

# "here I am send me"

## Proposed Stationing Process of Ministers



**THE METHODIST CHURCH  
OF SOUTHERN AFRICA**

*A Christ-Healed Africa for the Healing of Nations*

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# INTRODUCTION

- The matter of the Stationing process has been put before Conference since 1985, and since then not much has been done up until the directive of the 2012 Conference.
- The 2012 Conference mandated the Human Resources Unit to prepare a proposal on the new Stationing process for presentation to the 2013 Conference.
- This proposal has to take into consideration the current restructuring exercise as championed by the Connexional Structures Committee.
- In general, this presentation shall deal with the Covenantal Workers, Ministers in particular (as defined in L&D para 4.1) other covenantal Ministries to be looked at later as informed by progress made on the Ministerial experience.
- In reviewing our stationing process, the following will be taken into consideration: Our Theology of Ministry; Doctrinal, Legal and Human Resources implications. The relevant Committees or Units dealing with the above shall be consulted when necessary.

# AFFIRMATION OF DUTIES OF MINISTERS (L&D 4.79)

- (i) Ministers are called to proclaim by WORD and DEED the saving love of Christ for all people.
- (ii) As the Lord has accepted all Sinners without condition; Ministers must declare unconditional acceptance and forgiveness for all.
- (iii) Ministers duty is to use the pulpit to Preach this Gospel and this Gospel ONLY, preaching both Pastorally and Prophetically.
- (iv) The Minister is to be the Servant of ALL Christ's people by being a Pastor to them in their homes and in every other situation.
- (v) The Minister's duty is to set before the people by precept and example the ideal of Scriptural Holiness, and to instruct people in Christian faith and life.
- (vi) Ministers are to preach and perform all acts of Worship. To exercise oversight and to OBSERVE and APPLY the Methodist Discipline, in Churches or other places of Worship to which they are appointed.
- (vii) To be the Leaders of Mission starting at local level and throughout the Church as directed.

# SOURCES OF MINISTRY

- The MCSA Currently has over 850 Ministers
  - This includes: Ordained Ministers labouring in the Connexion
    - Probationer Ministers who are still undergoing formation
    - Ministers who have been deployed to other Conferences/ Connexions
    - Ministers coming from other denominations, Conferences/ Connexions
    - Those who are evidencing Calling on annual basis (Candidates).

# STATIONING OF THESE MINISTERS

- The MCSA has various categories of Ministers which include both Full Time Itinerant and Part-Time non Itinerant.
- The Church stations these Ministers
  - In Circuits
  - In various Chaplaincies and Secondments
  - Seminary and Study and other Leaves
  - Other Conferences and special Ministries
- Currently these Ministers get stationed by Conference or through Invitations by Circuits.

# RELEVANT STATIONING PROVISIONS OF THE 11<sup>TH</sup> EDITION OF THE LAWS AND DISCIPLINE:

- 4.3 No Legally enforceable Contract exists between the Church and Ministers
- 4.17 Commitment of the Minister (vow between Minister and Church)
- 4.69 Annual Review of ALL Ministers
- 4.94 The Secondment of Ministers
- 5.38.10 Stationing of Ministers by Connexional Executive
- 7.11 The Invitation System
- 7.11.11 Two (2) Year stationing by the C E which could lead to either invitation by Circuit or no extension

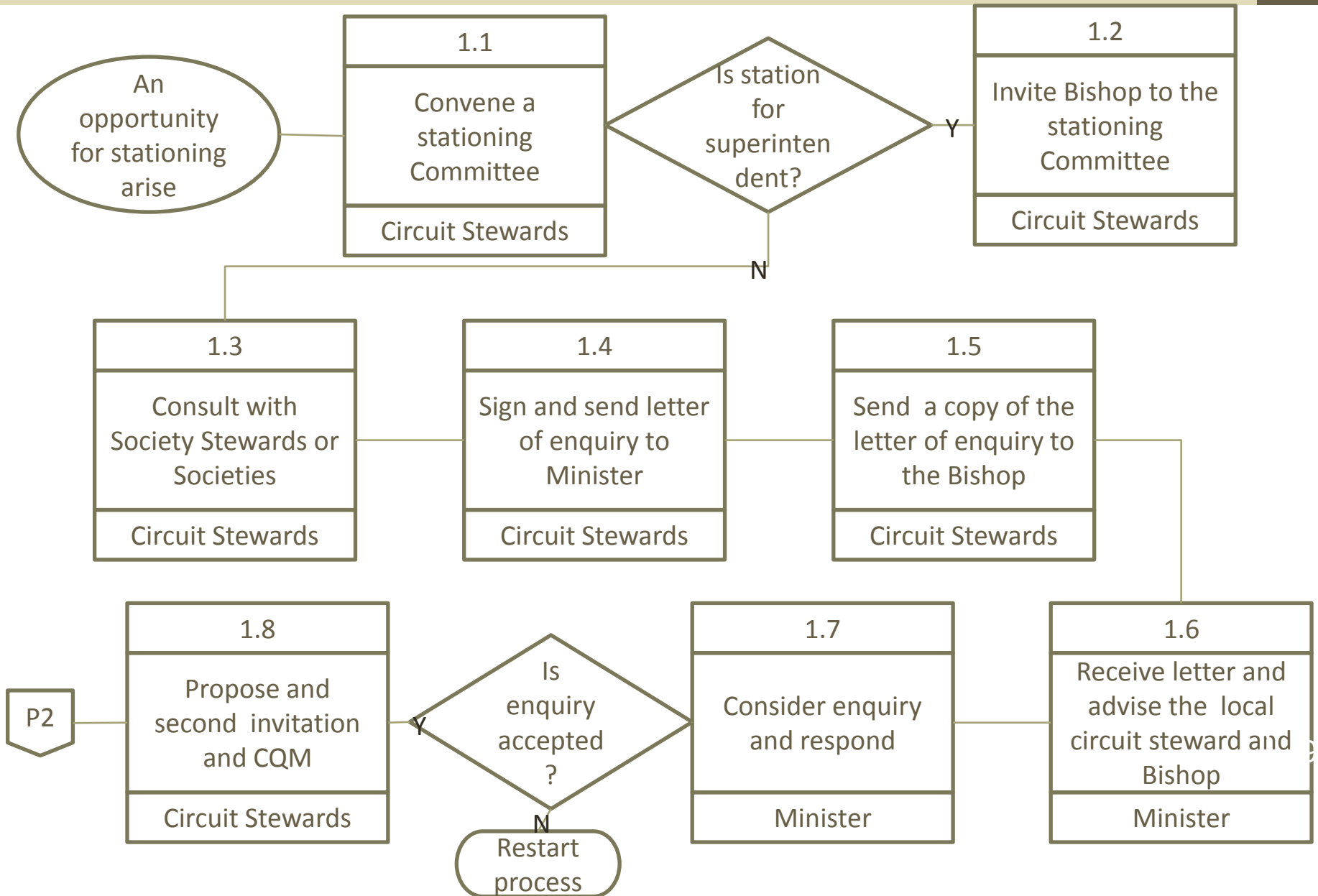
The proposed new Stationing process might have an amendment implication of these provisions especially if this proposal is approved by Conference.

# TRIGGERS OF THE CURRENT STATIONING PROCESS

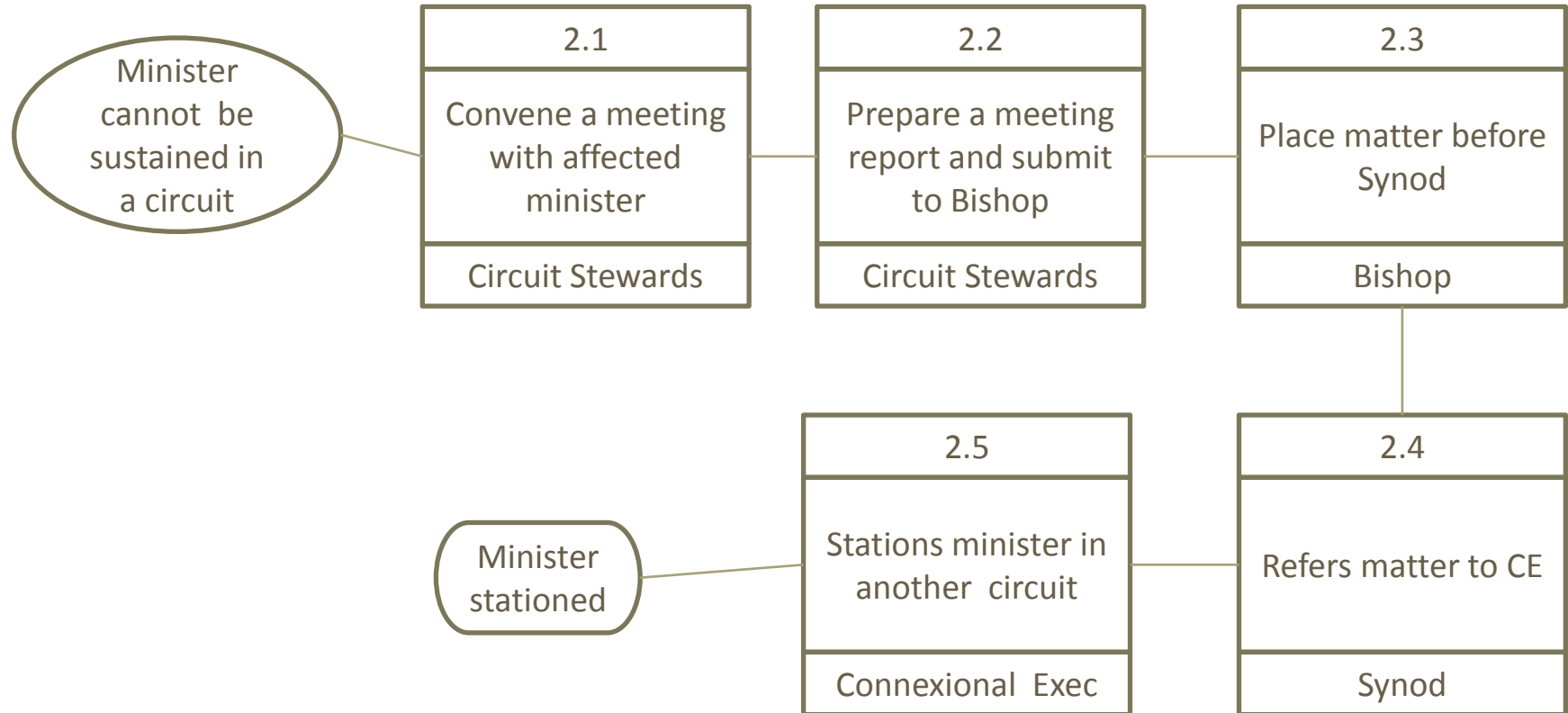
- VACANCY WITHIN A CIRCUIT CAUSED BY:
  - Departure of the current Minister
  - New station opens up (one to be sent)
  - Directive by Conference as informed by certain factors e.g. Mission extension or over-supply of Ministers
  - Any other unforeseen circumstances



# "As- Is" Invitation Process



# "As-Is" Stationing Process



# "AS-IS" PROCESS

<b>ADVANTAGES</b> <b>OF CURRENT PROCESS</b>	<b>DISADVANTAGES</b> <b>OF CURRENT PROCESS</b>
<ul style="list-style-type: none"> <li>It is reasonably understood, and it brings some stability to the Circuits.</li> </ul>	<ul style="list-style-type: none"> <li>The process is very cumbersome exposing the Church to various challenges.</li> </ul>
<ul style="list-style-type: none"> <li>The "2 YEAR SENDING" process gives an opportunity to the Circuit to have a preference of the Minister it wants and to interact with such a Minister.</li> </ul>	<ul style="list-style-type: none"> <li>The deals that are made between the Circuit and the Minister, in some instances between the Bishops and the Minister compromises the AUTHORITY OF CE as delegated by Conference in Stationing the Minister.</li> </ul>
<ul style="list-style-type: none"> <li>There is some consultation within the Circuit with some Leaders, although sometimes misunderstood.</li> </ul>	<ul style="list-style-type: none"> <li>The invitation system (7.11) is not informed by the MISSION or needs of the Circuit.</li> </ul>
<ul style="list-style-type: none"> <li>The CQM plays some role that affirms that, a Minister is of the Circuit.</li> </ul>	<ul style="list-style-type: none"> <li>There is no match between the profiles of the Circuit / Society and that of the Minister.</li> </ul>
<ul style="list-style-type: none"> <li>The Bishop gets to know the Circuit staff requirement, although in a limited way e.g. through reports.</li> </ul>	<ul style="list-style-type: none"> <li>It concentrates more on the needs of the Minister and less on the Family situation.</li> </ul>
	<ul style="list-style-type: none"> <li>It is one of the SOURCES of Conflict as the Circuits believe they decide either the Minister COME, STAY or GO.</li> </ul>
	<ul style="list-style-type: none"> <li>Open to some manipulations hence some Societies do not observe it (DIRECT NTERIEWS).</li> </ul>

# REASONS FOR PROPOSING A NEW STATIONING PROCESS

1. The current stationing process (Invitation system) compromises/undermines the authority of the CE as there are processes, deals and decisions that have already happened by the time it reaches the CE.
2. The system is not MISSION based and not fully adherent to the Church's Theology, Doctrines and Polity about Ministry.
3. It operates on the principle of affordability, not Gender and Racial sensitive thus not assisting with the transformation of the Church.
4. At times there is lack of adhering to the laid down procedures opening up for Ministers to influence the process especially if he/she wants an extension, the Circuit / Society gets divided and there is hurt, confusion and conflict.
5. The other lack of procedural adherence results in Circuit / Societies advertising for Ministers emphasizing academic qualifications, conducting interviews and even negotiating packages, thus exposing the Church to Labour Laws of the Country as such practices makes ministry to be like a Contractual appointment instead of being a Covenantal relationship.

The proposed new stationing process is to avoid the above stated factors.

# RATIONALE FOR TRANSITION

- Emphasis that the Stationing is the authority of CE as delegated by Conference, no other level or individual can make such a decision.
- It is to ensure that Ministry is based on Mission
- The Mission needs of the Church (Circuit / Society) comes before the needs of a Minister
- The proposed new stationing process shall dissolve the current “INVITATION” system and replace it with the “SENDING” system (STATIONING)
- Introduction of the MATCHING PRINCIPLE of the Circuit and Minister’s profiles
- It will also assist in the proper Human Resources planning which shall ensure the following:
  - The intake of Candidate is informed by the needs for Ministers and Mission
  - There is a proper management of Ministers without appointments, also to understand the reasons for a Minister not to have a station
  - To ensure that no Probationer leaving Seminary shall be without a station
  - To ensure that no Ordinand shall have no station

# "TO-BE" Process

## PROPOSED PROCESS



Profile  
Circuit

Profile  
Ministers

Needs  
Analysis

Consultation

District Bishops  
to bring  
recommendations  
from Synod for  
Stationing  
By CE

Districts to  
facilitate a  
process of  
Circuit & Society  
Needs Analysis

Districts to facilitate  
consulting process  
through Consulting  
Committee at  
Circuit & Society  
level

# PRINCIPLES OF MATCHING:

- There shall be a basic FORM to be filled which helps to profile the Circuit
- There shall also be a basic FORM that profiles the Minister especially his/her competent abilities which include:
  - Knowledge
  - Skill
  - AttributesCompetences
- When stationing, the process is to try as much as possible to ensure that there is a MATCH of these profiles
- The matching of the Minister to the Circuit should also take into consideration the family situation
- To dissolve the current Circuit Stationing Committee and replace it with the Circuit Conversation and Discernment Committee
- Such Committee to comprise the Superintendent, ALL Circuit Stewards, Circuit Treasurer and other Members who shall represent the Societies in the Circuit. The number of such members to be determined by the CQM.
- The HR Unit shall develop an electronic tool to capture all the profiles and make them available to the Circuit and District.

# THE PROCESS

- The process of Matching for Stationing is to start in the July Circuit Quarterly Meeting as it appoints the Circuit Conversation and Discernment Committee, and end in September of the following year at Conference.
- The Circuit conversation to commence in October until January the following year, preferably at the CQM. Such conversation to include:
  - A meeting between the Circuit Conversation Committee and the District Stationing Committee to discuss the process
  - A period of reflection on Circuit profile and its needs
  - A period of reflection and discernment, conversations to establish whether there is a vacancy in the Circuit or a Minister in the Circuit wishes to extend the stay or not. Such conversation to include personal and family issues.
  - Plan and agree if there should be any other consultations, the Bishop to chair the discussion if the Superintendent is affected.
  - If necessary, during this period October – January discussions could be held with the effected Society(ies)

OCT - JAN

CIRCUIT  
CONVERSATION &  
DISCERNMENT

FEB - MAY

DISTRICT  
ENGAGEMENT WITH  
CIRCUIT & MINISTER  
INCLUDING VISITS IF  
NECESSARY

MAY - JULY

DISTRICT AND  
OTHER DISTRICTS  
IF POSSIBLE

AUG - SEPTEMBER

DISTRICTS  
CONVERSATIONS &  
CONNEXIONAL  
EXECUTIVE  
STATIONING



# ADVANTAGES OF THE PROPOSED NEW STATIONING PROCESS

- Alignment of Mission and Ministry with gifts and Talents of Ministers
- Consistence on the application of governance, procedures and process of stationing Ministers
- The matching of Circuits and Ministers profiles shall enhance transformation, and effective mission and growth of the Church.
- There shall be improvement of planning and deployment of all the resources especially Human and financial.
- Improve family lives as the family situation will be formally attended to during the stationing process.
- HR policies and processes will assist a great deal in ensuring that there is an effective deployment of our Ministers

# TIME FRAME

**2013 Conference**

The proposed new Stationing process is presented at Conference. Referred to CQMs and Synods

**2014 Conference**

As informed by responses from Synods, the new Stationing process is approved by Conference

**2014 – 2015 Conference**

Preparation of training material, finalisation of the tool that captures profiles

**2015 Jan – Dec**

Training of District Champions

# IMPLEMENTATION PROCESS

**2015 Conference**

Presentation of the implemented Plan

**2016 Jan - July**

Preparation for the election of Circuit Conversation and Discernment Committees

**2016 Conference**

Progress report on readiness of Circuits and Districts

**2016 October**

The new Stationing process commences

**The HR Unit to Monitor and Evaluate and give reports at the 2017 Conference.**

# **CONCLUSION:**



**Request that Conference 2013  
refer this matter to CQM's and  
Synods 2014**

**THANK YOU**