LEADGEN

LEADERSHIP GENERATION FUND

MINISTRY DISCERNMENT PROCESS (For **LEVEL 3** Fund applicants only)

As a requirement for Level 3 Leadership Scholarship funds, the applicant must go through a ministry discernment process with his/her supporting church. Please attach a summary description, written by your pastor or ministry leader, of the ministry discernment process.

Applicant's name: _____

Pastor's signature: _____ Date: _____

Discernment process leader's name: _____

Discernment process leader's Signature: _____ Date: _____

A proposed sample ministry discernment process is outlined in *Finding Leaders for Tomorrow's Churches*, a resource of the Canadian Mennonite Brethren Conference. It can be found online at: www.mennonitebrethren.ca/wp-content/uploads/2012/03/Finding-leaders-for-tomorrows-churches.pdf

A proposed sample discernment process is as follows*:

- It is the church's responsibility to identify participants for the discernment process. (p. 5-8)
- Identify/assign an individual to act as the leader of the discernment process and choose a discernment team. (p. 11-12)
- The leader of the discernment process meets with the candidate to agree on the timeline and elements of the discernment process. (p. 13)
- The candidate prepares a personal profile and reviews it with the leader of the discernment process. (p. 14-15).
- Prior to reading the candidate's profile, members of the discernment team should write reflections about the candidate's suitability for his/her desired ministry direction. (p. 15).
- Once the candidate is satisfied with his/her profile, a copy is given to the discernment team leader for distribution to the other team members. (p. 15).
- Each member of the discernment team reviews the candidate's profile. Discernment team members are encouraged to meet individually with the candidate and often find it valuable to take the candidate out for coffee or lunch to ask any questions. (p. 15)
- The discernment leader makes arrangements for the discernment meeting (a three-hour allowance is recommended) and designates someone to take detailed notes. (p. 15)
- The discernment team meets with the candidate. (p. 16)
- The discernment team debriefs without the candidate present and reviews specific follow-up assignments for team members. (p. 16)
- The leader of the discernment team communicates recommendations to the candidate and to the church leadership/congregation. (p. 16)
- The leader of the discernment team follows up on the conclusions of the discernment meeting and prepares a written summary to be included with the application. This should include:
    - A summary of the candidate's profile and their giftedness and ministry plans.
    - A summary of insight and counsel discussed.

    - A statement of recommendation for Leadership Generation Scholarship funds. *Example*: “We have encouraged ___**_____** to pursue further education in preparation for ministry. We are recommending him/her to MB Foundation for Level 3 Scholarship Funds. Specific observations and affirmations that have led us to this point include . . .”
- Consider next steps such as:
    - Identify an individual who will be responsible for nurturing the candidate’s growth in ministry. (p. 17)
    - Create an occasion to bless the candidate for ministry and recognize his/her response to the call of God and the church to pursue ministry. (p. 17)
    - Provide hands-on experience, giving opportunities to experience ministry. (p. 18)
    - Continue contact and support as a sending church (p. 19)

*Note the page numbers in the steps above correspond to *Finding Leaders for Tomorrow’s Churches*.