

# *MEMBER IN DISCERNMENT PROGRAM MANUAL*

*Southeast Wisconsin Association  
United Church of Christ  
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## GENERAL INFORMATION

1. There is a **two-year minimum requirement** for a student to be Member in Discernment of this Association before he or she can seek ordination. It is transferable. It is strongly recommended that a student be a member of a local congregation in SEA for at least one year before they apply to be Member in Discernment of the Association.
2. Each Member in Discernment of the Association is expected to remain in close relationship with their local congregation. A Member in Discernment Support Committee should be assembled within the local church (with the help of the pastor), and regular meetings should be held during the entire Member in Discernment process.
3. Each Member in Discernment will be assigned an advisor. Advisors include both ordained ministers who hold standing in the Association in which the student is Member in Discernment and laypersons of the Association. The student's pastor is not considered for this role in the United Church of Christ.
4. Each Member in Discernment is expected to attend at least one Wisconsin Conference Meeting.
5. Member in Discernment status is granted for one year at a time. Each year there will be a review of the student's educational progress, participation in the life of the local church and Association, and progress toward meeting ordination criteria. Every **Member in Discernment student must submit a set of renewal forms to the Southeast Association (SEA) office each year on the anniversary of the date they were first taken Member in Discernment.** These forms can be downloaded from the website. Please complete your form and have your church and your advisor complete their forms and have them sent to the SEA office within thirty days after your anniversary date each year in order to maintain your Member in Discernment standing.
6. Each student is required to take a United Church of Christ History and Polity course and a SEA sponsored or approved Boundaries Workshop.
7. Member in Discernment status does not automatically lead to ordination. During the time the student is Member in Discernment, he or she, with the help of the Association, will decide if the pursuit of ordination in the United Church of Christ is their appropriate direction. After the Member in Discernment Sub-Committee recommends a candidate for Ordination, they will be referred to the Ordination Team, which has its own steps and procedures.

## CHECK LIST FOR MEMBER IN DISCERNMENT CANDIDATES

1. You must be a member of a United Church of Christ congregation in the Southeast Association for at least one year prior to applying for Member in Discernment status.
2. Make an appointment with your local church pastor to discuss your desire to prepare for the ordained ministry.
3. Make arrangements to meet with the governing board of your local church to request that they recommend you for the Association's Member in Discernment Program. When meeting with the church board, please provide them with the following:
  - A written paper on your Christian Pilgrimage (three pages)
  - Your biography (two pages)
  - A written statement about your educational plans including any financial concerns, if applicable (one page)
4. After you have met with your local church and received their endorsement, you must fill out and return the Member in Discernment Application Form to the SEA office along with a check for your non-refundable \$250.00 application fee payable to Southeast Association. This fee will pay for your share of the cost of the psychological assessment. (This fee is required of all students who have not completed the Psychological Assessment.) Your local church must also submit a check for \$250.00 for its share of the cost of your assessment. (SEA pays the balance of the cost, which is currently an additional \$300.00. A psychological assessment is required. More information can be found in the section ***Member in Discernment Psychological Assessment Program***, included in this manual. A referral to the testing service will not be made until SEA has received:
  - Your application form
  - Your check for \$250.00
  - Your church's check for \$250.00
  - A Letter from your local SEA church recommending you for the Member in Discernment Program and verifying your membership in that church for at least one year.
5. Before you can be scheduled to meet with the Member in Discernment Sub-Committee, you must also submit the following materials to the SEA office. Please send all your materials to: Member in Discernment Program, Southeast Association UCC Office at 2825 N Mayfair Road, Suite #103, Wauwatosa, WI 53222-4406.
  - Three letters of reference including one from your pastor, one from your faculty advisor, and one from someone who knows of your work and journey toward ministry.
  - The official school transcript of the last three years of formal education.
  - If you have been a member of the United Church of Christ for less than three years and explored ordination in another denomination, provide two letters of reference from your former denomination: one from your former local church pastor, and the other from that denomination's candidacy program.
  - The Psychological Assessment must be completed.
6. When all of the above materials and the results of your psychological assessment have been received at SEA, you will be given an appointment with the Member in Discernment Sub-

Committee. PLEASE NOTE: Depending on the number of applicants at a given time, it may take up to three months from the time you request an appointment until it can be scheduled.

# **MEMBER IN DISCERNMENT PSYCHOLOGICAL ASSESSMENT PROGRAM**

## **I. Purpose of the Assessment Program**

The Wisconsin Conference of the United Church of Christ has adopted the vocational and psychological assessment requirement because, 1) it believes the service will be useful to Member in Discernment candidates in clarifying their career goals and better understanding themselves, and 2) the overall profile of the applicant's abilities, interests, motivation for ministry, personality, and intelligence will be a valuable supplement to letters of recommendation and academic records in aiding the committees who must recommend applicants for Member in Discernment, nurture their growth, and eventually determine fitness for ordained ministry.

The psychological assessments can provide valuable supplemental information to the recommendations and personal testimony that is gathered. The Member in Discernment Subcommittee desires as full and complete a picture of a candidate as possible in order to fulfill its responsibility to assist candidates in their formation for ministry.

The Member in Discernment Subcommittee must be aware of any areas where the candidate needs to develop or which the candidate needs to remedy during this period of preparation for the rigors of ordained ministry. By making appropriate suggestions, the Member in Discernment Subcommittee allows the candidate ample time to implement their recommendations before appearing before the Ordination Subcommittee. The Subcommittee also believes it is a betrayal of their trust to both the denomination and the candidate to recommend persons for the professional ministry whose gifts are seriously unsuited to the successful exercise of that role.

## **II. The Pastoral Counseling Service**

The Pastoral Counseling Service is organized to provide high-quality, cost-effective psychological assessment of clergy candidates for use by church judicatories and candidates in the clergy selection and nurture process. The process is intended to identify any issues of a psychological nature that could have an impact on the candidate's professional functioning as clergy and to provide recommendations to the candidate which offer guidance for addressing any problems that surface.

The program consists of a test packet to be completed by the candidate in a monitored setting of their choosing, an individual clinical interview, scoring and interpretation of the results. The profiles include self-image, vocational interests, and intellectual functioning.

**Cost:** The cost per candidate is currently \$800.00, to be divided among the applicant (\$250.00), the local church (\$250.00), and SEA (\$300.00). If this cost figure should change, the Member in Discernment Sub-Committee will adjust the shares. The non-refundable application fee submitted with the Member in Discernment application will be applied to the applicant's share. SEA must receive the local church share prior to scheduling your psychological assessment.

**Arranging for the Assessment:** SEA will authorize the Pastoral Counseling Service to conduct the assessment. A referral to the testing service will not be made until SEA has received the application form, checks and letter from your local SEA church mentioned above.

## **III. Confidentiality**

All inventory results, counseling, and the summary report are confidential between you and the Pastoral Counseling Service. In the event that you choose not to pursue your Member in Discernment application, the report need not be shared with any person or body within SEA or the United Church of Christ. However, those who apply for Member in Discernment status must have the counselor's summary report sent to SEA and may also include their own comments with their application materials.

To ensure confidentiality and appropriate use of these reports, copies sent to SEA will be kept in a separate file in the Association office. Reports will be made available only to the chairs of the Member in Discernment and Ordination Team, and to the SEA Member in Discernment staff person. The reports will be shared with the respective committees when candidates are considered, but all copies will be retained after the meeting and returned to SEA, or destroyed. Following a candidate's ordination, his or her report will be destroyed.

## **MEMBER IN DISCERNMENT TIME LINE**

There is a **two-year minimum requirement** for a student to be Member in Discernment of this Association before he or she can seek ordination. Member in Discernment status is transferable with approval. It is strongly encouraged that a student be a member of a local congregation in SEA for at least one year before that local church recommends they be taken Member in Discernment by the Association.

Member in Discernment status is granted for **one year at a time**. Each year there will be a review of the student's educational progress, participation in the life of the local church and Association, and progress toward meeting ordination criteria. Students must apply each year for renewal by submitting renewal forms.

**When a person has been Member in Discernment for five years, the candidate must** pursue one the following alternatives:

- Petition and meet with the Member in Discernment subcommittee to continue their Member in Discernment status. The petition should explain any extenuating circumstances for not pursuing ordination within the five-year period and demonstrate why the candidate should remain Member in Discernment. Recognizing that the journey to ordination can sometimes be lengthy and difficult, the subcommittee will be supportive of those who are actively seeking a call.
- Withdraw from the Member in Discernment program.

## **SEMINARY ACADEMIC RECOMMENDATIONS FOR STUDENTS MEMBER IN DISCERNMENT**

Education for ministry is a life-long process. To be approved for ordination in the Southeast Association, the student must show that he or she has a broad general background in seminary studies. The following basic curriculum is recommended. Consideration concerning readiness will be taken into account along with the skills, academic and life experiences of persons entering seminary. The Church and Ministry Team believe that there are certain academic courses that are fundamental to ministry. A Master of Divinity degree, does not, in itself, satisfy the Church and Ministry Team's academic requirements for ordination. Among the seminary/graduate level course leading to the candidate's Master of Divinity degree, the Team requires study in the follow areas. The Team assumes a course is three credits. The Team may require additional courses because of a candidate's ministry goal or individual need.

**I. BIBLICAL STUDIES:** A minimum of twelve credits is recommended. A background in Biblical studies shall include:

- a. A student must have a working knowledge of and familiarity with the Bible and an understanding of the scope of covenantal history and Biblical theology.
- b. An understanding of the impact of the message of the Major and Minor Prophets in their times and their contributions to the social ministries of the contemporary church.

**Courses:**

Survey of the Old Testament  
Survey of the New Testament  
In-depth Old Testament, 1 course  
In-depth New Testament, 1 course

**II. THEOLOGY:** A minimum of twelve to fifteen credits is recommended. A background in theology shall include:

- a. A student is required to have an in-depth knowledge of systematic theology. This would include such doctrines as the Incarnation, nature of God, nature of humanity, authority of Scripture, sin, atonement, and resurrection, Holy Spirit, the Church and Sacraments. This would also include the study of a representative theologian from the Early Church period, the Reformation era and a twentieth century theologian.

**Courses:**

Historical theology/survey of theology; 2-3 courses  
Systematic/constructive/contextual and or in-depth; 1 course  
Constructive/contextual or biblical theology; 1 course

**III. CHURCH HISTORY:** A minimum 12 credit hours is recommended. An understanding of church history shall include:

- a. Pentecost to Constantine, Constantine to the Reformation, and the Reformation to the present.
- b. History and Polity of the UCC.

**Courses:**

Early Church history; 1 course  
Reformation history; 1 course  
UCC history and polity; 1 course  
American Church history; 1 course

**IV. WORSHIP:** A minimum of 6 credit hours. You must exhibit the ability to prepare and lead a worship service that is grounded in the Word, a familiarity with history and theology of worship (Word and Sacrament), a practical experience in designing and leading worship appropriate to context, a familiarity and experience with Rites of the Church and a familiarity with hymnody

**Courses:**

2 Courses  
Field Education (see below)

**V. PREACHING AND TEACHING:** A minimum of 9 credit hours. The candidate must be proficient in the ability to articulate the faith clearly and meaningfully, the ability to use art, music and other means of communication, the ability to recognize and utilize various learning styles and theories of faith development, ability to open the Word in relevant and authentic ways and to apply Scripture to everyday life and practice and show skills in public speaking.

**Courses:**

Christian Education; 1 course  
Preaching; 1 course  
1 additional course

**VI. PASTORAL CARE MINISTRY:** A minimum of 6 credit hours, plus CPE (Clinical Pastor Education)

**Courses:**

1 survey course, plus 1 additional course

**VII. ETHICS:** A minimum of three credit hours. Candidate should show proficiency of knowledge of Christian ethics, and ability to understand the interrelationship of Theology and Ethics, the ability to critically examine personal behavior in light of one's theology and ethics and apply ethics in pastoral teaching and preaching contexts.

**Course:**

1 Course

**VIII: MISSION:** A Minimum of 3 credit hours. The candidate must be proficient in the following areas; in the ability to articulate the Church's mission, the ability to call and nurture disciples, the ability to engage in responsible ecumenical and interfaith dialog, the ability to relate evangelism and stewardship to the mission of the Church and have a global understanding of the Church,

**Course:**

1-2 Courses

## UCC HISTORY & POLITY REQUIREMENTS

(Approved by the Southeast Association Church & Ministry Team, November 1, 2007)

For all In-Care students and clergy seeking Privilege of Call or a transfer of standing into the Southeast Wisconsin Association of the United Church of Christ, it is recommended that one of the following be completed in order to fulfill an appropriate UCC History and Polity Requirement:

1. Proof of completion of a UCC History & Polity course at an accredited seminary.
2. Proof of completion of a UCC General Synod Polity Workshop.
3. Completion of an independent study of UCC History & Polity with a mentor that would include the following:
  - a. A minimum of 3 meetings with a mentor over a period of a minimum of 3 months.
  - b. The mentor shall be assigned by the SE Church & Ministry Committee and be a local pastor in good standing and without conflicted relationships with the SE Association or Wisconsin Conference who has served a minimum of 5 years in local parish ministry.
  - c. Attendance at the 1-day UCC History & Polity workshop at the Wisconsin Conference Center (if offered).
  - d. A summary paper (not to exceed 12 pages) submitted to the SE Church and Ministry Committee that includes the following:
    1. Key contributions of the Congregational, Christian, Evangelical, and Reformed traditions within the history of the UCC.
    2. A brief review of key UCC polity characteristics, theology, and concepts.
    3. A brief summary of the meaning of the sacraments within the UCC tradition.
    4. A brief summary of how the student believes his or her own faith journey, beliefs, experiences, leadership style, and call to ministry fit within the UCC tradition.
    5. A brief summary of what the student considers to be the gifts and compelling qualities of the UCC and what gifts and compelling qualities the student brings to the UCC.
    6. A bibliography of readings and resources reviewed.
  - e. A summary letter of recommendation to the SE Church and Ministry Committee from the mentor.
  - f. The student shall read and review with their mentor at least 3 books from the following recommended reading list:
    1. *The Shaping of the United Church of Christ: An Essay in the History of American Christianity* by Louis Gunnemann, United Church Press, 1977.
    2. *Confessing Our Faith: An Interpretation of the Statement of Faith of the United Church of Christ*, by Roger L. Shinn, Pilgrim Press, 1990.
    3. *United and Uniting: The Meaning of an Ecclesial Journey*, by Louis H. Gunnemann, United Church Press, 1987.
    4. *Theology and Identity: Traditions, Movements, and Polity in the United Church of Christ*, by Daniel L. Johnson and Charles Hambrick-Stowe, United Church Press, 1990.

5. *The Evolution of UCC Style: Essays in the History, Ecclesiology, and Culture of the United Church of Christ*, by Randi Jones Walker, United Church Press, 2005.
6. *Book of Worship of the United Church of Christ*, by the United Church of Christ Office for Church Life and Leadership, New York, 1986.
7. *The United Church of Christ: A Short Course on UCC History and Polity*, by Rev. Gail O'Neal, published by the Wisconsin Conference UCC.
8. *Hidden Histories in the United Church of Christ, Vols. I & II*, by Barbara Brown Zikmund, United Church Press.

# **CALLED FROM THIS COMMUNITY: THE ROLE OF THE LOCAL CHURCH**

## **INTRODUCTION**

A Member in Discernment of an Association is a member of a United Church of Christ congregation who has been called by God, and who, under the care of the member's Association, is preparing for the ordained Christian ministry.

Member in Discernment is the relationship that exists between a student preparing for ordination, his or her local church, and his or her Association. The purpose of this relationship is to provide support, counsel and assistance to the student during the time of the student's academic preparation for ordained ministry. In the Southeast Association, a person is required to be Member in Discernment of the Association for **two years** prior to ordination. This Association also recommends that a person applying for Member in Discernment status have been a member of their local church for at least one year prior to their application.

The Member in Discernment relationship is designed to facilitate the practical preparation for ordained ministry. Preparation is commonly misunderstood to mean solely completing a course of study at an accredited college and seminary. In addition, each person seeking ordination also needs to understand and make plans to acquire the non-academic competencies and skills required for ordained ministry. (See Appendix A: The Church's Expectations of Its Applicants for Member in Discernment, UCC Manual On Ministry)

A Member in Discernment has an ongoing relationship with the denomination through persons who are responsible for maintaining standards for ordained ministry (the Association's Church and Ministry Team) and an assigned Advisor/ Mentor who acts as role model, and offers support and guidance. A Member in Discernment may benefit from peer relationships, advice and counsel. The Association is benefited by getting to know the leaders of the future and by ensuring their preparedness and competency.

## **STEPS AND PROCEDURES**

1. A person desiring to explore and prepare for the ordained ministry in the United Church of Christ must first talk with his or her pastor about the expectations and procedures outlined in this document and in the Member in Discernment application materials. Because this Association requires students to be Member in Discernment at least two years prior to ordination, the local church pastor can be helpful by encouraging students to begin the Member in Discernment process early in their seminary careers. Local church pastors and lay leaders have a crucial role in helping members identify and claim their gifts for ministry. The quality of ordained leadership of the United Church of Christ is dependent upon the sensitive work of pastors and lay leaders in identifying and nurturing members who have the gifts and potential for this form of ministry.

The procedures involved may seem lengthy and complex, but the responsibilities of ordained ministry require particular gifts and maturity that not everyone possesses. The Member in Discernment process is a time of mutual discernment so that a candidate, local church, and

Association might ultimately make a decision about the person's potential "fitness for ordained ministry."

2. If the person then desires to become a Member in Discernment of the Southeast Association, he or she should obtain Member in Discernment application materials from the our web page.
3. The person presents to the pastor and governing board of the local church the following materials:
  - A. Paper on Christian pilgrimage (3 pages)
  - B. Biography (2 pages)
  - C. Transcripts for the three most recent years of formal education
  - D. Educational plans, with any financial concerns (1 page)
4. The pastor and governing board review the materials and interview the person. They determine whether or not to recommend to the Member in Discernment Sub Committee that the person be considered as a Member in Discernment.

During the interview, the local Church committee will explore some or all of the following:

- A. The person's history with the local church and level of participation will be discussed. How has the person's participation contributed to his or her sense of call?
- B. The person's understanding of ordained ministry. Does the person have a realistic view of ordained ministry and the Church's expectations of its ministers? Is another form of ministry (other than ordained ministry) better suited to the person's gifts and interests?
- C. The requirements and procedures for the preparation for ordination. Does the person understand what is required? The committee needs to be clear that the decision to enter into the Member in Discernment relationship does not automatically lead to ordination.

In recommending that a person be received Member in Discernment of the Association, the local church is committing itself to a supportive relationship with the person during the years of preparation for ordination. The local church will need to remain in close relationship with the person so that it is prepared to recommend ordination when the person has completed all of the preparation requirements.

It is because of the importance of this relationship between student and local church that this Association recommends a person to belong to that church for at least one year before entering into the Member in Discernment relationship.

5. If the local church approves the member's request to be taken Member in Discernment, the student will then submit an Member in Discernment Application to the Member in Discernment Sub Committee, which will make arrangements for a psychological assessment. The Southeast Association, the student, and the local church will share the cost of this assessment. The application material from the Association office will include the current fee schedule. The applicant's share and the church's share must be paid at the time of application and before the assessment can proceed.
6. The local church sends the following materials to the SEA Office:

- A. A recommendation that the member be received as a Member in Discernment of the Association
  - B. Verification of the person's membership in that local church for at least one year
  - C. A letter of reference from the pastor.
  - D. Payment of the local church's share of the cost of the applicant's psychological assessment (currently \$250.00).
7. When the Member in Discernment Sub-Committee receives the application and all necessary materials, an interview will be scheduled with the subcommittee. The local church pastor or a local church representative is required to be present for the interview of the candidate.
  8. If the Member in Discernment Sub-Committee is satisfied with the fitness, aptitude, and commitment of the candidate, it recommends to the full Church and Ministry Team that the person be received Member in Discernment of the Association. If the Church and Ministry Team is satisfied with the recommendation, it votes to receive the person Member in Discernment. At that time, an acceptance letter is sent to the student, the local church, the advisor mentor, and the district. This letter includes affirmations, recommendations, and expectations that are meant to give guidance to the student during the Member in Discernment process.
  9. While the student is Member in Discernment, he or she will be given opportunities for learning and building community. He or she will also be assigned an advisor/mentor from among clergy and lay persons of the Association who have expressed a willingness to serve as advisors and have been trained in the process leading to ordination.
  10. The UCC *Manual on Ministry* states that while a person is Member in Discernment, *The home church relates to the student in supportive ways and provides opportunities for participation and leadership*. This relationship between the student and the local church is a crucial part of the Member in Discernment process. Unfortunately, it is also the part of the process that often breaks down. It is helpful to establish an Member in Discernment Support Committee whose task is to nurture the relationship and to serve as liaison between student and congregation.

The local congregation is uniquely qualified to provide financial support, opportunities for experience, and spiritual support for their Member in Discernment students. However, if there is no ongoing relationship and no structure for communication, that support may be superficial at best and non-existent at worst. The difficulty in maintaining a supportive relationship is often exacerbated when students attend seminary out of state or are serving a field placement in another congregation.

11. Students are required to be Member in Discernment two years prior to ordination. Member in Discernment status, however, is granted for only one year at a time. Therefore, a student must renew his or her Member in Discernment status every year. A part of that renewal process is a form that is filled out by the local church, either by the governing board or the support committee. The local church is asked to comment on the student's progress, especially regarding the recommendations made in the acceptance letter.
12. No earlier than nine months prior to completion of the Member in Discernment two-year requirement, the student may contact the chair of the Ordination subcommittee of the Church and Ministry Committee to request its current steps and procedures. The student will request that the governing board of the local church recommend to the Association that he or she be

examined for ordination.

13. If the Church and Ministry Team recommend that the Ecclesiastical Council examine the person, arrangements with the local church to host this event will be made. The Ecclesiastical Council is an examination by the Association. It consists of lay people and clergy from the association churches who are free to ask questions and make a final determination on behalf of the Church as to the suitability of the candidate for ordination. Any number of representatives of the candidate's local church may attend the Ecclesiastical Council, but only one lay representative may vote.
14. If the person is approved for ordination, the formal service cannot take place until the candidate has received a "call" from the place of ministry that they will serve. The service is generally held at the local church of which the candidate is a - member. The local church may participate in planning the ordination service, which includes consulting the Association minister to establish a date and time. The person may also request that members of the local church participate in the ordination service.

### **MEMBER IN DISCERNMENT SUPPORT COMMITTEE**

The supportive relationship between the local church and the Member in Discernment student is an important part of the Member in Discernment process. **SEA recommends the following as a guide for your time together:**

1. We recommend that the student be a member of a local church for at least one year before they apply for Member in Discernment status from the Association.
2. The local church should establish an Member in Discernment Support Committee to nurture the relationship, and to serve as liaison, between student and congregation. The committee should meet with the student at least four times spread over the period that they are Member in Discernment.

### **For Discussion at Every Meeting:**

- A. The nature of seminary courses being taken, and how they are shaping the student's ideas about ministry
- B. Any surprises in the learning taking place
- C. Goals for personal and spiritual growth during the coming year
- D. Self-care issues: What do you do for fun? How do you take care of yourself? How do you make time for family, self, fun, exercise, prayer, and personal devotional life?

### **Activities for Discussion at Meeting 1:**

- A. Make every opportunity for the student to participate in various aspects of the leadership of the local church.
- B. Preach once and have a discussion about how a sermon is prepared. How they select scripture,

topics, address particular issues or audience. Invite the committee to share feedback.

C. Prepare a bulletin for the Order of Worship on a Sunday morning. Be prepared to discuss how the choices were made about what to include and how such preparation might happen on an on-going basis.

### **Activities for Discussion at Meeting 2:**

(These activities can take place in the candidate's local church, in a church where they serve as a fieldwork student, or with the advisor/mentor. But the local church Member in Discernment committee should be in conversation about these activities with the candidate and the learning or issues that arose during all these experiences.)

- A. Accompany the pastor on one hospital call, one nursing home visit
- B. Assist with one youth activity or confirmation class
- C. Watch a baptism and talk with the pastor about how the family is prepared
- D. Assist with communion and talk with pastor about how the preparations are made for the liturgy and serving
- E. Discuss all practical aspects of ministry and preparation for a funeral and wedding

### **Activities for Discussion at Meeting 3:**

- A. Prepare and lead one Bible study (can be as short as two sessions on a week day or evening)
- B. Interview the church secretary, organist, and custodian about tasks, administrative requirements, congregational expectations, the role of the pastor and how the pastor can best support their work. In a smaller church, where the pastor may assume one or more of these roles, interview the pastor.
- C. Talk to the person who heads the Stewardship Campaign for the local church about how this is approached.

### **Activities for Discussion at Meeting 4:**

- A. The committee should read the candidate's Ordination Paper that is required by the Association and have a dialogue with the candidate. This is excellent preparation as the student will ultimately appear before Ecclesiastical Council that will be comprised of members of local churches and pastors from other congregations in the district.
- B. The Committee should also read and provide feedback on the Profile (UCC version of a resume) because lay members of congregations that are seeking pastors will read this.

### **Final Meetings in the Member in Discernment Process**

- A. One committee representative should attend the Ordination Sub-Committee interview
- B. One committee representative should attend the full Church and Ministry Committee interview

C. All committee members should attend the Ecclesiastical Council

D. All members should assist in hosting the Ordination Service