

“DEVELOPING GODLY, COMPETENT LEADERS FOR TODAY AND TOMORROW”

The Ministerial Education Guidance and Placement (MEGaP) Committee Report

GENERAL CONFERENCE 2021

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Developing Godly and Competent Leaders for Today and Tomorrow

The Ministerial Education Guidance and Placement (MEGaP) Committee Report

One of the great privileges of MEGaP is that we get to walk alongside men and women who are responding to God's call on their lives. We have had a ringside seat as God forms leaders for His church. We will continue to do all we can to help folks fully step into all that God has for them. We are grateful to our Heavenly Father for his continued provision of leaders for our movement. Please continue to pray for the following people as they minister alongside us.

SINCE GENERAL CONFERENCE 2017:

New Commissioned Ministers:

Alyson Lauber

Belinda Leibel

Nathaniel Prakash

New Ordained Ministers:

Wilder Boutin
Kathleen Casement
Leonard Bruce
Blake Found
Cathleen Getchell

Louis Innocent
Jessica Isaak
Tyler Lane
Erika Mills
Dave Moriarity

James Pedlar
Benjamin Platz
Douglas Smith
Todd Stelmach
Pierre Zidor

New Ordained Minister Transfers we have welcomed:

Curtis Anderson
Aaron Birtch
André Borgelin
Brian Hornibrook
Ross Kingston
Adam Kline

Jason Mills
Michael Morris
Pierre Ndoumaï
James (Wooram) Park
Craig Peters
Dorian Powell

Brent Russett
Carol Smith
Milton Solomon
Elizabeth (Stewart) Mayer
Shelley Utz
Christopher Walls

New Ministerial Candidates who are tracking for Commissioned or Ordained Minister:

Benjamin Abercrombie
Yves Anthonuel
Bryce Clements
Andrew Dexter
Keith Deyo
Martin Heinlen

Sabrina Hinds
David Houston
Michael Kluthe
Tyler McAlister
Misa Mochinaga
Tyson Moerike

Bonzil Noël
Josiah Piett
Kara-Lee Piett
Calvin Sawatzky

We would be remiss if we did not acknowledge the pastors, boards and congregations that play a very pivotal role in helping form men and women for Kingdom service. Please continue to “tap people on the shoulder” as you look to develop leaders for Kingdom service.

The Formation of Godly and Competent Pastoral Leaders

The work of MEGaP is ongoing and year-round, even during a pandemic. The work includes (but is not limited to) interviewing candidates as they pursue credentialing, as well as giving guidance, coaching and encouraging people through the tracking journey, praying, working alongside local church pastoral search teams to identify potential candidates, helping set policy for pastoral health and development, carefully reviewing the character and performance of all ministers, and participating in a discipline process when necessary. We are grateful to our great team that volunteers many hours a year and serves the FMCiC with excellence.

To all those who have served as members of National MEGaP since General Conference 2017, we want to express our appreciation for their commitment and dedication during the past four years:

Pacific-West Region

Brenda Babich
Marnell Cornish
Kris deVeer
Vonda Dozlaw
Seth Freeman
Bette Jean Hand
Matthew Isaak
Jason Johnson
Beverly Kay
Dyan Moulard
Emily Raber
Katherine Siebert
Trevor Swanson
Barry Taylor
Doug Wightman

Ontario Region

Stephen Bond
Steve Cylka
Darryl Dean
Mary Lee DeWitt
Terry Gibson
Roxanne Goodyear
Nora Harder
Audrey Isaacs
Sabrina Jordan
Carol Kenny
Jennifer Lay
Derek Miedema
Craig Peters
Kelly Pulham
Beth Rawn

Kevin Stenhouse
Joan Stonehouse
Jennifer Wagar
Jason Tripp
Mark Young

Québec Region

Edrice Clermy
Chantal Lemaire
Myrlande Petit-Phar
Philippe Reichenbach
Nathan Umazekabiri
Ghislain Wilson

Leadership Department Staff

Rev. Marc McAlister
Director of Leadership Development and Church Health
marc.mcalister@fmcic.ca

Mrs. Davika Dotson
Administrative Assistant to the Director
davika.dotson@fmcic.ca

Ms. Susan DePlanché
Credentialing Coordinator
susan.deplanche@fmcic.ca

Mrs. Jennifer Cornwall
Clerical Assistant to the Credentialing Coordinator
jennifer.cornwall@fmcic.ca

The Journey to Credentialed Ministry

The National MEGaP committee is committed to the continuous development of the tracking journey so that it is helpful for the candidates as well as helpful in developing the kinds of pastors Canada needs moving forward. With this in mind, the MEGaP committee will do a full audit of the process in the coming year, including updating interview questions and resources. They will be doing this in cooperation with the Leadership Team, SCOD, The Lorne Park Foundation and others. This will be in addition to the ongoing work of updating the Internship and Scholarship programs.

Tracking: <https://www.fmcic.ca/tracking-index/>

Most candidates being credentialed for ministry are identified and raised up from within the FMCiC local churches, and some transfer in from other denominations. The FMCiC relies on pastors and local congregations to identify and encourage potential leaders at the local church. A power point presentation outlining the complete tracking journey from Lay Minister to Commissioned or Ordained Minister is available on the website (see link above). A tracking form is also available outlining the steps to take, including the types of ministry experiences and amount of education candidates need to have. For more information about the tracking journey, please contact the Credentialing Coordinator.

Foundational Courses: <https://www.fmcic.ca/foundational-courses/>

The NMEGaP approves the Foundational Courses offered by the FMCiC. All candidates for ministry are required to successfully complete these four courses during the tracking journey. Pastors already ordained or commissioned are required to take the “Personal and Church Stewardship” and “Culture and the Missional Church” courses toward their Continuing Education Unit credits (CEUs). Lay people are always welcome to take these courses.

We appreciate the passionate, gifted people who teach or have taught these courses and especially those who have worked to adapt them during this pandemic time. We will continue to explore the best ways to offer these courses as we move forward so that they are as available as possible to candidates in all locations and situations:

Heart of Canadian Free

Methodism:

- Rev. Greg Pulham
- Rev. Nathan Umazekabiri

Wesleyan Theology:

- Rev. Matthew McEwen
- Rev. Raynal Jean-Charles

Personal and Church Stewardship:

- Mrs. Sandy Crozier
- Rev. Will Keller

Culture and the Missional Church:

- Rev. Dan Sheffield
- Rev. Jared Siebert

Internship Program: <https://www.fmcic.ca/intern-prog/>

To have healthy churches we need to develop healthy ministerial leaders. We hope to increase the leadership pool for the present and future needs of The Free Methodist Church in Canada. Because we believe that healthy leaders develop best in healthy church environments, the goal of the FMCiC internship program is to give candidates for ministry some on-the-job training to help them explore and discern a call for credentialed ministry in a rapidly changing world. We are grateful for the funds provided for the internship program by the Lorne Park Foundation, the Free Methodist Foundation and from the local churches through the Leadership Giving Stream.

Scholarships: <https://www.fmcic.ca/scholarships/>

Another way we provide help for developing leaders is through our scholarship programs, which assist with funding for the educational requirements for both attaining credentials and for continuing education. We are grateful for the funds provided by the Lorne Park Foundation, the Free Methodist Foundation and the local churches through the Leadership Giving Stream. In partnership with the Foundations and local churches, we are able to help fund students, candidates and pastors as they meet the educational requirements for credentialing and/or pursue further education.

MEGaP contact person:

MEGaP wants its work to be more than just candidates meeting a series of requirements, and realized that the credentialing journey would be strengthened if each candidate had a contact person to travel with them throughout the journey. This is now one more resource available to the developing leaders. A MEGaP member is assigned to walk alongside each ministerial candidate throughout their tracking journey to encourage them and help them understand the importance and relevance of each of the requirements for their formation for ministry. They follow up on growth area assignments as well as help prepare the candidate for next steps in the tracking process.

Other MEGaP work

The work of MEGaP is not finished once a person has been credentialed. MEGaP also oversees appointments and is tasked with ensuring that those credentialed with us are maintaining their good standing with the movement.

One of the ways MEGaP does this is a regular review of the character and performance of ministers (all those who hold credentials with us). If concerns are raised by MEGaP, they are addressed right away, involving the Bishop and a MEGaP discipline/restoration team where necessary. Where a person is unknown to any MEGaP member, work is done to follow up and reconnect with them. The results of this review are in the MEGaP Status Report, which will be uploaded on May 31.

In an effort to recognize and support those who are not serving at a local church but are under special appointment or special relationship with the FMCiC, such as chaplains, those attending school, serving beyond the denomination, located ministers, etc., MEGaP has tasked the Director of Leadership Development and Church Health with maintaining regular contact with these leaders. This is a new initiative and for the most part has been well received by those under special appointments or special relationships.

The Leadership Department has also undertaken a prayer initiative for MEGaP with all retirees and those under special appointment or special relationship rather than appointed at a local Free Methodist church. Every week each member of MEGaP receives a list of folks to pray for (and where possible, with specific requests received from the ministers). This supports our leaders as well as helps MEGaP know more about the ministers they are asked to oversee. Again, this has been well received by both those being prayed for and those praying.

Maintaining Healthy Leaders

MEGaP is not just interested in getting folks through the tracking journey. The goal is always to have Godly, competent leaders serving in our movement. Towards this end, several helps have been put in place to do all we can to encourage and support all FMCiC leaders.

New Lead Pastor Orientation: <https://www.fmcic.ca/new-pastor-orientation/>

New Lead Pastors (either new to a lead pastor role or new to the FMCiC) are invited each year to participate in a time of orientation, learning, fellowship and connection with the Bishop, NLT and Ministry Centre staff. Since this initiative was started in 2010, 77 pastors have participated and the feedback has been quite positive. This past year was an online event due to pandemic restrictions.

Continuing Education Units (CEUs): <https://www.fmcic.ca/introduction-to-continuing-education/>

One of the Core Values of The Free Methodist Church in Canada is learning, and one attribute of a good pastoral leader is a commitment to being a life-long learner. Growing and learning is at the heart of Christian discipleship. The kind of leadership that we must have for our future is men and women who have a distinctive focus on improving the way they serve and walk with Jesus Christ. Healthy pastoral leaders are growing, learning leaders. To help encourage this, all Ordained and Commissioned Ministers (except retirees) are required to annually report their accumulated Continuing Education Units (CEUs) to the Credentialing Coordinator. To understand the specific requirements of CEUs, see more information at the link above. This provides MEGaP and our leaders a system of accountability for ongoing learning.

Performance Appraisals: <https://www.fmcic.ca/job-description-performance-appraisal-system-jdpas/>

A growing leader will also want to be aware of and take steps to address identified areas of growth in their ministry. In other words, they will want to continue to develop their competence. For this, we believe pastoral evaluation is necessary through regular Performance Appraisals. The FMCiC sees pastoral evaluation as a dialogue between the local church and the pastor working together to increase the effectiveness of the pastor's ministry. An annual performance evaluation of all appointed pastors (lead, associate, assistant or church planter) is to be done according to guidelines provided by The Manual, Chapter 3, par 374.5. The evaluation is based on the pastor's current official board-approved job description (built locally and reflecting the congregation's current vision and stated mission). The evaluation also helps inform specific continuing education for the pastor. Information, instructions and forms are available on the website at the link above. The results are shared with the Credentialing Coordinator as a method of accountability for the local church. This also helps National leadership be aware of any potential issues at the local church level and to be aware of areas of focus for future development in the denomination.

“Should I Stay or Should I Go?” Resources: <https://www.fmcic.ca/transition-index/>

Occasionally a pastor will wonder if God is asking them to step away from their current ministry assignment and pursue the next chapter. This can be a difficult time, and so to help pastors prayerfully consider their options, the “Should I Stay or Should I Go” resources are available at the link above.

Sabbaticals: <https://www.fmcic.ca/sabbaticals/>

The FMCiC encourages pastors to practice appropriate self-care in all areas of health: physical, mental, emotional and spiritual. There are many ways that local churches can support our pastors in this:

- taking a true weekly Sabbath
- allowing time for personal retreat (eg. one day a month)
- providing for a reading week(s)
- granting a sabbatical

A sabbatical is one of the many tools in the ‘toolbox’ that we can use to maintain and improve pastoral health. A sabbatical operates from the perspective of “from health, for health.” We encourage each local church to develop a sabbatical policy. Resources and information can be found at the link above.

Counselling Assistance:

One other way of supporting pastors and their families is through the provision of financial aid made available for those who seek help through counselling. This can be a much needed and helpful step towards maintaining or rebuilding health. In an effort to protect privacy, this funding program is anonymous (National leadership and staff do not know who is receiving funding). Contact Rev. Joan Stonehouse, a member of the MEGaP committee, for more information: joan@trullroadchurch.com. MEGaP looks forward to working with the Leadership Team to continue to do all we can to promote the ongoing health and development of our leaders.

Chapter 8 Changes

The National MEGaP is responsible for the content of Chapter 8 in The Manual. The edits/changes made and approved since General Conference 2017 are listed a separate document as **Appendix A**.

The MEGaP Status Report (Appendix B)

This report provides a current list of all credentialed personnel, changes in personnel since General Conference 2017, a statement on the character and performance of each ministerial member of conference, and a listing of the local church transitions completed since the 2017 General Conference.

Developing Leaders Recommendation #1: MEGaP Report

The National Ministerial Education Guidance and Placement committee recommends to the 2021 General Conference that the MEGaP Report be adopted as presented.

Passed Defeated *Referred to:* _____

Resources

The Ministerial Education Guidance and Placement resources listed throughout this report are available in the Leadership Development section of the FMCiC website at:

<https://www.fmcic.ca/leadershipdevelopment-index/>