

ST. PETER'S FIRESIDE - LEADERSHIP TEAM DISCERNMENT PROCESS

St. Peter's Fireside is governed in four capacities: 1) by our bishop and 2) the appointed lead pastor/priest, 3) who collaborates with the Leadership Team, and 4) oversees the Ministry Team (other ordained ministers and staff) in the equipping and building up of the church.

The Leadership Team is composed of appointed and elected members who uphold the constitution and bylaws of St. Peter's Fireside. They are members of the community who manage and supervise the affairs of the church as an incorporated religious society. They ensure the responsible implementation of the church's vision, whereas the ministry team deals with the day to day tasks of ministry.

Trustees on the Leadership Team are not elders (*presbyters*) in the biblical sense, as within the Anglican tradition this is the role of an ordained priest. Rather, members of the Leadership Team function more like deacons in the New Testament. Deacons in the New Testament can serve the world on behalf of the church, and can also serve the church on behalf of the church. Trustees primarily serve in this latter capacity. For example, in Acts deacons are appointed to care for the widows to allow the Apostles to focus on preaching and prayer. Similarly, we appoint trustees to free the ministry team from excess administrative responsibilities.

Trustees must go through a discernment process. St. Paul writes to Timothy, "Deacons likewise must be dignified, not double-tongued, not addicted to much wine, not greedy for dishonest gain. They must hold the mystery of the faith with a clear conscience. *And let them also be tested first*; then let them serve as deacons if they prove themselves blameless. Their wives likewise must be dignified, not slanderers, but sober-minded, faithful in all things. Let deacons each be the husband of one wife, managing their children and their own households well. For those who serve well as deacons gain a good standing for themselves and also great confidence in the faith that is in Christ Jesus" (1 Timothy 3:8-13)

REQUIREMENTS

All members of the Leadership Team must be an active participant at St. Peter's for a minimum of a year. Participation means consistent Sunday attendance, giving both in finances and time, and engaged in a Community Group.

DISCERNMENT PROCESS: DOCUMENTATION

All documents submitted will be confidential and only viewed by existing board members.

I - THREE REFERENCES

- 1) Personal (Friendship of 5+ years): This reference should address how the person handles conflict, how they invest into building a meaningful friendship, and any weaknesses.
- 2) Employer: This reference should address work ethic.
- 3) Not-yet-believer: This reference should address character and how the person's faith is perceived.

II - THEOLOGY

- 1) 39 Articles and Jerusalem Statement. If there are any disagreements with the articles or statement, a document must be submitted noting what article(s) are in dispute and where the disagreement lies (around 200 words max per article). Please note: The 39 Articles are a historical document and we do not expect people to share its polemic stance toward the Catholic church or Anabaptists, nor embrace its stance toward church and State or Christians and war.
- 2) Short-form (500 words) theological statements/stances on:
 - 1) What is the Bible?
 - 2) What is the gospel?
 - 3) How does the gospel speak to the LGBTQ2S+ community, same sex marriage, and gender issues?
 - 4) How does the gospel speak to abortion and euthanasia?
 - 5) What are your views on women in ministry?
- 3) Short-form (500-1000 words) essay on your understanding of St. Peter's Fireside's vision. Please do not regurgitate our vision statement to us!

III - PERSONAL INFORMATION

- 1) Cover letter explaining why you would like to join the leadership team (800 words max).
- 2) Written testimony (1200 word max)
- 3) Answer the following questions briefly (100-200 words each):
 - 1) Do you have any persistent or habitual sins that would disqualify you from Christian leadership? In considering this question, please read the Timothy passage above.
 - 2) Are you in any debt? If so, what kind? (i.e. Credit Card, Mortgage, Student Loans); And what are the circumstances of your debt?
 - 3) What are your current spiritual disciplines and practices?
 - 4) How do balance work and rest? Do you keep a Sabbath?
 - 5) Who holds you accountable? What does that look like?
 - 6) What are your discerned spiritual gifts?
 - 7) Who are your theological influences?

Please submit everything in one document.

DISCERNMENT PROCESS: INTERVIEW

Once the documentation is submitted the Leadership Team reviews it. If any clarification is required an email will be sent to the candidate requesting more information. If the Leadership Team approves the documentation, 1 to 2 of the existing members of the Leadership Team along with 1 regular member of St. Peter's Fireside conduct an in-person interview with the candidate. This interview is usually one to two hours.

DECISION AND INSTALLATION

Once the discernment process is complete, the Leadership Team may offer a position on the team. When a seat is offered, an announcement will be made to the church soliciting any feedback about the candidate. All new members initially serve as non-voting members for a trial basis before being elected as voting-members. This period may range from three to six months. If the candidate is a good fit, they are presented to community as a potential voting-members/Trustee. This happens at the Annual Vestry Meeting or All Parish Meetings.