

Leadership Development Funding Guidelines

Salford Mennonite Church

An important value of the Salford congregation is the development of leaders for ministry, especially as pastors. The congregation has a history of providing financial support for members who prepare for pastoral leadership through study in seminary. The congregation encourages all members to grow and expand their gifts for service in the name of Jesus. The staff persons employed by the church receive as a “benefit” some funds for continuing education to enhance their work in the congregation. From time to time requests come from staff persons and other members for financial assistance for a variety of types of leadership development.

As a means of clarifying the congregation’s intentions and priorities for allocating funds for leadership development, the following understandings have been developed by the Church Board:

1. Requests for funding of leadership development shall be presented in writing to the Lead Pastor with detailed information on the program or coursework being considered. Included in this request shall be the specific amount requested, the time frame when it will be needed, and the value the training will add to the congregation.
2. In granting financial assistance the following factors shall be considered:
 - a. The other options a person has for receiving financial assistance.
 - b. The personal funds one is willing to invest in the training.
 - c. The quality and theological perspective of the training program, with a strong preference for training in Anabaptist/Mennonite institutions.
 - d. The amount of money determined by the Church Board for allocation each year.
3. The following guidelines shall be considered in making allocation of funds for leadership development:
 - a. Applicant must be an active member of the Salford congregation for at least six months.
 - b. First priority will be given to persons in training for pastoral leadership from an Anabaptist/Mennonite seminary.
 - c. Second priority will be given to persons training in pastoral studies in undergraduate Anabaptist/Mennonite programs.
 - d. The applicant needs to be able to describe the value this training will add to the Salford congregation or to some other congregation in the future.
 - e. It is expected that the program of training will offer a degree or certificate at the conclusion of the work.
4. The Lead Pastor, in consultation with the pastoral staff, will develop a recommendation for presentation to the Church Board on requests for financial support for leadership development outside the designated CE of current staff.
5. The Lead Pastor and pastoral staff shall have the discretion to consider special circumstances for funding leadership development that does not meet all the above guidelines.

Approved by the Church Board, September 21, 2010