

The Mennonite Brethren Church of Manitoba Leadership Training Fund

I Basic Assumptions

A. The Board of Congregational Ministries (BCM) retains full control of the Leadership Training Fund.

B. The primary focus of the fund is on seminary students in ministry track. The reference to ministry track ensures that we focus our investments on the development of pastoral candidates. The primary focus on seminary students recognizes the higher costs associated with seminary studies and the greater degree of complexity in regards to the logistics associated with seminary education (relocation, family responsibilities, etc.). A focus on seminary studies also demonstrates coherence and consistency in regards to the efforts exerted by the Manitoba conference in the creation of the Evangelical Anabaptist Seminary Program (EASP) and the recognition of the need for a significant increase in pastoral candidates.

C. Definitions

Scholarship: Based on merit and are generally awarded by institutions.

Bursaries: Need based and student initiated.

Leadership Training Fund Committee (the Committee): group of 3 people from the BCM who manage the fund.

The Leadership Training Fund committee will award a combination of scholarships and bursaries, as outlined below. The scholarships will be awarded in consideration both of need and merit in the sense that the candidate must have unconditional support and affirmation from his/her congregation and the broader community.

II Award Principles

1. While the Committee may choose, in some cases, to coordinate the award of a scholarship with other programs, the allocation of funds is not intrinsically or explicitly tied to any other leadership training program.

2. Allocation

a. If not replenished, the fund will be fully allocated over a period that will extend from 4 – 8 years (see calculation below).

b. The BCM will seek to develop a mechanism that would ensure the replenishment of the fund.

c. The Committee will create a limited number of larger scholarships for full-time students that would be applicable for two or three years of studies, depending on the program.

d. The Committee will create a number of smaller bursaries to cover the cost of courses in Winnipeg for students who are admitted into the Certificate of Christian Ministry (EASP). This will more specifically target senior pastors, associate and youth pastors who wish to complete a graduate degree.

III Disbursement Formula (see Note 1)

A. Disbursement commitment over a period of three years (see Note 2)

B. Full-time Scholarships:

three \$5,000 per year for a maximum of 3 years. Total Cost: \$45,000

C. Tuition Bursaries

\$5000 per year - this provides approximately 10 course scholarships a year.

D. Discretionary Bursaries

\$2000 per year.

Note 1: The BCM retains the right to apply funds above and beyond the policy to respond to exceptional circumstances.

Note 2: The implementation of this formula implies a maximum disbursement of \$22,000 a year for the first 3 years (assuming a maximum of 3 full-time scholarships) and \$7000 a year thereafter. Without fresh injection of money, the fund will be expended in approximately 8 years.

IV Eligibility Criteria

A. Full-time Students (scholarships)

1. Eligible Institutions: MBBS system

2. Criteria

- a. Must be a resident of Manitoba.
- b. Must be a member of a MB church in Manitoba.
- c. Must show pastoral and leadership potential.

Letters of reference (pastor and one other person who is able to evaluate the person's potential for ministry: preaching, counseling, leadership, etc.)

d. Must demonstrate financial need

3. Discretionary Awards

The BCM reserves the right to make discretionary awards

- a. to full-time MB seminary students already studying in the MBBS system in need;
- b. to part-time lay students who show exceptional service in a local church.

B. Part-time Students (bursaries)

1. Eligible Institutions

MBBS-Winnipeg (EASP) primarily, but MBBS-Fresno and BC can also be considered.

2. Criteria

- a. Resident of Manitoba
- b. A member of pastoral staff in a MB church

V Administration

A. Leadership Training Fund Committee

This committee will be composed of a total of three people.

- Two members from the BCM
- The Conference Minister

B. The Committee will meet as needed and will be accountable to the BCM.

C. The Committee will seek the approval of the entire Board in regards to the scholarships and will regularly inform the Committee in regards to the tuition bursaries.

D. The scholarships will be directly paid to MBBS on behalf of the student.

E. The tuition bursaries will be paid to the student on proof of completion. Courses that receive a "F" will not be reimbursed.

F. Each student can apply for up to three tuition bursaries.