



Network Development Manual

The Anglican Mission in America exists to glorify God by building an alliance of leaders and congregations committed to fulfilling our Lord's Great Commission in America by gathering, planting and serving dynamic congregations in the Anglican tradition.

Our Mission Networks provide the communities within which these leadership and congregational alliances take shape and flourish. The Mission Network is the gateway through which missionary congregations are resourced and released.

The local congregation, functioning within a Mission Network, is the primary missionary unit of the Anglican Mission in America. The local congregation will raise up, serve and multiply disciples who make disciples.

This Network Development Manual is intended as a tool for Network Teams. It provides basic information on Mission Network formation and administration. More importantly, it is the first step in an evolving work that seeks to document the "best practices" of effective Mission Networks.

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Guiding Principles

Mission is urgently needed in North America. “The un-churched population of the United States amounts to the largest mission field in the English speaking world. It is so extensive, that if it were a nation, it would be the fifth most populated nation on the planet.” [Thomas T. Clegg and Warren Bird, *Lost In America*, p. 25-26] In terms of numbers, these statistics translate into 65 to 70 million un-churched adult Americans, with some figures suggesting the total un-churched population approaching 130 million. Estimates of the un-churched in Canada add 30 million more. The opportunity is tremendous.

By God’s grace the Anglican Mission in America is called to provide leadership for a mission movement within the Anglican Church in North America. Through our global ministry partners within the Anglican Communion, we have been given a unique opportunity and the freedom to launch a church planting movement in our day and on our continent. One of the by-products of this movement will be releasing, encouraging, and leading renewal and reformation within North American Anglicanism, focusing on not only Gospel faithfulness, but also Gospel fruitfulness.

Mission Networks

We will lead this missionary movement through Mission Networks that are affinity based and locally led. It will be within these Mission Networks that the vision and values of the Anglican Mission are championed and accountability to them is ensured; where leadership for the Anglican Mission is identified, equipped and released; where local mission strategy is discerned and implemented; and where financial resources for mission are identified and applied.

Each Mission Network should be in a relationship of primary oversight with a single AMiA Missionary Bishop. We believe that this one-to-one relationship will provide a clear focus of episcopal authority and facilitate continuity and consistency in communication and administration. While oversight is limited to one Missionary Bishop, we encourage congregations to call upon all of our bishops as they wish to receive each bishop’s particular gifts of teaching, preaching and pastoral care.

We acknowledge that affinity has played an important role in the Anglican Mission from its first days. Affinity will typically be found in some combination of cultural similarity, mission strategy, and geography. Congregations are free to join the Mission Network with which they find the greatest kinship. The affiliation decision should be made thoughtfully, and in anticipation of ongoing commitment. We do not expect congregations to move from Network to Network. In that regard, we ask that a congregation desiring to change a Network relationship do so only after a period of discernment involving the Network Team and the overseeing Missionary Bishop.

Mission Networks are expected to exhibit measurable fruit. Strategic mission-shaped objectives for each Network will be developed and assessed annually by the Network Teams in conversation with their overseeing Missionary Bishop and the Chairman of the Anglican Mission.

Mission Networks must be self-replicating. The Anglican Mission is committed to rapidly multiply Mission Networks of mission-hearted churches throughout North America.

Authority

As Anglicans we are men and women under authority. In understanding the way in which this authority is manifested within the Mission Networks we begin with the Statement by the Episcopal Church of Rwanda on the creation of AMiA: “The Anglican Mission in America serves as a missionary outreach of the Province of Rwanda, under the authority of the Provincial Synod, the House of Bishops and the Archbishop of the Province.”

Our Missionary Bishops are members of the House of Bishops of Rwanda who have been specifically consecrated for service in North America and granted the necessary authority, appropriately adapted to our geographical and cultural setting, to gather, plant and serve dynamic churches in the Anglican tradition. Each Missionary Bishop overseeing a Mission Network bears two distinct types of authority: (i) apostolic authority by which the Bishop is called to be one with the apostles in proclaiming the gospel and guarding the faith, unity and discipline of the Church, and (ii) executive authority by which the Missionary Bishop oversees the operations of the Network. Administration of the ongoing life and mission of our Mission Networks, along with the corresponding authority, normally will be delegated by the Missionary Bishop to the Network Leader.

The role of the Chairman in this context is to ensure faithful adherence to the vision and values of the Anglican Mission in America. As required by our Archbishop, all Mission Networks and their congregations are ultimately accountable to the Chairman of the Anglican Mission for faithfulness to the vision and values of the Mission. The Missionary Bishops and the Network Leaders to whom executive authority has been delegated are accountable to the Chairman for the proper exercise of their authority. If a clarification or correction becomes necessary the Chairman, working with the Missionary Bishop and, when appropriate, the Network Leader, will resolve the situation.

Mission Networks

Mission Networks come into being in a variety of ways. Most prevalent in the early period of the Anglican Mission was the clustering together of existing congregations through some combination of affinity and geography. Another source of Mission Networks is birth from existing Mission Networks. A new Mission Network may also be planted adjacent to but apart from an existing Mission Network. In other words, the entrepreneurial creativity of our Network Teams is motivating influence of Mission Network formation.

Most Mission Networks will begin as *emerging* networks, as they seek to assemble the necessary resources to become fully functioning Mission Networks. We understand that this will take time, and that not all Networks will develop at the same pace or in the same way. The criteria that ultimately must be met are the following:

- A Mission Network must be in relationship with an overseeing Missionary Bishop.
- A Mission Network must have a fully functioning Network Team working in harmony with national leadership.
- A Mission Network must have a clearly articulated mission strategy that includes the identification of leadership and mission sites for new work.
- A Mission Network must be in alignment with the vision, values and goals of the Anglican Mission.
- A Mission Network must be financially self-supporting and participating in the 10-10-10 model.
- A Mission Network must have begun to show fruit through the gathering, planting and serving dynamic churches in the Anglican tradition.

The Network Teams

General

Network Teams may vary in composition according to local need. Nevertheless, a core composition that we recommend as effective and that will interface with the structure and the Field Staff of the Anglican Mission, includes the Network Leader, and qualified individuals overseeing Mission Strategy, Leadership Development, Network Administration, Clergy Care, and Prayer. One person may hold more than one position, but we encourage leadership development through the broad allocation of responsibility.

A brief description of functional areas is set forth below. Network Teams are encouraged to develop close working relationships with the corresponding Field Staff of the Anglican Mission. As described in more detail under the “National Resource Center” section below, the Field Staff is intended to be a source of support and encouragement to Mission Network Leadership, as well as a guide to strategic alignment and integration into the Anglican Mission community.

The terms of office for the Network Leader and Network Team members will be three years. Presently there is no limit on the number of terms an individual may serve. There are, however, several factors to be considered when thinking about terms. For many Team members, service on the Team is a second job. It may be easier to attract high quality candidates if it is clearly understood that the commitment is for a specific period of time. In those cases, an endpoint is a positive. For others, service as Team Leader or Team member is a primary ministry. Why, one might ask, would you arbitrarily terminate the term of office of someone who wants the job and is good at it? In this case it is a question of balancing stability of proven leadership with a healthy transition to fresh ideas. There is no cut and dried answer. Finally, there will be those instances where the person holding a position just does not have the necessary gifting. In that case, three years is too long.

The practical answer to the question of terms of office is that the overseeing Missionary Bishop must conduct regular, comprehensive and candid evaluations of Network Leaders, and Network Leaders must conduct regular, comprehensive and candid evaluations of Network Team members. Term limits can become a conflict avoidance mechanism for people who are unwilling to face the tough job of personnel evaluation. If we are to avoid rigid term limits our leaders must accept personnel evaluation as an important part of their duties.

Network Leader

The Network Leader will guide the development of, and then champion, the Network mission strategy. The Network Leader, with the advice of Network clergy and the expressed concurrence of the overseeing Missionary Bishop, will select those individuals with the specific gifting required for the various roles in the Network Team. The

Network Leader will build community, encouraging Network congregations and holding them accountable to mutually established goals. The Network Leader also will have first line responsibility for the maintenance of order and discipline within the Network.

A Network Leader should be a senior leader in a strategically flourishing Anglican Mission church. The Network Leader must be entrepreneurial in thinking and action, and committed to results (Gospel fruitfulness). The Network Leader must have a proven track record of making disciples and multiplying leaders and will be someone who holds leadership and its development as a high value.

The Network Leader will most likely be identified in one of two ways, both of which are related to Gospel fruitfulness. The first is by the fruit of the new work and natural clustering of relationships among church leaders that this person has released through his ministry. The other would be through acclamation of the leadership of churches that have begun to cluster together. In either case, *emerging* leaders must be formally blessed by our Council of Bishops before being officially released into the ministry of a Network Leader.

Mission Strategy

The Anglican Mission grows in three ways. We *receive* active congregations seeking to join us from or other jurisdictions, we *respond* to lay initiated fellowships that request our assistance in moving to congregational status, and we *initiate* new work. The first two are largely responsive situations for which we must be prepared. The third is a proactive responsibility that literally defines where we are headed as a movement. Effective church planting is intentional and systematic, rather than episodic and accidental, and so each Mission Network must have someone whose job it is to think strategically and practically about that Mission Network's opportunities for growth. Network Leaders are encouraged to select an entrepreneurially gifted person with a heart for the un-churched to fill the important role of Mission Strategist.

Leadership Development

Each Mission Network must designate a Leadership Development Coordinator. The Leadership Development Coordinator serves as the supervisor for all Network-level matters related to ordination and reception. Functions falling within the scope of responsibility of this team are Recruiting, Credentialing, Deployment, Coaching, and Lay Ministry. The Leadership Development Coordinator should: (i) have a passion for raising up the next generation of leaders, (ii) be a presbyter in the Anglican Mission, (iii) have a working knowledge of seminaries and other resources for theological education, (iv) have a strong familiarity with Scripture and Anglican Mission standards, and (v) have the courage to give honest feedback. Close communication between the Mission Network and the Office of Clergy Credentialing and National Resource Center in these areas is vital.

Administration Team

The Network Administrator assures the smooth internal operational performance of the Mission Network. Functions that fall within the area of responsibility for this team, and that should be shared or delegated to other qualified individuals on the team are:

Finance and Accounting. Few things can be more destructive to a ministry than even the suggestion of financial mismanagement. Appropriate systems must be in place to monitor and report on financial transactions in accordance with accepted accounting practices. All finances, in the local church and in the Mission Networks, will be subject to annual audit.

Communications. The Communications Coordinator of the Mission Network leads in facilitating open lines of communication within the Mission Network, encouraging the exchange of ideas and resources among the various leaders and churches. The Communications Coordinator also interfaces with the national Director of Communications, to both share developments in the Mission Network with the broader Anglican Mission family and to help information flow from the national entity to the various churches and constituencies in the Mission Network.

Fund Raising. A Mission Network must take responsibility for raising the funds to support its mission strategy. While much of that funding will come through 10-10-10 participation, developing a base of givers who will underwrite major Mission Network initiatives is important. The National Resource Center is prepared to assist.

Legal. Church planting often raises questions of corporate, tax, and real estate law. Although various forms have been developed by the National Resource Center to assist new congregations, many Mission Networks have found it helpful to develop a relationship with a local business lawyer who is able to handle these basic questions. Please recognize that for insurance purposes the national Chancellor must be consulted in all matters involving the threat of litigation and all matters involving alleged child abuse or sexual harassment.

Clergy Care

Burnout is a genuine risk for those who are called to a servant's work. The tendency to put others first means that many clergy will resist the signs that they may be in need of ministry themselves. We recommend that each Mission Network identify someone trained, or willing to be trained, in crisis intervention and marriage (family) support.

Prayer

The Anglican Mission in America is committed to intercessory prayer. Prayer undergirds everything that we do as a missionary movement because nothing we conceive will bear fruit unless it is blessed by God. The Network Team should include an Intercessor who will teach and model prayer to all Mission Network congregations in association with The Anglican Prayer Initiative.

Mission Network Management

The congregation is the primary missionary unit of the Anglican Mission in America. The Mission Network is the larger community through which missionary congregations are resourced and released.

Church Planting

The single most important function of Mission Networks is the planting of churches that intend to plant churches. It is a complex activity that requires a considerable amount of planning and dedicated execution. Appendix I contains the thoughts of some who have been through the process.

Accountability

All living things grow. A congregation that is flat or declining in terms of key indicators such as baptisms, attendance at worship, and stewardship may need assistance. A responsibility of Network Leadership, working with Network congregations, is to establish measurable criteria of fruitfulness. Many Mission Networks will find coaches helpful in the goal-setting process. Performance against agreed upon objectives will be assessed periodically by the overseeing Missionary Bishop (in consultation with the Network Leader, the coach, congregational leadership, and others as appropriate). The purpose of this process is not to criticize, but to encourage our leaders to plan and manage effectively, to enable Network Leadership to resource this work, and to offer help before a negative trend becomes a crisis.

Mission Network Gatherings

Mission Networks should sponsor at least three Gatherings each year (in addition to attendance at the Winter Conference). These Gatherings are essential for several reasons.

First of all, it is a recognized fact that a vision that is not continuously reinforced will be lost. Accordingly, a key responsibility of the Network Leader is to remind people that we are a missionary movement committed to gathering, planting and serving dynamic congregations in the Anglican tradition. Elaboration of what this means in practice should be an underlying theme of each Gathering.

Second, a Gathering offers a special opportunity to teach core values and the necessary skills needed for spiritual leadership. Each Gathering should include a teaching that emphasizes some aspect of our call as members of the Anglican Mission. Leadership development and specific gifts development should be considered and encouraged.

Third, a Gathering should demonstrate authentic, participatory worship in Word and Sacrament in the power of the Holy Spirit.

Fourth, a Gathering is a time of fellowship in which our sense of community is revitalized.

Fifth, a Gathering can offer refreshment to clergy and clergy spouses. Every Gathering should have some time allocated to matters of clergy health, welfare and team building.

Finally, a Gathering is a good time to handle administrative announcements and make sure that everyone is operating on the same page. It is a good time to solicit new ideas. It is a good time to publicly commission those being called to specific parish ministries and to commend those whose ministries are bearing fruit.

Additional suggestions for planning a successful Mission Network Gathering are included in Appendix II.

Winter Conference

Network Leadership should strongly encourage attendance at the Anglican Mission Winter Conference. Winter Conference serves all of the purposes of the local Mission Network Gatherings, but in a larger community. In addition, Winter Conference gives participants a chance to hear directly from the archbishops and bishops who are leading and serving our Mission.

Financial Responsibility

All Anglican Mission congregations are expected to participate in the 10-10-10 stewardship model by which individuals give 10% to the church, the church gives 10% to the National Resource Center (“NRC”), and the NRC gives 10% to our international sponsors. Participation in 10-10-10 should be viewed as a floor not a ceiling. It takes substantially more money to support the work of the Anglican Mission than 10-10-10 will provide. Frankly, this is the problem faced by any organization that is growing quickly – revenue lags expense. Although the Anglican Mission has been blessed from its inception by generous donors (individuals and churches) who have given substantial sums, continuing our growth requires that the increasing financial burden be spread across an increasing donor base. Fundraising is an important element of financial responsibility.

Mission Networks are expected to cooperate in the annual budget process in which Mission Network revenue and expense for the upcoming year are estimated. What would constitute a “legitimate Network expense” will vary from Network to Network depending on the individual mission strategy of each. The budgeting process is the time to ask and answer these questions. The Mission Network budgets roll up to the overall Anglican Mission in America budget. As we continue to grow, administering our fiscal dimension is not a trivial task. An accurate budget at all levels is a critical planning tool.

Once a Mission Network is officially recognized, and so long as its congregations are substantially faithful to the 10-10-10 model, approximately one-half of the funds received by the NRC from that Mission Network’s congregations will be reserved for use in Mission Network administered mission projects. Mission Networks must submit Project Plans to the NRC as a first step in funding a mission project. Preparing a Project Plan encourages the participants to think systematically through the project requirements.

A properly written Project Plan will set forth in concise detail the missionary objectives of the project, interim targets that will show if the project is on track, and the timing and amounts of financial, personnel and other resources needed. Project Plans recommended by the Mission Network will be submitted to the Anglican Mission Board of Directors, to allow the Board to effectively plan for resource allocation. The Board reserves the right to require additional explanation if a project appears to be out of sync with the Mission Network's expressed missionary strategy.

Funding allocated to approved Project Plans will carry over from one fiscal year to the next, so a Mission Network should feel no annual pressure to "use or lose" funds dedicated to agreed upon mission projects. On the other hand, if Mission Network congregation contributions to the NRC fall below projected levels, adjustments to the project budgets may be necessary. Periodic reporting will be required in order for the Network Team and the NRC to ensure that contributions and expenditures are on track. Annual audits of Mission Network accounts will be conducted.

Clergy Wellness

As mentioned above, burnout is an occupational hazard for clergy. An important role of Network Leadership is to be sensitive to the signs of physical, mental or emotional fatigue in members of the Network clergy. The Network Leader is responsible for making the Network's overseeing Missionary Bishop aware of clergy who may be in need of assistance. Similarly the Network Leader is responsible for alerting the overseeing Missionary Bishop (and the Chancellor if appropriate) in instances where clergy discipline may be warranted.

Feedback

A final function of Network Leadership is to help the Anglican Mission become ever more effective. To that end, all members of the Network Teams are encouraged to provide feedback to the National Resource Center. We are looking for your suggestions on "best practices" that can be adapted to other Mission Networks. Please share your experiences and insights. Tell the Network Resource Coordinator what works well and not so well. Help us make this Manual a useful resource.

National Resource Center

The National Resource Center (“NRC”) is designed to support the Mission Networks. The NRC exercises no administrative authority over Mission Network activities. It’s primary objective is to assist the Network Teams in making the Mission Networks as fruitful as possible.

A Network Resource Coordinator will be the primary point of contact for NRC services, although members of the Network Teams are encouraged to develop direct relationships with their counterparts on the national Field Staff (for example, Communications, Coaching, and the Office of Clergy Credentialing). The Network Resource Coordinator will plan to visit each Mission Network at least once a year in order to observe first hand the missionary context in which the Mission Network operates and to develop lines of communication with Network Team members. Examples of services that the Network Resource Coordinator can offer are:

- Assistance in preparing an annual Mission Network budget. The Mission Network budgets are an integral part of the overall Anglican Mission in America budget. An accurate budget at all levels is a necessary planning tool.
- Assistance in preparing Project Plans. As mentioned above, we expect that most Mission Network and local church missionary initiatives will be developed and administered at the Mission Network level, according to well considered project plans. The Network Resource Coordinator can help prepare a plan in various ways, such as providing local demographic data.
- Pension enrollment. The Anglican Mission Pension Plan is administered at the national level. Forms for enrollment and initial asset allocation can be obtained from the Network Resource Coordinator.
- Insurance enrollment. The Health Insurance Plan is also administered at the national level. Enrollment information can be obtained from the Network Resource Coordinator.
- Relief and development efforts. The Network Resource Coordinator can assist in coordinating contributions for aid in the wake of national or international disasters and for development efforts such as construction projects in Rwanda.
- Fundraising and stewardship. The Network Resource Coordinator will be available to offer presentations on fundraising and stewardship, to include estate planning concepts that can be used by those inclined to benefit the Anglican Mission in this way.
- Speakers. The Network Resource Coordinator can help find speakers for Mission Network Gatherings.

Appendix I

Expectations for New Churches

The Anglican Mission exists to glorify God and to serve, grow and multiply local churches that love Jesus Christ and that are committed to reaching the world He died to save. The local church is the primary missionary unit of the Anglican Mission in America. We want our churches to be “Apostolic Churches” that expect to see lives transformed by their apostolic witness to Jesus Christ.

These new churches will be:

- relationally connected to a Mission Network
- freely accept the leadership of an identified Network Leader
- spread the kingdom of God as their first priority
- plant and encourage other churches that do the same
- committed to faithfully expressing the mission and values of the Anglican Mission in their life and ministries. (See attached.)

Each new church start is to have a church planting coach or consultant.

These new churches should move rapidly toward becoming self-sustaining by multiplying themselves through the making of disciples, and equipping and releasing leaders of ministries who in turn make disciples.

New churches should be financially viable in 18 to 24 months. If this does not seem possible on the front end, then the “new ministry” must be linked to an existing church that is willing to support it as an extension of its own ministry.

The local church is to have an identifiable vision statement and missionary strategy that are both consistent with the Anglican Mission and its local expression through that church and within its Mission Network. This mission strategy must include measurable objectives that further the mission and the Mission Network. The Network Leader will review this strategy, and the effectiveness of its implementation, annually.

Strategy for Funding New Churches

All funding and resourcing within the Mission will be a function of stewardship based upon Gospel faithfulness, Gospel fruitfulness, and alignment with the mission and values of the Anglican Mission (Matthew 25: 14-30). As we mature and develop in our Mission Networks all decisions regarding funding will be pressed down to this level.

Initially, there will be three inter-connected players when it comes to funding a new church. These three players will have changing roles as we grow and mature as a movement. They are:

- The National Resource Center (“NRC”)

- The Mission Network
- The Church Planter (Planter).

As Mission Networks emerge we expect the following:

- The NRC would not normally be involved in the funding of new work.
- The Mission Network and the Church Planter would be responsible for the cost of new work. We will not place any church planter in the field to start new work who is not able to raise a significant portion of the overall cost of the new work.

This assumes a maturing and growing Mission Network that will encourage and share in the cost of new work.

Strategies for funding new work will be developed by the Mission Network's leadership in consultation with the NRC. Anglican Mission churches are expected to be self-sustaining so grant funding of new work should be expected to diminish annually and cease entirely after no more than 4 years.

Funding will be most significant in the first year and decrease in the second year. By the end of the first year, each new work should be giving 10% of its "income" back to its funding sources – this commits the new work to the multiplication of other new work within the Mission Network.

We should know within 12 to 18 months whether the new work is going to succeed and clear direction regarding its viability and further funding must be given at that time (Christian Triage). This decision will be based in part on the metrics developed locally by the church planter and Network Team at the inception of the church start.

Evaluation and Accountability of New Churches

Gospel fruit is expected in both Mission Networks and our church starts. Specific and measurable goals for each new work will be established locally from within the Mission Network and measured annually. The local church is expected to be both faithful and fruitful.

“Faithful” means incarnating the biblical values of an apostolic (Acts 2) community of faith in measurable and specific ways. Acts 2 values are:

- 1 Heart for the lost, evangelism and a desire to make disciples of Jesus Christ
- 2 High view of Scripture-centrality of the word
- 3 Dependence upon God-prayer-passion for God
- 4 Authentic, participatory worship (Word, Sacrament & Spirit)
- 5 Ministry done in relationships
- 6 Everyone a minister
- 7 Biblical leadership
- 8 Giving – biblical stewardship

9. Prayer

“Fruitful” means a self-sustaining and apostolic church where lives are being transformed; growth is taking place; and where the church is directly working, praying, and giving to the multiplication of new churches. The ultimate criterion for measuring effectiveness is the accomplishment of our mission to have churches that are impacting and transforming their communities with the Gospel of Jesus Christ and that are making fully functioning disciples of Jesus Christ.

Evaluation of the effectiveness of new work will take place through our Network Teams. The measurement and evaluation of new work will take place as described above and will be based on agreed upon metrics that will be established locally at the inception of all new work.

In summary, at every level in our Mission to the Americas we are committed, personally and corporately, to live out our 4 L’s:

Love Christ

Live Christ

Lead others to Christ

Lead like Christ in our communities and in our Mission to the Americas

Appendix II

Planning a Mission Network Gathering

This section will be developed as Mission Networks discover what works best for them. Please participate in that process by sharing your ideas with us. A few very preliminary thoughts that came out of the recent Network Leaders' meeting in Pawleys Island are:

- Allocate 2 ½ to 3 days for the Gathering (the preaching responsibilities and travel time of the participants may influence which days you pick).
- Consider moving the Gathering off site to a retreat center.
- Begin with an evening of social time to build relationships.
- Focus on one of the Anglican Mission Values for a teaching.
- Consider a “hands on” participatory segment in which attendees are invited to wrestle with a particular issue. (The case study approach used by many business schools and all law schools is the model here.) This builds problem-solving teamwork.
- Respect people's time. The agenda should be clearly communicated at the outset and start times, breaks, and end times should be reasonably adhered to.

Appendix III

Leadership Development

To be developed.

Appendix III

Resources

To be developed.

Anglican Mission Values

The essential marks that shape our identity and guide our actions:

Commitment to Jesus Christ: The AMiA believes that salvation is found in Jesus Christ alone Who is the only begotten Son of the Living God. Through Him, all who come to Him by faith and repent of their sins, receive forgiveness through Christ's death on the Cross and live in newness of life through the transforming power of the Holy Spirit. This new life of faith is to be marked by a joyful obedience to Jesus Christ, to God's Word and to the leading of the Holy Spirit (Matthew 16:15-16; Ephesians 2:4-10; 2 Corinthians 5:21; Galatians 5:22-25).

Authority of Scripture: The AMiA believes that the Holy Scriptures of the Old and New Testaments in their entirety is God's Word, and is the standard by which we are to order our lives, express our faith and function as a community (2 Timothy 3:16-17).

Evangelism: The AMiA believes that we are to live our lives, to make disciples and to grow our churches in a manner that expresses the loving and longing heart of God for those who are separated from Jesus Christ and His Church (Matthew 9:12-13; Luke 15; I Timothy 4:1-5).

Relational Ministry: The AMiA is committed to ministry being accomplished in relationships which express the love, intimacy, and unity of God as revealed in the relationship of the Father, the Son and the Holy Spirit. The AMiA is committed to holding ourselves accountable before God and to one another within our Anglican polity. (John 13:34; 1 John 4:11-21).

Worship: The AMiA is committed to worship in Word and Sacrament, through the power of the Holy Spirit. Our worship—in glorifying God—is to be authentic and relevant to our cultural setting while remaining within the breadth of our Anglican Tradition (John 4:23-24; I Corinthians 11:23-26; Acts 17:22-24).

Servant Ministry: The AMiA believes that every Christian is created for ministry, gifted for ministry and needed for ministry. We are, therefore, committed to equip, empower and release the faithful to use their spiritual gifts to glorify God and to build up the Body of Christ (Romans 12; I Corinthians 12-13).

Sacrificial Giving: The AMiA believes that we are to be generous with our time, talents and money as we share with those in need, support the work of God among us, and spread the Gospel of Jesus Christ (I John 3:17-18; Ezra 2:68-69; Acts 2:44-47).

Biblical Leadership: The AMiA is committed to identifying and training emerging leaders who are committed to Christ and to reaching their generation with the Gospel. This will require of those seeking leadership in the AMiA an authentic faith, Godly character, and a servant's heart (Luke 22:27; Romans 12; I Corinthians 12-13).

Expectant Prayer: The AMiA believes that nothing of significance happens in God's Kingdom in the absence of prayer. Therefore, we seek to make prayer a priority—inviting God to lead, restore, heal and transform our lives, our churches, our communities and the world (John 14:15-31; Luke 11:1-13).