

# Dual Standing and Privilege of Call

*Section 4 of 10*

United Church of Christ

# MANUAL ON MINISTRY

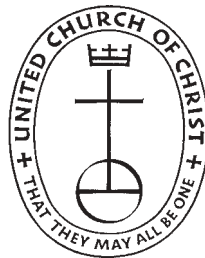
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Perspectives and Procedures for  
Ecclesiastical Authorization of Ministry

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Parish Life and Leadership Ministry  
Local Church Ministries  
A Covenanted Ministry of the United Church of Christ

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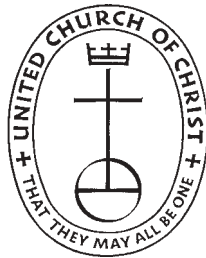
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# DUAL STANDING AND PRIVILEGE OF CALL

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## Section 4 of 10

### United Church of Christ

#### Manual on Ministry

#### *Perspectives and Procedures for Ecclesiastical Authorization of Ministry*

*Manual on Ministry* is published in ten separate sections or booklets. Each section is available separately or as part of the complete *Manual* that includes all ten sections in a single binder. The ten sections are:

**1. Partners in Authorizing Ministry**

An overview of the covenantal relationships and underlying assumptions about authorized ministry, including the ministerial codes.

**2. Student in Care of Association**

Commentary, processes, and procedures for those preparing to enter the Ordained Ministry of the United Church of Christ.

**3. Ordained Ministry**

Commentary, processes, and procedures for Ordained Ministry, including Ordained Ministerial Standing.

**4. Dual Standing and Privilege of Call**

Commentary, processes, and procedures for those ordained ministers of denominations other than the Christian Church (Disciples of Christ) who seek to serve in the United Church of Christ or who seek to enter the Ordained Ministry of the United Church of Christ. Ordained ministers of the Christian Church (Disciples of Christ) should see section 5, "Ordained Ministerial Partner."

**5. Ordained Ministerial Partner**

Commentary, processes, and procedures related to the reconciliation of ministries with the Christian Church (Disciples of Christ).

**6. Commissioned Ministry**

Commentary, processes, and procedures for Commissioned Ministry, including Commissioned Ministerial Standing.

**7. Licensed Ministry**

Commentary, processes, and procedures for Licensed Ministry.

**8. The Oversight of Ministries Authorized by the United Church of Christ**

Commentary, processes, and procedures for the nurture and accountability of the ministries of the Church.

**9. Ecclesiastical Endorsement**

Commentary, processes, and procedures for those seeking to serve as chaplains in professional organizations and military or other U.S. government agencies.

**10. Supplemental Materials**

Commentary, appendices, and a glossary related to multiple sections of *Manual on Ministry*.

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## BYLAW PROVISION

143. An ordained minister of another denomination other than the Christian Church (Disciples of Christ) who wishes to retain ordained ministerial standing in that denomination and who has become a pastor of a Local Church of the United Church of Christ, or serves in a Covenanted, Affiliated, or Associated Ministry of the United Church of Christ, or has become pastor of a yoked charge or federated church, one part of which is affiliated with the United Church of Christ, or has been called to an ecumenical ministry one constituent of which is the United Church of Christ, may apply to the Association for dual ordained ministerial standing which is limited to the duration of that pastorate or that responsibility, and during that period may have all the rights and privileges of such membership.

## PROCEDURES FOR GRANTING DUAL STANDING

An Association may grant dual standing to an ordained minister from another denomination who is engaged in any of the following ministries:

- Serves as a pastor of a local church of the United Church of Christ.
- Serves in an agency or instrumentality of the United Church of Christ.
- Serves as a pastor of a yoked charge or a federated church that is affiliated with the United Church of Christ.
- Serves in an ecumenical ministry, one constituent of which is a local church or agency of the United Church of Christ.

In making its decision about granting dual standing, the Association Committee on the Ministry uses the same criteria as used in privilege of call. The Committee on the Ministry may request any or all of the documentation required in considering privilege of call. It then will schedule an examination with the person seeking dual standing to review the materials and to explore: why the person wants dual standing, why the person needs dual standing, how the person will honor the ministries of both denominations, and the manner in which the person will accept the obligations and responsibilities of ordained ministry of the United Church of Christ.

Among the reasons to be considered for dual standing are the desire by the local church or calling body for the person to have dual standing and the desire by the person to participate actively in the life of the Association and Conference of the United Church of Christ.

Dual standing is granted to ordained ministers from other denominations for the period of time they are in the ministry described above. Dual standing cannot be transferred from one Association to another and is terminated when the person leaves the position for which dual standing was granted.

When an ordained minister from another denomination is given dual standing in an Association of the United Church of Christ, the person is not entered on the rolls of the Association as an ordained minister but is entered on a separate roll of ordained ministers with dual standing. These

persons should not be reported as ordained ministers to the Office of General Ministries of the United Church of Christ. They will not appear in the *United Church of Christ Yearbook* with the ordained ministers of the United Church of Christ and are not entitled to a Ministerial Profile on file with the Parish Life and Leadership Ministry Team.

The only route to full ordained ministerial standing in the United Church of Christ for ordained ministers from denominations other than the Christian Church (Disciples of Christ) is by privilege of call. Ordained ministers from other denominations who desire full ordained ministerial standing in the United Church of Christ must go through the privilege of call procedures described on following pages.

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## **PRIVILEGE OF CALL**

### **BYLAW PROVISIONS**

140. An ordained minister of another denomination who desires to enter the ordained ministry of the United Church of Christ applies for Privilege of Call to the Association within whose bounds he or she resides.

141. The Committees on the Ministry of the Conference and Association cooperate in examining the applicant as to his or her abilities, reasons for desiring to enter the ordained ministry of the United Church of Christ, educational and theological attainments, knowledge of the history, polity, and practices of the United Church of Christ, and Christian faith and experience. If the applicant is found to be qualified, the Association grants Privilege of Call, thereby commending said applicant for placement in the United Church of Christ. Privilege of Call shall be granted for a period of one year and may be renewed. After accepting a call, the ordained minister applies for ordained ministerial standing in the United Church of Christ to the Association of which the Local Church extending the call is a part.

142. A certificate granting Privilege of Call is issued bearing the signatures of the proper officer of the Association and the general minister and president of the United Church of Christ.

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## **COMMENTARY STEP 1**

### **INQUIRY AND EXPLORATION**

Ordained ministers from other denominations who seek privilege of call in the United Church of Christ usually make initial contact with a Conference or Association staff person. It is the task of the staff person to interpret the policies and procedures of the United Church of Christ and of that particular Association regarding privilege of call. Conference and Association staff persons then notify both the Conference and Association Committees on the Ministry when there is likelihood that an ordained minister from another denomination is preparing to apply for privilege of call.

Persons from other denominations are eligible to apply for privilege of call only in the Association where they reside.

## DOCUMENTATION

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## STEP 2

A person applying for privilege of call is required to submit documentation to the Association Committee on the Ministry similar to that of a person applying for ordination. This documentation is outlined in step 2 on the Privilege of Call Chart and includes:

- A formal letter requesting privilege of call and the reasons for seeking it.
- A theological perspective paper. One way to approach this paper is to articulate what one believes in the context of the United Church of Christ Statement of Faith or in the context of paragraph 2 of The Constitution of the United Church of Christ. The purpose of this paper is to provide a way for the person to share his or her grasp and understanding of the teachings and traditions of the Christian Church through the ages and to relate this to his or her own theological perspective.
- A paper demonstrating familiarity with the United Church of Christ, including knowledge and understanding of its history, theological roots, polity, and practice. The person could write an interpretation of the history and theological roots of the United Church of Christ, referring to and commenting on key dates, persons, events, and documents that illustrate his or her interpretation. In addressing the polity and practice issues, the person could identify and define some key words (e.g., covenant, autonomy) and use them to characterize the polity and practice of the United Church of Christ. The person then could illustrate how these understandings make claims on the way he or she will practice ministry in and on behalf of the United Church of Christ. Another approach would be to write an interpretation of paragraphs 6, 16, 17, and 18 of the Constitution of the United Church of Christ.

A person applying for privilege of call also is required to submit an official letter from the other denomination verifying ecclesiastical status, comparable to ordained ministerial standing, which is current in the other denomination. Securing this letter is extremely important. The Committee on the Ministry may negotiate the appropriate or feasible time to request this letter, depending on the circumstances.

In terms of the certification of the candidate's educational attainments, it is important for the Committee to have the candidate secure and provide transcripts of the candidate's courses and grades and for the Committee to see diplomas. Subsequent to this, the whole of the United Church of Christ will assume that the information about education is accurate and has been verified by the Association.

The policy of the Parish Life and Leadership Ministry Team is that any fully accredited member seminary of the Association for Theological Schools is an approved seminary.

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## STEP 3

### CONSIDERATION OF THE DOCUMENTATION

The Committee on the Ministry spends considerable time reviewing the material provided by the candidate. In its review, the Committee needs to ensure that all of the required materials are in hand. As it reviews the material, it will decide the key issues to be explored and the questions to be raised with the candidate. The Committee then will develop a procedure for examining the candidate. When setting a date to meet with the candidate, the Committee also will inform the candidate of the procedure to be followed in the examination.

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## STEP 4–6

### PRIVILEGE OF CALL EXAMINATION

The purpose of the examination is two-fold:

1. To determine the qualifications, preparedness, and fitness of the candidate for ordained ministry of the United Church of Christ.
2. To assess the person's reason for desiring to leave her or his denomination for ordained ministry of the United Church of Christ.

Through the examination and the decision-making process, the Committee on the Ministry is aware that it is making a decision for the whole of the United Church of Christ.

A suggested outline for a privilege of call examination follows:

- Introduction of the candidate and each member of the Committee on the Ministry.
- A time of prayer or worship.
- Preview of the agenda and procedure to be used in the examination.
- Statement by the candidate about her or his pilgrimage in ministry and reasons for seeking privilege of call in the United Church of Christ.
- Discussion by the Committee with the candidate about questions or issues raised by the candidate's statement or by any of the documentation provided by the candidate.
- Closure, including a statement by the Committee to the candidate about next steps.

The items to be considered in the examination, outlined in step 4 of the Privilege of Call Chart, represent the provisions of Bylaw 141 of the United Church of Christ. The "Church's Expectations of Its Candidates for Ordination," found following the Privilege of Call Chart, should be used in determining if the person meets the expectations that the United Church of Christ has of its ordained ministers. Below are samples of questions that may enable the Committee to inquire into the substance of the candidate's fitness for ordained ministry in and on behalf of the United Church of Christ.

- Faith and Calling. Is this a person of mature Christian faith? Does this person understand the meaning of call to ministry,



and does the person give evidence of an authentic call to ordained ministry? Can this person clearly articulate his or her theological perspective?

- Church Loyalty and Commitment. How does this person understand the polity of the United Church of Christ and the role and expectations of an ordained minister of the United Church of Christ? Does this person understand the covenantal relationship into which ordained ministers enter when they are called to a local church? Is this person committed to the United Church of Christ? Will this person be a respected representative of the United Church of Christ? How does this person understand the ecumenical commitments of the United Church of Christ, and what are her or his ecumenical understandings and commitments?
- Knowledge and Skills. Does this person have a general liberal arts education and give evidence of being an educated person? Is this person adequately educated in Bible, theology, church history, worship, pastoral care and counseling, administration, church education, and so on? Does this person give evidence of knowing the norms of the United Church of Christ in these areas? Can this person do the work of an ordained minister?
- Character and Personal Qualities. Is this a mature person with a sense of integrity? Is this a person others will be able to trust and rely on? Will this person be dependable and open? Will she or he continue to grow?

The Committee will want to probe thoroughly the reasons for seeking to enter the ordained ministry of the United Church of Christ.

After the candidate has been dismissed, the Committee deliberates on its decision. The decision that the Committee makes is one of its most significant and has direct bearing on the quality of ordained ministry of the United Church of Christ. It is of the same magnitude as the decision to grant ordination to a person.

Options before the Committee include:

- “Yes.” The Committee believes that the person meets the requirements for ordained ministry of the United Church of Christ and, in the judgment of the Committee, will be an effective and faithful ordained minister. In addition, there are compelling reasons for the person to leave his or her present denomination and enter the ordained ministry of the United Church of Christ. In making this decision, the Committee is indicating that it will support the application for ordained ministerial standing when the person receives a call within the United Church of Christ.
- “Yes, but . . .” The Committee senses that the person has the potential for ordained ministry of the United Church of Christ and has valid reasons for seeking privilege of call. However, it has certain reservations or concerns that must be addressed. These may have to do with inadequate understanding of the United

Church of Christ or inadequate educational credentials. In this case, the Committee will need to share its reservations with the person and determine together the steps that need to be taken to address these reservations. The Committee appoints an advisor to assist and support the person in fulfilling these additional requirements.

If the Committee decides on the “yes, but . . .” decision, it will await notice from the candidate that the additional requirements have been met. The candidate then requests a second interview, which is subsequently scheduled.

- “No, but . . .” The Committee believes that, at this time, significant qualifications for ordained ministry of the United Church of Christ are lacking. It may indicate under what terms and conditions it would consider an application from the person again.
- “No,” In some cases the Committee may have to say no to a candidate if, in its judgment, the candidate does not meet the requirements for ordained ministry of the United Church of Christ or does not have sufficient justification for leaving her or his own denomination.

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## STEPS 7–10

### ECCLESIASTICAL COUNCIL

Once a person has been recommended for privilege of call, the Association Committee on the Ministry arranges for an ecclesiastical council—an official meeting of an Association to authorize a person for a specific form of ministry in and on behalf of the United Church of Christ. Following is a suggested agenda for an ecclesiastical council:

- The Association Committee on the Ministry introduces the candidate and makes its recommendation that the candidate be granted privilege of call. In making its recommendation, the Committee will provide a detailed rationale supporting its recommendation. The rationale will include the Committee’s experience with the person, an explanation of why privilege of call is being sought, something about his or her theological and polity understandings, and so on.
- The candidate makes a presentation of all or portions of the papers prepared for the Committee.
- The ecclesiastical council engages in an examination of the candidate in order to satisfy itself as to the preparedness and fitness of the candidate for ordained ministry in and on behalf of the United Church of Christ.
- On completion of the examination, the Association votes whether or not to grant privilege of call. The decision the Association makes is a decision made for the whole of the United Church of Christ.

The Bylaws of the United Church of Christ provide for privilege of call to be authorized for one year. There is provision in the Bylaws for this authorization to be renewed on an annual basis or until the person receives a call. Each Association will have to determine what criteria and procedure it will use in making the decision to renew the authorization.

The Association presents to the person granted privilege of call a certificate of privilege of call attesting to the actions taken. The Association needs to ensure ample time—three weeks—to secure the certificate of privilege of call from the Parish Life and Leadership Ministry Team.

An accurate record of the proceedings and actions of the Committee on the Ministry and of the Association ecclesiastical council should be kept. The Association informs the Conference office of the action taken. The Association or Conference informs the Office of General Ministries and the Parish Life and Leadership Ministry Team of the action taken.

## **PREPARING A MINISTERIAL PROFILE**

An ordained minister from another denomination is not entitled to have a Ministerial Profile on file with the Parish Life and Leadership Ministry Team until privilege of call has been granted.

However, the Ministerial Profile forms may be used in the examination process, and once privilege of call has been granted, the person may proceed to have the Ministerial Profile placed on file and distributed by the Parish Life and Leadership Ministry Team.

## **SEEKING A CALL**

The procedures used by a person having privilege of call to secure a call are the same as those used by ordained ministers of the United Church of Christ. Once a call is secured, the terms of the call are sent to the Association Committee on the Ministry.

## **ORDAINED MINISTERIAL STANDING**

Once a person who has privilege of call receives a call to a local church and the terms of the call have been agreed to, the person then applies to the Association for ordained ministerial standing, and the Association utilizes its standard procedures for considering this application.

## **THE INSTALLATION SERVICE**

Installation is the liturgical celebration of the covenantal relationship among the ordained minister, the local church, and the Association.

Installation is an act of the Association. Upon request from the local church and the ordained minister, the Association takes leadership in planning the installation service in cooperation with the other partners in the covenantal relationship.

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STEP 11

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STEPS 12-13

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STEPS 14-15

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STEPS 16-17

# PRIVILEGE OF CALL STEPS 1–2

Procedures for the CANDIDATE	Procedures for the LOCAL CHURCH
<p><b>1</b> An ordained minister from another denomination who seeks privilege of call in the United Church of Christ talks with a Conference or Association staff person in the area where he or she resides to explore policies and procedures for privilege of call in the United Church of Christ.</p>	
<p><b>2</b> The ordained minister from another denomination formally applies to the Association Committee on the Ministry and submits the following material to the Committee:</p> <ol style="list-style-type: none"> <li>a. A letter requesting privilege of call in the United Church of Christ and a request for an interview with the Association Committee on the Ministry.</li> <li>b. A paper setting forth the person’s theological perspective. This will deal with basic issues of faith, the person’s spiritual pilgrimage, and his or her understanding of and call to ordained ministry.</li> <li>c. A paper on the history, theological roots, polity, and practice of the United Church of Christ.</li> <li>d. A statement of reasons for leaving the other denomination and for seeking to enter the ordained ministry of the United Church of Christ and an indication of key transitional issues to be anticipated.</li> <li>e. Certification of ordination.</li> <li>f. Verification of current ecclesiastical status, comparable to ordained ministerial standing, in the other denomination.</li> <li>g. Certification of educational attainment including:             <ol style="list-style-type: none"> <li>1. A bachelor’s degree or its equivalent.</li> <li>2. A Master of Divinity degree or its equivalent from a theological seminary approved by the Parish Life and Leadership Ministry Team.</li> </ol> </li> </ol> <p style="text-align: right;">(cont.)</p>	

<p style="text-align: center;"><b>Procedures for the CALLING BODY</b></p>	<p style="text-align: center;"><b>Procedures for the ASSOCIATION</b></p>
	<p>A Conference or Association staff person talks with the person and shares the policies and procedures for privilege of call in the United Church of Christ and in that Association and explores with the person reasons for seeking privilege of call in the United Church of Christ.</p> <p>The Conference or Association staff person notifies the Association Committee on the Ministry that the ordained minister from another denomination is preparing to request privilege of call.</p>

# PRIVILEGE OF CALL STEPS 2-4

Procedures for the CANDIDATE	Procedures for the LOCAL CHURCH
<ul style="list-style-type: none"> <li>h. Documentation of ability, skills, knowledge, and specialized training for ordained ministry such as career assessment data, reports from previous pastorates, clinical pastoral education, and others.</li> <li>i. At least five letters of reference. One should be from an ordained minister of the United Church of Christ and one from the person in the candidate's denomination who is the counterpart of the United Church of Christ Association or Conference Minister.</li> </ul>	
<p>The candidate meets with the Association Committee on the Ministry to be examined.</p>	

Procedures for the CALLING BODY	Procedures for the ASSOCIATION
	<p><b>3</b> The Association Committee on the Ministry receives the request and reviews the materials from the candidate. If it decides to proceed, it sets a date to meet with and examine the candidate. The Committee indicates to the candidate if it wants further documentation or information than what has been provided.</p>
	<p><b>4</b> The Committee on the Ministry examines the candidate to determine:</p> <ol style="list-style-type: none"> <li>a. Ability.</li> <li>b. Reasons for seeking privilege of call in the United Church of Christ.</li> <li>c. Educational and theological attainments.</li> <li>d. Knowledge of the history, polity, and practices of the United Church of Christ.</li> <li>e. Growth in Christian faith and experience.</li> <li>f. Personal qualities.</li> </ol> <p>The Committee decides whether or not to recommend privilege of call or to conditionally recommend privilege of call subject to the candidate fulfilling certain additional requirements. If the Committee prescribes additional requirements to be met, an advisor to the candidate is appointed to assist in this. If the Committee recommends privilege of call, it proceeds to step 7.</p>

# PRIVILEGE OF CALL STEPS 5–9

Procedures for the CANDIDATE	Procedures for the LOCAL CHURCH
<p><b>5</b> If additional requirements must be met, the candidate works on these with the support and guidance of an appointed advisor. When these requirements have been fulfilled, the candidate indicates readiness to be further examined and provides the Association Committee on the Ministry with documentation giving evidence of fulfilling the specified requirements.</p>	
<p>The candidate meets with the Association Committee on the Ministry for further examination.</p>	
<p>The candidate makes a presentation to the ecclesiastical council, describing his or her commitment to and preparation for ordained ministry and reasons for seeking privilege of call in the United Church of Christ.</p>	



Procedures for the CALLING BODY	Procedures for the ASSOCIATION
	<p><b>6</b> The Association Committee on the Ministry, in consultation with the advisor, further examines the candidate and determines if the earlier concerns have been satisfied by the additional work. If the Committee is satisfied that the candidate meets the requirements for ordained ministry of the United Church of Christ, it recommends the candidate to the Association to be granted privilege of call.</p>
	<p><b>7</b> The Association Committee on the Ministry arranges for an ecclesiastical council and promotes attendance at it.</p>
	<p><b>8</b> The Association ecclesiastical council receives the recommendation of the Committee on the Ministry and hears a presentation by the candidate describing her or his commitment to and preparation for ordained ministry and reasons for seeking privilege of call in the United Church of Christ. It then further examines the candidate and the Committee's recommendation. The ecclesiastical council votes on whether or not to grant privilege of call. In this, the ecclesiastical council acts on behalf of the entire United Church of Christ.</p>
	<p><b>9</b> Privilege of call is granted for one year and is renewable thereafter on an annual basis or until the person receives a call. The Association presents the appropriate certificate attesting to the actions taken. Requests for this certificate must be received by the Parish Life and Leadership Ministry Team at least three weeks prior to the date needed.</p>

# PRIVILEGE OF CALL STEPS 10–13

Procedures for the CANDIDATE	Procedures for the LOCAL CHURCH
<p><b>11</b> The person granted privilege of call prepares a Ministerial Profile that will be circulated by the Parish Life and Leadership Ministry Team.</p>	
<p><b>12</b> The person with privilege of call seeks a call to a local church of the United Church of Christ.</p>	
	<p><b>13</b> The local church extends a call to the person and sends a copy of the terms of the call to the Association Committee on the Ministry. The letter of call should include:</p> <ol style="list-style-type: none"> <li>a. A description of the ministry.</li> <li>b. A description of the time requirements.</li> <li>c. A description of provision for participation in the life of the wider United Church of Christ.</li> <li>d. Provision for the following:               <ol style="list-style-type: none"> <li>1. Salary and housing.</li> <li>2. Pension program.</li> <li>3. Health insurance.</li> <li>4. Life insurance.</li> <li>5. Disability insurance.</li> <li>6. Travel allowance.</li> <li>7. Social Security allowance.</li> <li>8. Reimbursement for professional expenses.</li> <li>9. Vacation.</li> <li>10. Continuing education time and funds.</li> <li>11. Sabbatical leave.</li> <li>12. Evaluation procedures and timeline.</li> </ol> </li> </ol>

(cont.)

Procedures for the CALLING BODY	Procedures for the ASSOCIATION
	<p><b>10</b> An accurate record of the proceedings and actions of the Committee on the Ministry and of the Association should be kept. The Association informs the Conference Office of the action taken. The Association or Conference informs the Office of General Ministries and the Parish Life and Leadership Ministry Team of the action taken.</p>

# PRIVILEGE OF CALL STEPS 14–17

Procedures for the CANDIDATE	Procedures for the LOCAL CHURCH
	<p>13. Conflict resolution procedures to be used if needed.</p> <p>14. Termination procedures.</p>
<p><b>14</b> Following acceptance of a call to a local church within an Association, the ordained minister with privilege of call applies to the Association for ordained ministerial standing.</p>	
<p>The ordained minister cooperates with the local church in requesting installation.</p>	<p><b>16</b> The local church and ordained minister request the Association to install the ordained minister in the ministry.</p>
<p>The ordained minister cooperates with the Association in planning and holding a service of installation.</p> <p>The ordained minister is installed.</p>	<p>The local church cooperates with the Association in planning and holding a service of installation.</p>

	Procedures for the CALLING BODY	Procedures for the ASSOCIATION
		<p><b>15</b> The Association Committee on the Ministry follows its procedures for granting ordained ministerial standing.</p>
		<p><b>17</b> The Association Committee on the Ministry cooperates with the local church and ordained minister in planning and holding a service of installation.</p>

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# THE CHURCH'S EXPECTATIONS OF ITS CANDIDATES FOR ORDINATION

## FAITH AFFIRMATIONS

- Is compelled by the Gospel of Jesus Christ
- Has a sense of having been called by God and the Church to ordained ministry
- Has a sense of vocational direction
- Is committed to the mission of the Church
- Can clearly articulate a personal theological position
- Can clearly articulate a theological understanding of ordination
- Can relate his or her understanding of ordained ministry to the ministry to which he or she has received a call or is seeking a call

## CHURCH LOYALTY

- Is an active member of a local church of the United Church of Christ
- Is committed to service in and on behalf of the United Church of Christ
- Is committed to an ecumenical stance and efforts
- Is committed to active participation in the United Church of Christ beyond the local church (Association, Conference, national, etc.)
- Keeps informed about the issues and concerns facing the United Church of Christ and its various parts
- Is familiar with the publications and resources of the United Church of Christ
- Is committed to the up building of the whole people of God

## KNOWLEDGE AND SKILLS

- Has attained a general liberal arts education (bachelor's degree or its equivalent)
- Has graduated or will graduate from an approved theological seminary
- Is able to relate the Christian faith to contemporary issues
- Has engaged in a disciplined study of and has acquired considerable knowledge in the following fields:
  - The Bible
  - Biblical interpretation
  - Christian education
  - Christian ethics
  - Church history
  - Contemporary culture

Evangelism and church growth  
Ministry resources  
Stewardship  
Theology  
United Church of Christ history, polity, practice, and theological roots  
Worship, sacraments, liturgy  
Has acquired considerable skill in:  
Administration  
Counseling  
Group dynamics  
Interpersonal relationships  
Listening and communicating  
Organizing  
Pastoral care  
Planning and goal setting  
Preaching and worship leadership  
Teaching  
Working with volunteers and volunteer institutions  
Is prepared to lead the church as a community in mission

## **PERSONAL QUALITIES**

Is able to acknowledge own limitations  
Is accepting of diversity  
Is adaptable  
Has capacity for growth and development  
Lives a Christian lifestyle  
Is courageous  
Has empathy  
Has integrity  
Is mature  
Has an open and affirming style of relating to persons and ideas  
Is resourceful  
Has sense of her or his identity  
Has a sense of proportion  
Has a sense of responsibility  
Has vision