

## Leadership Training Matching Grant Program (LTMG) *Discernment Meeting Process*

**For more details, please refer to “*Finding Leaders for Tomorrow’s Churches*”**

It is the church’s responsibility to identify participants for the discernment process.

- The leader of the discernment process meets with the candidate to agree on the timeline and elements of the discernment process.
- The members of the discernment team are selected.

Prior to reading the candidate’s profile, members of the discernment team should write reflections about the candidate’s suitability for his/her desired ministry direction.

- The candidate prepares a personal profile.
- The candidate and leader of the discernment process discuss the personal profile.
- Once the candidate is satisfied with his/her profile, a copy is given to the discernment team leader for distribution to the other participants.
- Each member of the discernment team reads the candidate’s profile, jotting down insights and questions as needed. Discernment team members often find it valuable to take the candidate out for coffee or lunch to ask any questions.
- The discernment leader chooses a location and time for the discernment meeting, ensuring someone is designated to take detailed notes of the meeting.
- Discernment meeting is held.
- Steps to conclude the process:
  - The discernment team debriefs without the candidate present.
  - The discernment team reviews specific follow up assignments for team members.
  - The leader of the discernment team communicates recommendations to the candidate.
  - The leader of the discernment team communicates recommendations to the church leadership/congregation.
  - The leader of the discernment team ensures that church leadership allocates sufficient funds to match the LTMG contribution.

The leader of the discernment team follows up on the conclusions of the discernment meeting.

- The leader of the discernment team is responsible for submitting a written summary of results and recommendations to be included with the LTMG application. This should include:
  - A summary of the candidate’s profile and their giftedness, ministry plans and direction, kingdom-based ministry decisions
  - A summary of insight and counsel discussed
  - A statement of recommendation for the LTMG program and local church leadership.
    - *Example:* “We have encouraged \_\_\_\_\_ to pursue further education in preparation for ministry. We are recommending them to CCMBC for the LTMG program. Specific observations and affirmations that have led us to this point include.....”