



MINISTRY INTEGRATED LEARNING (MIL)

STRUCTURE AND POLICY

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1. INTRODUCTION

In order for a person to become an ordained¹ pastor of the Apostolic Faith Mission of South Africa (AFM of SA), an NQF 7 qualification or equivalent thereof is required, as well as the successful completion of the Ministry Integrated Learning as determined by the National Leadership Forum.

Whereas the education provided with regard to the NQF level 7 qualification leans towards theory albeit with relevant practical undertones, the training provided through Ministry Integrated Learning, mirrors the opposite. Here some degree of theoretical input (gleaned from the knowledge obtained during the previous education) is offered by the mentor/coach, where after the candidate is given the opportunity to execute what was learned in practice. Continuous assessment of the performance of the candidate will be provided by the mentor/coach and adjustments/corrections suggested. A final assessment by the Education and Training Directorate (E&T Directorate) will determine whether the candidate had successfully completed his/her Ministry Integrated Learning. If the results are not to the satisfaction of the E&T Directorate, the Ministry Integrated Learning may be extended until the candidate successfully completes the final assessment by the E&T Directorate.

2. ENTRY REQUIREMENTS

2.1 Graduates from the AFM 's training institute

Over and above the application information received with entry to the AFM' training institute, the following recommendations or reports has to be supplied by the relevant persons/bodies:

- a) The presiding pastor(s) of local assembly/assemblies where candidate worshipped for the past three years (Appendix A);
- b) The Secretary of local Governing Body/Bodies where candidate worshipped for the past three years (Appendix B);

¹ Ordination implies recognition of the following:

- That a person has obtained the necessary qualification prescribed by the AFM of SA
- That a person completed the Ministry Integrated Learning
- That a person satisfied the church with regard to his calling on three different levels i.e. Assembly, Regional and National

- c) If candidate was employed between completion of studies and application for MIL, referrals from employer(s) (Appendix C);
- d) Faculty of institution where candidate obtained or are busy doing his/her theological training (Appendix D);
- e) The secretary of the local Regional committee (Appendix E).

2.2 Candidates with non-AFM qualifications

The following has to be supplied by the relevant persons/bodies:

- a) Application form with following information:
 - i. Candidates' testimony of conversion;
 - ii. Date and place of Baptism;
 - iii. Baptism in the Holy Spirit;
 - iv. Calling for pastoral ministry;
 - v. Motivation for changing of denomination where applicable;
and
 - vi. Candidate's declaration of willingness to undergo additional training as may be required by the Education and Training Directorate.
- b) Faculty report from previous learning institution.
- c) If the candidate was employed between completion of studies and application for MIL, referrals from employer(s).
- c) Referral of pastor/s of assembly/assemblies where candidate worshipped for the past three years.
- d) Referral of governing body of assembly/assemblies where candidate worshipped for the past three years.
- f) Certified copies of all qualifications.

2.3 Application dates

Entrants into MIL have the option of starting their ML period at the beginning of the first semester (i.e. on 1 January), or at the beginning of the second semester (i.e. on 1 July).

Closing dates for submission of applications is as follows:

- During September for starting MIL on 1 January.
- During March for starting MIL on 1 July.

2.4 Interviews

Qualifying applicants will be invited to interviews with the appropriate Regional Leadership Committee and thereafter interviews on national level as arranged by the ETD.

3. CURRICULUM OUTLINES

Under supervision of a mentor, a minimum level of **EXPOSURE or INVOLVEMENT** with regard to the following competencies areas is compulsory:

3.1.1 Leadership - e.g.

- i strategic planning
- ii vision casting
- iii responsible for a ministry

3.1.2 Management and Administration - e.g.

- i business meetings of the church
- ii administrative processes
- iii financial processes
- iv application of the constitution of the AFM of SA

3.1.3 Contextualized community and social involvement - e.g.

- i Feeding schemes

- ii Care for the elderly
- iii Networking with existing structures in society
- iv Prison
- v Schools in the area
- vi Police forum
- vii HIV/AIDS prevention projects

3.1.4 Personal development - e.g.

- i Time management
- ii Financial planning
- iii IT literacy
- iv Lifelong learning
- v Daily devotionals
- vi Developing a good self knowledge and esteem
- vii Implementing Christian values

3.1.5 Pastoral care - e.g.

- i To the sick
- ii Counselling
- iii Relationship building
- iv To the bereaved

3.1.6 Practical and liturgical skills

Guidance of the candidates in the following areas:

- i Preaching
- ii Holy Communion
- iii Baptism
- iv Dedication of children
- v Funerals
- vi Creatively planning and facilitating an inspiring service
- vii The use of relevant technology

3.1.7 Evangelism and missions

- i Planning and implementing an effective strategy for missions
- ii Marketing the mission strategy with the objective of generating resources

3.1.8 Diverse specialised ministries within assembly

Exposure to whatever diverse specialized ministries are implemented in the assembly, e.g.

- i Young adults youth group

- ii Teenagers group
- iii Children's church
- iv Small groups
- v Ministry to singles, etc, etc.

4. ASSESSMENTS

- a. A profile of the candidate's exposure and involvement with regard to the different competencies areas in 2 must be submitted by said candidate at the end of each quarter to the Director: Ministerial Quality Promotion.
- b. A confidential assessment report by the mentor must also be submitted at the end of each quarter to the Director: Ministerial Quality Assurance
- c. A final assessment by the Education and Training Directorate will be conducted at the end of the MIL period, which will include written assessment reports by the mentor and Governing Body of the local assembly on areas such as perceived integrity, passion for ministry etc.

5. WORKSHOPS

Candidates will have to attend 3 compulsory workshops at dates and venues which will be disclosed to candidates after registration for the MIL. Discussions will focus on:

- General matters pertaining to the MIL
- Specific subjects e.g. the constitution of the church
- The compulsory books prescribed for reading during the MIL period.
- Whatever may be deemed as necessary from time to time.
- All other seminar, workshops and broader AFM meetings that is applicable to ordained pastors of the AFM.

6. COMPULSORY READING

At least 4 compulsory books will be prescribed which will focus on ministry and personal input under the supervision of the E&T Directorate. A summary of the material must be included in the quarterly portfolio of the candidate. These books will also be discussed at the workshops.

7. ORDINATION PROCESS

After the successful completion of MIL the candidate may apply for ordination. The process entails recommendations based on interviews by the Regional Leadership Committee and on national level as arranged by the E&T Directorate. Based on the total MIL assessment and the final interviews the E&T Directorate will recommend candidates to the NLF for ordination.

8. MENTORS

- 8.1 Mentors will oversee and guide the candidate through the MIL process. Guidelines towards this end will be supplied to the mentor by the Director: Ministerial Quality Promotion. Included in these guidelines will be assessment criteria to be used throughout the process, in order to facilitate the candidate with regard to his/her progress. Codes of conduct will be applicable for the mentor as well as candidates.
- 8.2 Pastors may be accredited as mentors if they comply with the following minimum requirements:
- i AFM ordained Pastor
 - ii at least 5 years a Presiding Pastor within the AFM
 - iii consent from the local assembly governing body
 - iv recommended by the Regional Committee
 - v subscribe to the Guidelines and Code of Conduct for Mentors as prescribed by the E&T Directorate and approved by the NLF (see Annexure A).

9. PARTICIPATING ASSEMBLIES

- 9.1 Assemblies will provide the context in which MIL candidates receive exposure and involvement to the competency areas as indicated in 3.1.
- 9.2 For an assembly to qualify in this regard, the following minimum requirements have to be met:
- i Availability of mentors/coaches
 - ii Ability to demonstrate/involve candidates to the competencies referred to in 3.1
- 9.3 Ideally, a candidate is encouraged not to do his/her MIL at their home assembly or in a assembly where family members are part of the leadership, so as to allow for enriching experiences and a broader exposure to ministry.
- 9.4 Whether a candidate is accommodated on a full-time or part-time basis in the assembly (see paragraph 10), an agreement would be entered upon between the Governing Body of the Assembly and the MIL candidate. In this agreement normal labour relations practices, as well as relevant principles contained in the constitution of the AFM, would be observed, i.e. 21 days leave, time off for study, permission to attend the MIL workshops, etc. A standard service agreement between a pastor and governing body which can be used as a guideline for such an agreement can be obtained from the department of the General Treasurer at the AFM of SA Head office.
- 9.5 After an assembly is approved with regard to accommodating a candidate for his/her MIL program, an agreement will be entered upon between the Governing Body of said assembly and the E&T Directorate (see Annexure B).

10. DURATION

The Ministry Integrated Learning extends over a minimum period of one year full-time or two years part-time.

Full-time implies that a candidate is working full-time in the assembly (without doing another secular job) and thus to be available for **40 hours per week** of assembly work.

Part-time implies to be doing a secular job, but still be available for **20 hours per week** of assembly work. The time referred to includes preparation time for sermons, house visitation, attendance of meetings etc.

11. ENQUIRIES

Please feel free to direct any enquiries regarding MIL to:

Dr. Christo van den Berg

E-mail: mil@afm-ags.org

Cell phone: 083 679 2585

Office tel: (012) 644-0490

Fax: (012) 644-0732

ANNEXURE A

SUMMARY OF GUIDELINES AND CODE OF CONDUCT FOR MENTOR

1. RESPONSIBILITIES

- a. Assure that the candidate are either involved or at least have exposure to the various ministerial areas in the assembly as prescribed in the MIL Structure and Policy (paragraph 3 above). Obviously if it is not possible to involve or expose the candidate to certain ministerial areas, it will be accepted as such and the candidate can report it likewise in his/her quarterly portfolio.
- b. It is expected for the mentor and candidate to have a weekly meeting to discuss progress, problems, etc.

2. ASSESSMENTS

- a. A portfolio of the candidate's exposure and involvement with regard to the different competencies areas in 3.1 must be submitted by said candidate at the end of each quarter to the Director: Ministerial Quality Assurance.
- b. A confidential assessment report by the mentor must also be submitted at the end of each quarter to the Director: Ministerial Quality Assurance.
- c. A final assessment by the Education and Training Directorate will be conducted at the end of the MIL period, which will include written assessment reports by the mentor and pastor of the assembly (if different from mentor) and the local assembly governing body on areas such as perceived integrity, passion for ministry, etc.

3. GENERAL CONDITIONS

Unless otherwise agreed upon between assembly and MIL mentor, there is no financial responsibility from either E&T Directorate or MIL candidate towards the mentor.

4. CODE OF CONDUCT

- a. It is emphasized that the MIL candidate must not be seen as “cheap labour” but as a protégé under the wings of a mentor. The mentor is going to have a significant impact on the forming of a future pastor! In this light it is expected that the mentor:
 - b. Shall always treat the candidate as a colleague.
 - c. Shall not insist on the execution of duties from the candidate outside the perimeters of the MIL policy.
 - d. If a problem with regard to the performance, attitude etc. with the MIL candidate arises, he/she shall try by all means to sort it out with the candidate. If all else fail, the mentor must then approach the ETD who will advice and assist him/her further.
 - e. The mentor shall with regard to the candidate uphold general labour relations principles concerning working hours, days off, etc. etc.
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ANNEXURE B

EXAMPLE OF AGREEMENT BETWEEN GOVERNING BODY AND THE EDUCATION AND TRAINING DIRECTORATE.

We, the Governing Body of _____ (name of the assembly), in accordance to a decision taken on _____ hereby agree to the following:

That:

1. That pastor be permitted to act as mentor for the Ministry Integrated Learning (MIL) candidate.
 2. That we have familiarized ourselves with the guidelines within the MIL Structure and Policy and that we subscribe to it.
 3. That we would assist to the mentor wherever needed towards the exposure and or participation of the candidate with regard to the required competencies (see the MIL Structure and Policy).
 4. That we understand that it is not compulsory to support the candidate financially, but if the Assembly is able and willing, such an arrangement can be negotiated between the Governing Board and candidate.
 5. That if a candidate is accommodated on a full-time basis (available 40 hours per week) or part-time basis (available 20 hours per week) in the assembly, an agreement would be entered upon between the Governing Body of the Assembly and the MIL candidate. In this agreement normal labour relations practices, as well as relevant principles contained in the constitution of the AFM, would be observed, i.e. 21 days leave, time off for study, permission to attend the MIL workshops, etc. Such a service agreement can be obtained from the Education and Training Directorate.
 6. That we understand that after the candidate has successfully completed his/her MIL period, we have no further obligation towards the candidate. If, however, we are interested in calling the candidate as a pastor of our assembly, we can direct such a request to the office of the General Secretary.
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