

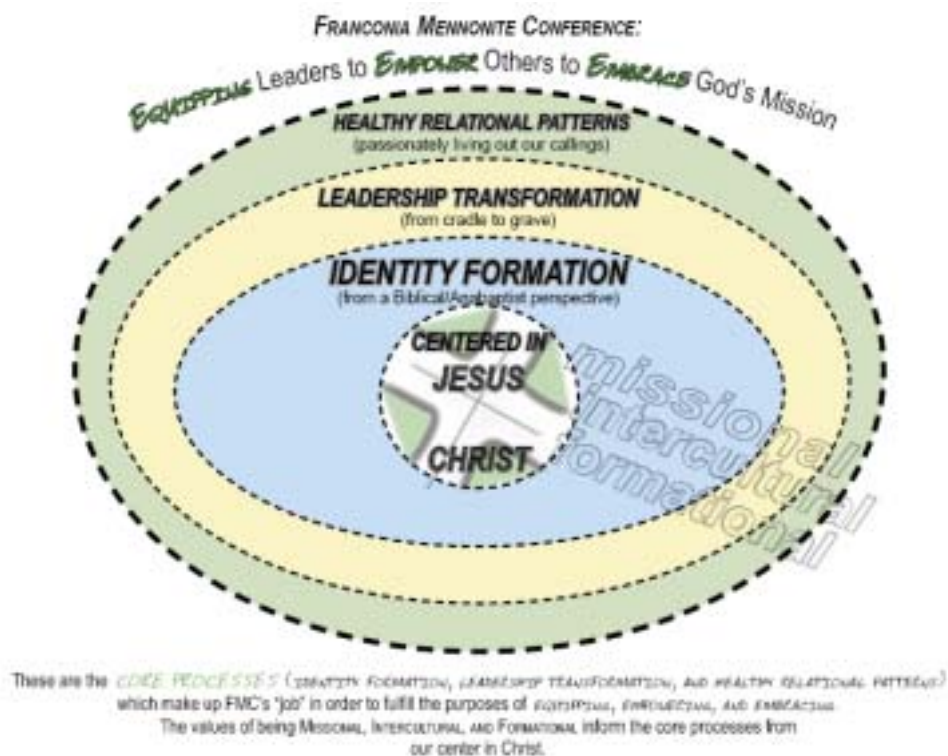
A Leader's Guide for FMC Core Processes and Functions

(See also Terminology Document)

This leader's guide focuses on the core processes and functions of FMC. These are the core 'activities' which form the 'job description' of FMC. Through these core functions FMC staff and leaders will seek to accomplish the mission of equipping leaders, to empower others to embrace God's mission.

FMC Mission - "*Equipping* leaders to *Empower* others to *Embrace* God's mission."

Core Processes and Functions:



Basic Assumptions:

- That Jesus Christ is central to FMC and its vision, ministries, and core functions. (Matt. 22:36-40, 1 Cor. 3:11)
- That the spiritual identity and faith of FMC leaders is rooted in Scripture as understood from an Anabaptist perspective. (Matt. 5:1-12, 1 Tim. 4:11-16)
- That leaders who equip and empower others for mission are the key to FMC fulfilling Christ's mission in the world. (Matt. 28:16-20, Eph. 4:11-12, 2 Tim. 2:1-2)
- That the mission of FMC will be primarily experienced and expressed through healthy patterns in local congregations and conference related ministries. (Matt. 18:15-20, Eph. 3:10, 4:1-16)

Brief Description of the Three Core Processes:

Identity Formation from a Biblical/Anabaptist Perspective

As followers of Jesus the Scriptures are authoritative in our lives and ministries (2 Tim. 3:14-17). In FMC we ground ourselves in an Anabaptist understanding of faith as the particular spiritual heritage that has shaped our church for several hundred years, and remained committed to being formed by these values and ideals in the 21st century. FMC leaders sense a great deal of relevance and openness at the present time to the Christian faith and practice embraced by Anabaptist/Mennonites, and give

ourselves to deepening our understanding and appreciation for this faith in our congregations and related ministries. Our effectiveness in mission is impacted by our personal and corporate clarity around our identity. (1 Pet. 2:9-10)

Action Questions

- *Identify and articulate how the values and ideals of scriptures, as understood from an Anabaptist/Mennonite perspective, are currently shaping the life of your congregation and its ministries?*
- *What does this conversation and understanding say about who you are? Who are you called to be? What will you do to help create greater movement toward your call? When will you start?*

Leadership Transformation

Transformed leaders are key to the effective ministry of the church in the 21st century (1 Pet. 4:1-5). In FMC we affirm the church as a community where leaders serve by leading in equipping others for ministry, discerning and empowering others in their gifts, and caring for and guiding the body in its varied ministries within the church and in the world. (Eph. 4:11-16) The formation of disciples and development of leaders involves people of all ages, and invites lifelong learning by pastors and other leaders. In FMC transformed leaders favor empowering, releasing and blessing others in their ministries. Without wise and healthy leadership, the health of the body is often diminished and the mission of the church is thwarted. (Heb. 13:7, 17)

Action Questions

- *Name several instances that point to a pattern of leadership that has displayed equipping and empowerment in your church or ministry setting?*
- *What step(s) could you take to increase this pattern of transformational leadership? When will you take these steps?*

Healthy Relational Patterns

Congregations and other ministries function as systems with patterns of relationships that may be healthy or unhealthy. When a congregation experiences frequent stresses or tensions, it may be due to dysfunctional patterns of communications, unclear patterns of leadership accountability, unresolved familial issues, organizational confusion, destructive ways of resolving conflicts, etc. To be effective in ministry we face the challenge of cultivating healthy patterns and relationships, and addressing directly unhealthy ways of relating among us. Our witness to Jesus and the ministry of reconciliation entrusted to us are directly related to the quality of our relationships and the ways we structure our life in the body of Christ. (John 13:34-35, Rom. 12:1-13, Col. 3:1-17)

Action Questions

- *What patterns of life and relationships in your congregation need attention for you to become more effective in mission?*
- *Are you currently aware of specific situations or circumstances that aren't being addressed in healthy ways? What steps do you see could be taken to address these?*
- *What will be helpful in working at this? What will hinder you from addressing it? When will you begin this work?*

Ideas for next steps

Spend some time as a leadership team reviewing these core processes and their implications for your church or ministry.

1. Which of these core processes needs most attention? Why?
2. Who could be helpful to you in growing in this particular core process?
3. What do I as an individual need to do to align myself more fully with these core processes?
4. What do you need from the FMC to assist you in this process?