

Classis Red Mesa Ministry Application for Hosting Training & Leadership Development

Background: In 2005 Classis Red Mesa, through the Red Mesa Foundation, received a grant of \$50,000 from Southwest Bible and Missionary Conference to support the training of Native Americans within the Classis Red Mesa for ministry. It was the desire of the grantors that this grant be utilized immediately to invest in the training and development of Native American leaders in the Classis. The TEAMS (Theological Educational and Ministry Support) Committee of Classis is responsible to administer the funds as long as they are available.

Fund Purpose: Invest in the Education and Training of Native Americans for Church Ministries who will serve or continue to serve and lead the churches and ministries of Classis. The Classis desires to 1) Invest significantly in the training and development of people who have demonstrated strong interest in serving in church ministry and strong potential for service within the Classis and 2) Strengthen the individual's ties with the Classis and the ministries throughout his or her educational experience through ongoing mentoring and support.

Training & Leadership Development: One of the four programs offered by the TEAMS committee is a fund to support members of Classis Red Mesa Churches who will conduct or organize training and development for people in Classis Red Mesa. The TEAMS committee recognizes that within Classis we have many individuals who are capable of training and developing others in various aspects of ministry. The TEAMS committee desires to offer support for people within the Classis to offer training that is beneficial to others and to support those who desire to seek the kind of training that they need. This fund is intended to be flexible. Support from the fund could be used to support ANY of the expenses associated with a training and learning opportunity and could be used in a variety of ways. The TEAMS committee has attached some examples of the kinds of programs that could be offered and the way the fund would be utilized. This program can also be utilized in combination with the workshop and conference funds available through this program so that participants could apply for funds to pay for their fee or travel.

Requirements:

- This fund must be applied for by one individual who will be responsible for the program. This person will be considered the applicant.
- The applicant must have been a member of a Classis Red Mesa Church for at least a year
- The TEAMS committee may require, at its discretion, that the applicant receive endorsement from his or her Church Council. Potential applicants should discuss this with the TEAMS committee.
- The applicants must have letters indicating the commitment of at least four persons within the Classis to participate, of which at least half should be Native American.
- The applicant must submit a written plan for the training or development that describes the goals, methods, leaders etc.
- The applicant must submit a detailed budget outlining all of the expenses for the training, all sources of funding, and a detailed description of the funds requested from TEAMS

Criteria: The TEAMS will consider the availability of funds and the following criteria in awarding the funds.

- The qualifications of the applicant to lead or organize the training and the qualifications of any speakers or trainers that will be participating
- The relevance of the proposed topic to ministry development among Native Americans
- Documentation is provided that there are at least four committed participants, half of whom are Native American
- Adequate detail is provided in the proposal and budget so that the TEAMS committee can understand what is being proposed.

- Priority will be given to proposals that have some non-paid or pro-bono involvement by the organizer, trainers and participants. The training and development funds are designed to utilize local talent in training and development, in which TEAMS funds are used to encourage people within the Classis to assist each other with learning and development.

Instructions for Application:

- 1) Potential applicants are encouraged to talk with the TEAMS committee or one of its members prior to making a written proposal. The ability to put together a good written proposal should not be a barrier to applying for these funds. Applicants are encouraged to request assistance from a TEAMS member, Regional Home Missions Director, or RRMF director in developing their ideas and putting the proposal in writing.
- 2) A two – three page written proposal, budget and letters from committed participants should be submitted to TEAMS at one of its regularly scheduled meetings.
- 3) The written proposal should answer the following questions:
 - a. What is the need or opportunity that this training or leadership opportunity is responding to? (For example: *Leaders from Classis Red Mesa Churches want to know how to keep good financial records for their churches and produce good basic financial statements.*)
 - b. What will the participants learn? (For example: *Participants will learn basic principles of accounting.*)
 - c. What will the participants be able to do as a result of the training or leadership development? (For example: *Participants will be able to set up bookkeeping practices for their church and produce basic financial statements.*)
 - d. What is the format for the training? (For example: *Participants will meet on 6 consecutive Monday evenings at the Naschitti CRC for a two hour session. Participants will learn by doing the books from their own church*)
 - e. Who will be conducting the training and how is this person(s) qualified? (For example: *Joe Slim is a Christian with a CPA. He speaks fluent Navajo and has helped Navajo Chapters and other churches and non-profit organizations with their financial record keeping. These other organizations have given positive recommendations regarding Joe's ability to communicate financial concepts to people who don't have experience in this area.*)
 - f. What is the role of the applicant, if the applicant is not the trainer? (For example: *The applicant will coordinate further advertising for the training and will attend each evening. The applicant will get feedback from the participants and facilitate making adjustments as necessary. The applicants will provide a report to the TEAMS committee within 3 weeks of the end of the training. The applicant will submit requisitions to the Classis Treasurer and will be responsible for providing the trainer with the honorarium as budgeted).*

Examples:

The TEAMS committee wants to encourage creativity and response to local needs. The following are examples of the types of proposals TEAMS imagines. However, potential applicants should not be limited by these examples.

Retreat/Conference Format: An applicant could put together a retreat for a particular group of ministry leaders (i.e. youth leaders, small group leaders, lay pastors etc). The TEAMS fund could be used to pay for a speaker/trainer, facilities and food. If the cost of the retreat exceeded \$2000, a fee could be charged and applicants could individually apply for workshop funds (these applications could be submitted with the proposal application).

Regional Weekly/Monthly topical training/discussion: An applicant could put together a regular session around a specific topic (i.e. Sermon preparation, pastoral care, diaconal ministry, children's ministry leadership). Applicant would be the leader and TEAMS funds could be used for materials, facility and refreshments and mileage for participants.

Small group support/mentoring: Applicant could put together a series of support and mentoring sessions for people with a specific need or issue (i.e. people considering ordained ministry, ministry by people with substance abuse issues, spouses of pastors etc). This type of group could require that the person leading it have specific credentials (i.e. counselor) and that all participants be willing to develop supportive and confidential relationships. TEAMS funds could be utilized to provide the leader with an honorarium, to pay for the use of a facility, to purchase materials or to reimburse participants for travel.