

SECTION THREE – SEEKING CANDIDATES

UNDER NO CIRCUMSTANCES should there be communication between any member of the PLTF and any potential applicant with a view to asking that person to submit a resume. That type of communication is a direct conflict of interest.

If a member of the congregation approaches a PLTF member with the name of potential candidate, the PLTF member will make them aware of the appropriate process for that candidate to apply for the position. If the PLTF or Board receives a resume directly, that resume must be forwarded to the Credentialing Coordinator.

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

There should be no communication between anyone from the local church in transition and any pastor under appointment at another local Free Methodist church to ask that pastor to apply for the position. All communication with a potential applicant must be made through the Director of Leadership Development (DLD).

The PLTF chairperson may request that the DLD 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 very carefully planned.

The communication about a possible move **MUST COME THROUGH THE DIRECTOR OF LEADERSHIP DEVELOPMENT**. The reasons for this are to protect both local churches and the pastoral candidate.

The pastor under appointment needs to investigate a call of God to another church. In the early stages this must be done with a very high degree of confidentiality. The investigating of a potential move to another church may or may not lead to being short-listed or having an interview.

A profile can be sent to the investigating pastor **BY THE CREDENTIALING COORDINATOR 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 Director of Leadership Development or the Credentialing Coordinator.

Whenever a pastor under appointment considers a call to another local church, his/her 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 DLD to make the investigation as brief as possible.

The DLD will guide the process as to when 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.

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 as well. 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 DLD or his/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 strict 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 Leadership Development 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.

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PART B - GUIDELINES FOR LOOKING OUTSIDE THE FMCiC FOR CANDIDATES

Through the normal channels of posting the position, people from outside the denomination can request the profile documents from the Credentialing Coordinator, and then if interested, can submit a resume and cover letter to be considered.

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If an applicant is from outside the denomination, there are some denominational processes that will happen in a timely manner to ensure theological fit with the denomination.

If someone on the Board or a member of the congregation becomes aware of a potential applicant's interest from outside the denomination, they need to direct that person to the Credentialing Coordinator to request the church profile and job description.

If someone is aware of a potential applicant from outside the denomination who they believe might be a fit, they should direct that person to contact the Credentialing Coordinator to request the profile and job description.

SUMMARY OF ACTIONS

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