

# Genesis Formation Process for Ministerial Candidates



## Genesis Conference is...

Developing and Empowering Leaders

Equipping & Launching Churches

**... in order to be fruitful & multiply**

## **LEADERSHIP QUESTIONS TO ASK**

### ***WHY are you leading? Call.***

- ◆ Clear sense of *call* into ministry in the FMC (including theological alignment).
- ◆ Spiritually & Emotionally Mature

### ***WHOSE are you as you lead? Christ's.***

- ◆ Self-Aware & Surrendered
- ◆ Prayerfully Faith-Filled
- ◆ Identity in Christ

### ***HOW are you leading? Character.***

- ◆ Holy & Transformed
- ◆ Healthy & Loving

### ***WHO are you leading? Community.***

- ◆ Passionate Evangelist (reaching those who are not-yet followers of Jesus)
- ◆ Empowering Bridge Builder (justice, compassion, empowering those unlike you)
- ◆ Leader of Leaders (developing / discipling the leadership of others)

### ***WHAT is the foundation of your leadership? Confidence.***

- ◆ Scriptural Foundation & Biblically Formed (Wesleyan Theology)
- ◆ Holy Spirit Empowered

### ***WHERE are you leading? Competence.***

- ◆ Visionary Leadership
- ◆ Mission-Driven Free Methodist (in line with our theology and DNA)
- ◆ Engaging Communicator
- ◆ Multiplying Discipler
- ◆ APEST gifting & fruitfulness (know which you are).
  - Apostle
  - Prophet
  - Evangelist
  - Shepherd
  - Teaching

## **BLOCK #1: For Local Ministerial Candidates**

### **Discerning: Are you “called” to ministry?**

#### **Discern your call:**

- ◆ Discuss with local pastor. Read *“The Call of a Lifetime”* by K Drury.
- ◆ Affirmation by church board
- ◆ Register with FMCUSA
- ◆ Complete Assessments:
  - ◆ Spiritual Gifts
  - ◆ APEST
  - ◆ 16 personalities
- ◆ Complete LMC Workbook / Pathwright

#### **HEAD (Courses):**

- ◆ Free Methodist Way
- ◆ Free Methodist History & Polity

#### **HEART (Spiritual Formation):**

- ◆ With your pastor / mentor, come up with a spiritual formation plan. Include items on this list as well as anything else you or your mentor believes is important for you to do / learn / process before moving ahead with your interview with the Ministerial Education and Guidance Board (MEG). (EX: If you are uncertain of your call, what might you need to discover?)
- ◆ Gather a prayer team who is committed to praying for you on this journey.

#### **HANDS (Practical Experience):**

- ◆ Complete **evangelism training** (if not already competent). Share your faith with someone who does not yet follow Jesus.
- ◆ If you aren't already, begin to **lead something** in a local church context (small group, class, new initiative, service group, etc).

#### **Closing Assessments:**

- ◆ Online Theological Assessment
- ◆ All needed items into Genesis by December 1.
- ◆ Interview with the MEG board in January.
- ◆ If you and/or your spouse are divorced, divorce clearance paperwork is necessary.

***Before being ordained, theological competency AND fruitful ministry are expected***  
*(This is not a “checklist to be completed” but a life to be lived). At each interview day, the Superintendent will do additional training.*

## **BLOCK #1.5: Local Ministerial Candidates**

*For those who are relatively new believers or who know don't know enough about the Bible: A Year of The Bible Project.*

## **BLOCK #2: Conference Ministerial Candidates**

### **HEAD (Courses):**

- ◆ Wesleyan Theology\*
- ◆ Intro to Christian Doctrine & Systematic Theology\*

### **HEART (Spiritual Formation):** *with Heart Coach*

- ◆ Read: *God in My Everything* by K Shigematsu. Write a Rule of Life and share with your CCG (Conference Community Group). Live it!
- ◆ Meet monthly with your CCG. Allow this time to spiritually form you.

### **HANDS (Practical Experience):**

- ◆ **Lead:** *See leadership lab*
- ◆ Preach (Homiletics): Preaching Style Videos + One sermon delivered (NOTE: This can be a sermon prepared in one of our classes).
- ◆ Pastoral Experiences
- ◆ Psychological Evaluation

### **Plans & Assessments:**

- ◆ Meet with Skills Coach to discuss what Pastoral Experience is needed for the coming Conference year.
- ◆ At each interview day, the Superintendent will do additional training.
- ◆ Fall: Meet with MEG board for annual interview. (Written assessment by Local Mentor, Skills Coach, Heart Coach, and Trainers is included.)
- ◆ Continuing: Fill out the ordination essays that are pertinent to the coursework completed.

## **BLOCK #3: Conference Ministerial Candidates**

### **HEAD (Courses):**

- ◆ Old Testament Survey\*
- ◆ New Testament Survey\*

**HEART (Spiritual Formation):** *with Heart Coach*

- ◆ Read: *Just Ask, Volume 1* by Newton
- ◆ Meet monthly with your CCG. Allow this time to spiritually form you.

**HANDS (Practical Experience):**

- ◆ **Lead:** *See leadership lab*
- ◆ Preach (Homiletics): Two Sermons prepared, delivered, reviewed (NOTE: These can be the same sermons as those prepared in our classes).
- ◆ Pastoral Experiences (see back page)

**Plans & Assessments:**

- ◆ Meet with Skills Coach to discuss what Pastoral Experience is needed for the coming Conference year.
- ◆ At each interview day, the Superintendent will do additional training.
- ◆ Fall: Meet with MEG board for annual interview. (Written assessment by Local Mentor, Skills Coach, Heart Coach, and Trainers is included.)
- ◆ Continuing: Fill out the ordination essays that are pertinent to the coursework completed.

**BLOCK #4: Conference Ministerial Candidates**

**HEAD (Courses):**

- ◆ Biblical Interpretation: OT book\*
- ◆ Biblical Interpretation: NT book\*

**HEART:** *Same as blocks 2 & 3*

**HANDS:** *Same as blocks 2 & 3 but complete all remaining items in your leadership, preaching, and pastoral experiences plan.*

**Closing Assessments:**

- ◆ Completed ordination essays
- ◆ Recommendations from pastoral mentor and coaches
- ◆ Ordination interview
- ◆ Theological competency
- ◆ Evidence of fruitful, multiplying ministry

## Elders and Deacons: What's the Difference?

**ELDERS** orders are for those who are theologically competent, with their character formed by Christ, and are called to, and fruitful in, ministry leadership. They must be:

**HEAD: Theologically competent, making Scripture come alive.**

- ◆ WORD: Love for, commitment to, knowledge of the Word of God, with a Wesleyan interpretation & belief.
- ◆ LEARNER: Life-long learner, continually growing.
- ◆ COMMUNICATOR: Good communicator, teacher, preacher, making Scripture applicable to today.

**HEART: Character formed by Christ**

- ◆ CHARACTER: Have character / spiritual formation that matches an elder: self-aware, healthy rhythms & boundaries, loving, humble, becoming more and more like Jesus.
- ◆ SUBMITTED: Fully surrendered to the Lord (& willing to move should the Lord lead) and to conference and denominational leadership
- ◆ PRAY-ER: Person of prayer

**HANDS: Fruitful in Ministry**

- ◆ APEST EQUIPPER: Are recognized as an Apostle, Prophet, Evangelist, Shepherd, or Teacher, who equips and empowers others, including those who are a different race or gender or economic status.
- ◆ LEADER: Visionary & Fruitful Leaders. Clear vision and strategy, seeing more and more follow the Lord and their leadership.
- ◆ EVANGELISTIC: Effective at reaching people who don't yet know Jesus.

**DEACONS** are called to lead a particular ministry, while assisting elders in the work of the church. They must be:

**HEAD:**

- ◆ WORD: Love for, commitment to, knowledge of the Word of God, with a Wesleyan interpretation & belief.

**HEART:**

- ◆ CHARACTER: Spiritually mature, wise and trustworthy, surrendered to the Lord and submitted to church leadership.

**HANDS:**

- ◆ CAPABLE: Able to handle large ministry tasks, in specialized areas of ministry.

*Deacon differences: 6 classes (you don't need to take OT or NT book classes), leadership process and pastoral experiences are different, reflecting individual call. By the end of Block 3 (at the latest) CMCs will know if they are on the elder or deacon track.*

## ***Formation and Experience Needed for Being an Elder (In addition to academic coursework\*)***

**Spiritual Formation** = Rule of Life and monthly CCG participation

### **Preaching:**

- Written sermons as part of all of the Genesis classes
- Series of videos and writing out messages in the various styles
- Preaching experiences

### **Pastoral Experience / Training:**

(Interview with your Skills Coach to determine where learning is needed, taking into account life experience):

### **Reaching:**

- Personal evangelism
- Community engagement
- Justice and bridge-building
- Cross cultural experience

### **Leadership Lab:**

- Mission/vision/values
- SWOT analysis
- Understanding power dynamics
- Developing & empowering others
- Conflict resolution

### **Pastoral Care & Shepherding:**

- Communion
- Various baptism and dedication rituals
- Wedding
- Funeral
- Hospital visitation
- Dealing with crisis
- GRACE: Godly Response to Abuse

### **Congregation Spiritual Formation:**

- Evangelism system - BEGINNING
- Small group system - CONNECTING
- Planning WORSHIP
- Discipleship system - TRANSFORMING

### **Church Administration:**

- Church structure/board/annual Society meeting
- Church finances & insurance
- Church year rhythms
- Pastor's schedule (including Sabbath & boundaries)
- Getting to know Conference resources

## ***Coaching Team***

**Local Mentor:** Usually the local pastor. (If the LMC / CMC is in a lead pastor role, they'll need a different local mentor.) The Local Mentor and the CMC should meet monthly to talk about progress, questions, and ministry journey.

**Questions to discuss with a local mentor regularly: What are you learning about yourself? God's Word? Skills for ministry?**

**Heart Coach:** A pastor who facilitates monthly Conference Community Group (CCG) meetings with CMCs. CCGs are part of every Genesis' pastor's life, and are for fellowship, encouragement, and personal accountability. CCGs for Ministerial Candidates intentionally focus on spiritual formation. The book *God in My Everything* will shape CCG discussion, as well as our Code of Ministerial Ethics.

**Skills Coach (Hand):** A pastor who meets with CMCs to plan skills training. In person meetings will be at least biannually. This coach is a "go-to" person for practical questions for ministry. The Skills Coach will help each CMC assess what practical training is needed for them individually, as well as for their gifting, calling, and whether they are headed towards the Elder's Ordination or Deacon's Consecration.

**Trainers (Head):** Our pastors teaching our courses. Most courses will have three full Saturdays of class time (one Saturday/month), homework before each class, after each class, and a "final paper" that is writing a sermon based on what was learned in the class.

*Each person on this coaching team will be asked to fill out a reference for the CMCs that they work with, giving the MEG board a broader understanding of each candidate.*

**MEG Board:** The MEG (Ministerial Education & Guidance) board interviews candidates annually, giving them feedback on their progress.

\* *For those taking coursework outside of Genesis, contact the Conference office (office@genesismc.com) about gaining credit for your coursework.*