environment to see the FMCiC's common vision fulfilled by:
 - providing network leaders with support and supervision
 - facilitating the development of regional ministries
 - serving as regional liaisons for the NLT
- A detailed job description is found in ¶881

3. NETWORK LEADERS

- ~~Are appointed by the bishop after consultation with MEGaP.~~
- Are selected and placed by the Bishop and Network Mentor Team;
- Are trained and resourced by the bishop, national leadership team and network leader mentors. (See the Networks Chart ¶460 B.)
- Are assigned to a network leader mentor who will provide them with support and supervision
- Are responsible to cultivate a "discipleship community" for their network of pastors by: an environment to see the FMCiC's common vision fulfilled by:
 - building relationships with the pastors in the network and being the relational contact point for the NLT
 - planning and facilitating network meetings
 - introducing their network to a covenant wherein the network pursues a discipleship community.
 - being involved in denominational activities
 - monitoring the health of local churches
 - monitoring the health of local pastors
 - developing the ministry skill of the pastors in the network
 - being involved in denominational activities
- A detailed job description is found in ¶881

7.3 MINISTERIAL MOVES

The costs of moving the pastor's personal property shall be the responsibility of the receiving local church or new ministry/employer (if not the FMCiC). Where a minister living in a parsonage is leaving active ministry, (i.e. retirement or long term disability) and is not entering into another ministry or employment opportunity, and is in good standing, the conference will assist with moving expenses incurred up to a maximum of \$1000. ~~either for taking retirement status or going on long term disability, and incurs moving expenses to relocate to a different place of residency, the conference will assist with such moving expenses to a maximum of \$1000.~~ This policy also applies to the moving costs of a surviving spouse living in a parsonage should a minister die while under normal appointment.

All part-time ministers and part-time assistant ministers are responsible for their own moving expenses subject to any provision made with their receiving church.

Ministers moving to another conference, denomination, or other employment must make their own arrangement with regard to moving expenses.

¶881 THE NETWORK SYSTEM OF THE FREE METHODIST CHURCH IN CANADA

The Vision of a Network: Discipleship is a key component of the FMCiC, as it is Jesus' method of "building" His church. Furthermore discipleship was how John Wesley grew the Methodist movement. Since discipleship is key to the health and vitality of the FMCiC, it is clear that our leaders and pastors need to be full participants in discipleship. Networks are therefore to be "discipleship communities". Pastors and leaders will enter a covenant relationship which includes creating a mutual discipling experience for each member of the network. Networks will therefore necessarily be a safe "place" for pastors, chaplains and other ordained leaders to be supported and grow in their personal and ministry lives.

The FMCiC defines "discipleship" as an intentional, organic and transformative relationship that Jesus modeled for each of us. Discipleship involves two or more people meeting regularly, where at least one (the leader, discipler, mentor, coach) is already a follower of Christ. The purposes of

discipleship include: i) nurturing church family; ii) learning God's Word; iii) prayer-worshipping; iv) participating in God's mission in the world; and v) healing, deliverance, freedom in Christ.

~~The Network system of the Free Methodist church in Canada is the primary means by which godly, competent pastoral leaders are supported and kept accountable for leading their congregations to health so that, in health, these congregations can participate in the FMCiC's vision *to see a healthy congregation within the reach of all people within Canada and beyond.*~~

The bishop, the national leadership team, the network leader mentor team and the network leaders work together to cultivate an environment to see the FMCiC's common vision fulfilled.

These leaders:

- ~~thoroughly understand and engage in practices that lead to personal emotional, physical, relational and spiritual health in order to first be healthy themselves and then to model these behaviors to other network pastors;~~

- thoroughly understand the philosophy of networks, the importance of networks in achieving the FMCiC's vision, and the critical role of the network leader in making any particular network effective through both modeling and coaching;
- thoroughly understand the crucial role of church health measuring and improvement tools such as the Natural Church Development evaluation and LifePlan to bring about and maintain church health, model the use of such tools in their own churches, and provide encouragement and coaching to other network pastors to regularly use those same tools in their churches.

NETWORK LEADER MENTOR TEAM RESPONSIBILITIES

- 1. The Role of the Network Mentor:** The Network Mentor is responsible to help Network Leaders to create a discipleship experience (as defined above).

Responsibilities: Network Mentor (hereafter "NM") will:

- A. Work together with the Bishop and the Network Mentor Team for the selection and placement of new Network Leaders;
- B. Meet regularly by phone or Zoom with each Network Leader for coaching and/or discipling. These meetings will include coaching / mentoring in the use of the discipleship materials. The hope is that the Mentor will become [another] spiritual mentor in the life of the NL;
- C. NM will work closely with the Bishop to find resources for networks, strategize and pray. Presently, "Radical Mentoring" and "Bearing Faithful Witness" are excellent resources. On occasion the network may choose to meet with another network for a special course or social;
- D. The NM will be responsible to help the Network Leader remember and honour the Network Covenant (see below) in the networks;
- E. The NM will ensure that the network check-ins with one another in between meetings (the Network Leader may choose to do this themselves or the network will discuss a strategy – for example each member is assigned another member to check in with);
- F. The NM will be available for the annual Mentor-Network Leader meeting, which is currently held in January. This is a two day event;
- G. The NM also has as support and resource: Regional Coach, Director of Leadership Development, Director of Church Planting and Bishop.

2. General Policies

- Mentors will be appointed ministers.
- Expenses (travel, meals) incurred to do "work" (outside of the Network meeting) requested by the Bishop.
- Network Mentors who attend one network for their church but lead another are to be paid for travel/meal expenses.
- The term of office for a NM is indefinite. Each year, adjustments will be made to the network leadership, based on performance evaluations and requests.

A network leader mentor's role is to:

- 1. Provide network leaders with support and supervision by:**

- ~~a. **Building relationships with network leaders by:**~~
 - checking in with their network leaders at least bimonthly to ask how things are going with their own church and with the pastors/churches in their networks
 - visiting each network at least once per year
 - ~~b. **Monitoring the regional health of networks by:**~~
 - coaching network leaders on their network meeting planning — dates, logistics, accountability, core themes resources, electives, relationship building activities
 - assisting with the communication of denominational priorities
 - ~~c. **Monitoring the regional health of local churches by:**~~
 - discussing the vigour of the churches in their region with the network leaders
 - monitoring the impact of LifePlan tools in the churches of their region
 - ~~d. **Monitoring the regional health of pastors by:**~~
 - discussing the well being of the pastors in their region with the network leaders
- 2. Facilitate the development of regional ministries by:**
- encouraging occasional meetings of a cluster of networks
 - proposing new networks as needed
 - orienting new network leaders
- 3. implementing training responses to LifePlan needs in their region **Serve as regional liaison for the NLT by:****
- attending training events and helping to identify and prepare resources for reinforcing the core themes
 - assisting in coordinating regional gatherings
 - giving input to MEGaP as requested
 - reporting on the health of networks/pastors/churches to bishop
 - liaising with the director of church planting regarding the progress of church plants in their region
 - discussing solutions for special needs in the churches with the director of church health
 - discussing solutions for pastors in crisis with the director of personnel

NETWORK LEADER RESPONSIBILITIES

LEADING AS A NETWORK LEADER IN THE FREE METHODIST CHURCH IN CANADA

1. **The Role of the Network Leader:** The Network Leader is responsible to help a network of FMCiC pastors / leaders create a discipleship experience (as defined above).

Responsibilities: Network Leaders (hereafter “NL”) will:

- A. Meet regularly by phone or Zoom with Mentor for coaching, discipling. These meetings will include coaching / mentoring in the use of the discipleship materials. The hope is that the Mentor will become [another] spiritual mentor in the life of the NL;
- B. Facilitate network meetings (at least 6 days per year);
- C. Bring to the network resources that would help create a discipleship experience. The NL’s Mentor and Bishop will offer resources and training. Presently, “Radical Mentoring” and “Bearing Faithful Witness” are excellent resources. On occasion the network may choose to meet with another network for a special course or social;
- D. The NL will be responsible to introduce and help the Network mutually honour the Network Covenant (see below);

- E. The NL will ensure that the network check-ins with one another in between meetings (the NL may choose to do this themselves or the network will discuss a strategy – for example each member is assigned another member to check in with;
- F. The NL will be available for the annual Mentor-Network Leader meeting, which is currently held in January. This is a two day event;
- G. The NL also has as support and resource: Mentor, Regional Coach, Director of Leadership Development, Director of Church Planting and Bishop.

2. **Character Requirements for this Ministry of Leadership**

- “A leader is a person who under the Lordship of Jesus knows where he/she is going and is able to influence others to follow.”
- “A team player is a person who is able to give and receive loyalty to other team members as they work together in an atmosphere of mutual respect to achieve a common purpose.”
- “A team player is a person who is able to effectively manage communication flow so that all people within the team feel that they are valued--their input is valued and their questions/concerns are answered.”
- “A leader is a person who helps others develop by doing. He/she coaches and expects team members to make decisions and assume responsibility for outcomes. A leader celebrates with those who succeed and comes alongside those who are faltering to coach them more closely.”
- “A leader is a person who cares: By praying regularly for the pastors under his/her supervision, and by taking personal interest to know the names of spouses and children.”

3. **General Policies**

- Selection and placement of Network Leaders is the responsibility of the Network Mentor Team.
- Expenses (travel, meals) incurred to do “work” (outside of the Network meeting) requested by the Bishop or Mentor.
- Network Leaders who attend one network for their church but lead another are to be paid for travel/meal expenses.

- The term of office for a Network Leader is indefinite. Each year, adjustments will be made to the network leadership, based on performance evaluations and requests.
- Multi-day meetings of Networks are encouraged to take advantage of denominational facilities (e.g. camps) where practicable.

The network leaders' role is to work with the pastors of his/her network to cultivate an environment to see the FMCiC's common vision being fulfilled by ensuring that someone within the network is:

1. ~~Building relationships with the pastors in their networks and being the relational contact point for the FMCiC by:~~

~~being someone the pastors can call~~

~~being someone the pastors can expect accountability from through quarterly email check ins~~

~~liaising with the director of church planting regarding the progress of church plants in their region~~

2. ~~Planning and facilitating network meetings by:~~

~~scheduling 3 to 6 network meetings per year (minimum of meeting 6 days/year)~~

~~scheduling which major theme each meeting will address (Church Multiplication, Clergy Health, Congregational Health, Generosity, Wesleyan Worldview, Missional Leadership)~~

~~ensuring that the following elements occur:~~

~~a. within the network meetings~~

~~—CHECK IN—listen/celebrate/care~~

~~—COMMUNICATION—study/discuss one of the six themes, announcements~~

~~—COACH—strategize and train around theme study and progress on LifePlan~~

~~—COMMIT—apply MAC (Main point, Application, Commitment) principle to theme,~~

~~—LifePlan and personal health discussions~~

~~b. between meetings~~

~~—CONTACT (Network leader contacts each pastor every 4-6 weeks; all network~~

~~—members send and read each other's quarterly email check in reports)~~

3. ~~Monitoring the Health of Local Churches by:~~

~~• encouraging the use of church health measurements at network meeting~~

~~• emailing the quarterly check in, reviewing them and forwarding network leader reports to mentors, the director of growth ministries and the bishop~~

~~• alerting mentors to discuss churches with special needs with director of church health~~

4. ~~Monitoring the Health of Local Pastors by:~~

~~• asking personal questions during regular (at least monthly) phone contact~~

~~• asking if they are meeting with their accountability partners~~

~~• implementing a peer coaching set up in the network~~

~~• alerting the mentor to discuss pastors with special needs with the director of personnel~~

~~———— **Developing the ministry skill of the pastors in the network by:**~~

~~• ensuring the commitments made during the MAC time at the network meeting are being followed up~~

~~• taking significant time in network meetings to learn about, use and share church health tools~~

6. ~~Involvement in Denominational activities by:~~

~~• attending network leader training events (2 multi-day meetings/year)~~

~~• assisting in coordinating regional gatherings~~

- ~~giving input to MEGaP as requested~~

Pastor's Network Covenant

The Free Methodist Church in Canada takes very seriously the spiritual and personal health of its pastors. With this in mind, networks have been established for peer support and accountability.

In the Methodist tradition we commit to this covenant:

1. It is my desire to become an all-in Jesus-follower, disciple-maker and Christian leader.
2. I understand that I will give and receive direct, honest feedback from the group. I will do everything in my power to receive it in love and to learn from it. I will avoid defensiveness, realizing that when I defend, I lose the opportunity to learn. I commit to being open in examining myself. I want to learn. I want to change, to be more like Jesus Christ in every fiber of my being.
3. I agree that network time is valuable, and that I may have to say “no” to important things in order to meet with the network and I am willing to do so.
4. I will strive to contribute my value to the network, and trust that the other members will also do so.
5. I understand that network is a safe place for pastors to grow as individuals and spiritual leaders. . I will be totally vulnerable about my relationship with Christ, for the purpose of growing in my faith.
6. I commit to total confidentiality. What is said in the group stays in the group. The network leader reserves the right to the following exceptions:
 - a. If the pastor may be an immediate danger to himself or others
 - b. If the pastor is endangering a population that cannot protect itself, such as the case of child or elder abuse
 - c. As required by law
7. I discussed this commitment with my Church Board and they fully support my involvement. They willingly give the time and resources it will take to attend the meetings and retreats with the goal of my becoming a godlier person and a better pastor.

Pastor's Name

Signature

Network Leader's Name

Signature

Delegate's Name (on behalf of the board)

Signature

