

MINISTRY LEADERSHIP DEVELOPMENT TEAM REPORT
FEBRUARY 2005

At the 2002 SKMB Conference there was a consensus to renew our Provincial vision for discerning, calling out, mentoring, formally training and supporting reproducing leaders in our Saskatchewan churches. With this in mind, the MLDT was formed and set out to propose a plan and vision to accomplish this desire. Our report will include an overview of our vision and plan of the Ministry Leadership Development Team and recommendations that we will be making to the Sask M.B. Executive.

I. An overview of our vision and plan.

A. Our Mission statement **“RELEASING... TO SERVE AND LEAD”** reflects our desire to develop leaders for both lay and professional ministry. We are using the image of a hot air balloon to help visualise what releasing people to serve and lead might look like.

1. The image is one of a hot air balloon where leaders are like “pilots” among the people in the basket. With the right atmosphere, careful training, development and support, we envision momentum in the recruitment, release, and success of leaders in ministry.
2. The basket represents the church
3. The ropes holding the basket are the framework around which the plan is built.
4. The balloon filled with air at the right temperature represents the right culture for lay and vocational ministry to be released
5. People who have the potential for ministry leadership will have the opportunity to be drawn in, get on board, and be supported and trained to serve.



B. The values which will guide how we proceed will include the following:

1. Leadership processes we train must be Biblically based.
2. Everyone is a minister and leaders are primarily “called to equip” God’s people for ministry
3. We will work out of a “multiplying church” philosophy.
4. The priesthood of all believers impacts how we understand a “call” to ministry
5. Scripture calls us to be “servant leaders”
6. Ministry thrives in the presence of the “Spirit of Christ”
7. Ministry done in teams multiplies leaders
8. Academic study, practical experience and empowering mentorship must be held in balance.
9. We value communication and cooperation with other Conference agencies.
10. Whatever we do must in the end be practical, tangible, useful and do-able.

C. We see point persons leading in the following four ministry areas (Basket Ropes)

1. Information

- Gather and distribute pertinent information to churches, leaders and students
- Canadian Conference Matching Grant Program, Quest, SK bursaries

2. Training

- Clarify the ‘culture’ that is essential for developing ‘multiplying’ leaders & churches
- Encourage leadership internship and apprenticeship programs in churches
- Develop training for internship coaches
- Develop training tools and self guided studies to aid churches in developing leaders

3. Financial

- Student Bursaries recommendation
- Internship Grant recommendation

4. Tracking & Placement

- Resource churches and agencies in how to spot leaders
- Track and make it possible to speak into the lives of young people

D. Strategy: How the MLDTeam will look and work.

1. We envision a Chairperson and four point persons who will guide the MLDT balloon.
2. We envision that the MLDTeam will be appointed by the Executive and that continuity of team members be a high priority.

Proposed Future Team

Chairperson (Dwayne)	Training (Dwayne, Rob, Phil?)
Secretary (Rob)	Financial (Larry)
Communication (Darren)	Placement (TBA)

3. We envision our work prioritized in three phases

Phase I = Next two years (see recommendations to the executive)

Phase II = 3rd and 4th years

Phase III = After four years

II. Recommendations to the Saskatchewan M.B. Executive

#1. That the work of the MLDT be extended for an additional two years.

#2. That the vision and plan of the MLDT be approved in principle

#3. That we approve the attached Bursary Revision

- We have included part time students in our bursary recommendation in order to encourage ongoing training and development of leaders.

#4. That we approve the Internship Grant Proposal

- We would like to see internship encouraged and supported by our SKMB Conference. The plan calls for support of students and coaches.

#5. That we approve the following Budget Recommendation for 2005

MLDT Expenses	\$1,500
Student Bursaries	\$3,500
Student Internship Grants	\$3,000
Material, Resources, etc.	\$ 100
Leadership Training (Intern Coach training)	\$ 500

TOTAL \$8,600

To sum it up:

We believe that God's people in today's church are looking for involvement in meaningful ministry and are willing to be leaders if they are offered effective coaching and training. We are excited to be involved in this investment in God's people. Will you join us in releasing God's people to serve and lead?



Student Internship Grant

The Saskatchewan Conference of M.B. Churches wishes to encourage its constituency churches to train future leaders. The Student Internship Grant operates on the basis of a partnership endeavour between the Saskatchewan M.B. Conference, recognized Bible colleges/ Seminaries, and the local M.B. church. The purpose of the Student Internship Grant is to:

- (1) foster an interest in leadership development;
- (2) create a climate of leadership development; and
- (3) provide an additional means for future leaders, their schools and the local M.B. church to participate in leadership development.

Two Student Internship Grants will be awarded each year. Each grant will consist of \$150 per month of internship (maximum of \$1200). The grant will also award a \$37.50 per month honorarium to the intern's local church coach (maximum of \$300). The total grant is \$1500 if an eight month internship maximum is reached.

Requirements:

Applicant:

1. The applicant must be in full time study at a recognized and approved Bible college/seminary.
2. The applicant must have the written recommendation of the college/seminary to participate in an internship.
3. The applicant must provide a written testimony of their Christian faith and future plans for leadership ministry (vocational/lay) within the church.
4. The applicant must be prepared to provide a personal testimony of their internship experience to an annual provincial convention.
5. The applicant will meet with a Ministry Leadership development Team (MLDT) representative as requested.
6. The applicant will meet with the Director of Church Ministries (DCM) as requested.

Church:

1. The church sponsoring the intern must match the \$1200 portion of the Student Internship Grant.
2. The church must provide an internship plan which includes the roles and responsibilities of the intern as well as any compensation to be received.
3. The church must assign a coach who will meet with the intern on a weekly basis for the duration of the internship.
4. The coach must participate in a regular MLDT coaching network (two hours per month for the duration of the internship).

College/Seminary:

1. The intern's school must provide 50% of any honorarium awarded to the church coach *prior* to the internship beginning (maximum \$150 per internship).

General Information:

1. The Student Internship Grant application must be forwarded to the Director of Church Ministries (619 Spencer Way, Saskatoon S7K 7S9). The DCM will forward all applications to the MLDT.
2. All inquiries should be forwarded to the DCM (306-934-2465).
3. The awarding of the Student Internship Grants will be determined by representatives of the MLDT and the DCM.

Scenario

Bruce was a full time student at Bethany College. As part of his program of study, Bruce wanted to begin an eight month internship at Lucky Lake Christian Fellowship September 1st. He had completed his application for the Student Internship Grant and sent it to the MLDT. Lucky Lake Christian Fellowship had forwarded an internship plan to the MLDT together with a commitment to match the Student Internship Grant award. Bethany College had submitted a recommendation for Bruce's internship together with their \$150 portion of the intern coach's honorarium to the MLDT.

Having received all the necessary documents and monies, the Director of Church Ministries and the MLDT approved the awarding of a \$1200 grant to Bruce. The MLDT had also approved a \$300 honorarium for Bruce's intern coach, a lay leader at Lucky Lake Christian Fellowship.

At the end of December (the internship's mid-way point), the Board of Management will provided the \$1200 to Bruce and the \$300 to Bruce's intern coach. The MLDT had verified that Bruce would be completing the remaining four months of his internship.

Bruce met with the MLDT twice during his internship and provided a testimony of his experiences at the Sask. MB annual convention. Bruce's coach connected with the MLDT twice a month for an hour each time to dialogue on matters pertaining to the internship.

Revised November 10, 2004

Full-time Students

The Saskatchewan Conference of Mennonite Brethren Churches wishes to encourage those Saskatchewan students who are registered at Bethany College or at an institution providing Seminary training by providing bursaries for full-time students. Each year, one bursary of \$500 will be provided to a Bethany student and two bursaries of \$500 each will be provided to two different Seminary students. These bursaries will be sent to the educational institutions for the second semester tuition costs of the students who are awarded the bursaries.

Students Taking Studies While Employed

The Saskatchewan Conference of Mennonite Brethren Churches also wishes to encourage those Saskatchewan students who are taking Seminary training while being employed by providing bursaries. Each year, one bursary of \$200 will be provided for each class taken at the Seminary level, provided that it is matched by the local church. The bursaries will be awarded to the first ten applicants. First time applicants will receive priority.

Criteria

The primary criteria for the awarding of these bursaries is to encourage the student to continue her/his studies with a view to later providing leadership in ministry opportunities, both within the church and in other areas. Thus, the information obtained from the student's references is crucial.

This bursary is primarily intended to assist leaders/churches who find it difficult to cover the costs of attending professional development opportunities. The Bursary Committee will take this into account in its decision-making process.

Process

The Bursary Committee will be composed of:

- Director of SK Church Ministries, Chair
- Designated Member of the SK Board of Faith and Life
- Designated Member of the SK Board of Management
- Designated Member of the MLDT

All applications and references should be forwarded to the Director of Church Ministries, who will initiate the selection process and will be responsible for supervising the selection process. The Bursary Committee shall have jurisdiction on issues related to the awarding of all bursaries. The Bursary Committee may delegate the processing and awarding of the Bethany bursaries to Bethany College. The applications and references for should be submitted by December 1, with applicants informed of the decision of the committee by December 31.