



**Christian Church (Disciples of Christ)**

in the Southwest

web: [www.ccsw.org](http://www.ccsw.org)

tel: 817-926-4687

## **Christian Church (Disciples of Christ) in the Southwest**

### **Commissioned Minister Expectations**

**Title:** Commissioned Minister Expectations

**Purpose:** The purpose of this document is to name the annual Commissioned Minister standing requirements:

- a. Interview-Meeting with Commissioning Committee on Ministry
- b. Participation in Regionally Sponsored Ministry Classes (branded as CCSW Learn) or approved source for education (appendix A).
- c. Commissioning Standing Renewal Forms

**Definitions:** **Commissioned Minister**-- Commissioning applies to a particular person in a particular call and location and continues for the time they serve in that ministry and as long as they meet the expectations given by CCSW for Commissioned Ministers.

**CCOM**-- Commissioning Committee(s) on Ministry are geographically dispersed committees (currently in formation) gathered for initial commissioning interviews and annual standing renewal interviews for Commissioned Ministers in the Christian Church in the Southwest. CCOMs will: (a) be authorized to their work by the Regional Committee on Ministry; (b) be geographically accessible to candidates; (c) be consistent with other CCOMs across the region in the criteria and explanation of expectations for Commissioned Ministers.

The lead member of each CCOM will be selected by RCOM with strong input from Area representatives to RCOM. The lead member of each CCOM will assume responsibility of recruiting additional members (3-5 total members per committee is optimal). They will recruit interpreters when necessary. The Regional Ministry staff will work with the CCOM to provide language interpretation or accessibility modifications where necessary.

**Details:** Annual Standing for Commissioned Ministers would be achieved through:

**a. Interview-Meeting with Commissioning Committee on Ministry**

1. Commissioned ministers are required to meet with a CCOM every year.
2. The Regional staff will publish a schedule with Commissioned Minister interview/meeting times. If a Commissioned Minister cannot make their scheduled time they should communicate with the lead member of their CCOM or the Regional Executive immediately for rescheduling.



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### Details:

3. Initial interviews will be face-to-face.
4. Face-to-face interviews are preferred for renewal interviews, but teleconference interviews are acceptable. The lead CCOM member will decide whether teleconference interviews can be accommodated.
5. New commissioning
  - i. Candidates will be offered the opportunity to interview with a CCOM when they have completed and submitted to the Regional Executive:
    1. The application
    2. The congregational endorsement
    3. The disclosures
    4. The criminal background check.
  - ii. Completed portfolios for initial commissioning (paperwork, interview summary form, and any completed educational work) will be submitted to the Regional Executive.
  - iii. At each RCOM meeting (January, April, and September) the Regional Executive will submit a slate of new Commissioned Ministers with recommendations to commission or not commission.
  - iv. New commissions approved by RCOM will run from RCOM approval date until December 31 of the same year.
  - v. Renewal paperwork (but not a second interview) will be needed on November 1 of the year to be renewed.
6. Renewed commissions will run on a calendar year January 1-December 31.

### b. Completion of Paperwork

#### First-Time Commissioned Ministers

1. Form A - Commissioned Minister Application Form
2. Form C - Congregational Support for Commissioned Ministers
3. Form D - Commissioned Minister Disclosure Form
4. Form E - Criminal Background Verification Release Form

#### Renewal of Commissioning

1. Form B--Commissioned Minister Renewal Form
2. Form C--Congregational Support for Commissioned Ministers
3. Form D - Commissioned Minister Disclosure Form



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### Details:

#### c. Required Education

1. Foundational Education—Commissioned ministers' foundational training must include education in all sixteen competencies and practical ministry, regardless of the time length necessary to complete.
  - i. CCSW will issue a "Record of Completion" to ministers who complete the Regionally-Sponsored Training Plan.
  - ii. CCSW may issue a "Record of Completion" to any minister who has completed an Area-sponsored ministry training plan.
  - iii. Commissioned Ministers who have completed Area-sponsored training sessions related to the 16 competencies but have not completed an entire plan may submit a record of the area-sponsored trainings they have completed to be included in partial completion of their progress toward the "Record of Completion."
  - iv. CCSW may regard Disciples-related complete ministry certifications as equivalent to the CCSW Record of Completion after review by RCOM. Known programs include :
    1. Texas Bible Chair Commissioned Minister Education Program.
    2. Phillips Seminary Certificate in Pastoral Ministry.
    3. El Certificado en Ministerios Hispanos from Lexington Theological Seminary.
2. Commissioned ministers with less than five years of commissioning or who have not completed a foundational education certificate will be expected to complete 4 regionally-sponsored Commissioned Minister Training sessions or alternatives identified in Appendix A that equal 4 classes.
3. After the foundational 20 class education has been completed, Commissioned Ministers will be expected to attend 2 regionally-sponsored trainings annually or participate in other forms of education (see Appendix A) equal to 2 classes in order to maintain standing.



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<b>Applicability:</b>	Policy goes into effect in 2019 and covers 2020 standing.
<b>Authority:</b>	Regional Committee on Ministry
<b>Implementation:</b>	Initial: January 20, 2019
<b>Relevant Policies or Documents</b>	Theological Foundations and Policies and Criteria for the Ordering of Ministry in the Christian Church (Disciples of Christ)
<b>Approval and Revision History:</b>	Approved, January 15, 2019, Regional Committee on Ministry Revised, September 19, 2019, Regional Committee on Ministry
<b>Author(s):</b>	Rev. Andy Mangum, Regional Minister; Rev. Christy Drechsel, Regional Executive; Rev. Mike Hunter, 2019-2020 RCOM Chair

## Appendix A

### Approved Sources for Annual Education

<b>Details:</b>	<ol style="list-style-type: none"><li>1. Four Regionally-sponsored training events localized throughout the region. Cost for participation \$50 per course OR</li><li>2. Four classes with the Texas Bible Chair OR</li><li>3. Participation in Southwest Hispanic Ministry Training Week (Rosemont)—collaboration between Brite and Southwest Hispanic Convention. This week-long program covers ministers' complete annual training requirement OR</li><li>4. Two completed courses with Phillips Ministry Training Program—courses cost \$75 per course and last between 4 and 8 weeks <a href="https://www.ptstulsa.edu/prospective-students/programs-of-study/non-credit-programs/ministry-training-program/">https://www.ptstulsa.edu/prospective-students/programs-of-study/non-credit-programs/ministry-training-program/</a> One Phillips Course can take the place of two CCSW Training Events OR</li><li>5. Six completed hours of seminary or graduate theological education OR</li><li>6. Be making progress with an educational path toward ordination as approved by RCOM. OR</li><li>7. Have an earned theological graduate degree and be accepted as a candidate for Ordination or Recognition of Ordination by RCOM.</li></ol>
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## Appendix B

# 16 Competencies

(from *Theological Foundations and Policies and Criteria for the Ordering of Ministry in Christian Church (Disciples of Christ)*; <http://disciples.org/wp-content/uploads/2014/07/TFPCOM-Final.pdf>)

### Details:

**Biblical Knowledge:** Be rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.

**Church Administration and Planning:** Be able to practice the principles of good administration, planning and implementing short- and long-range goals to enhance Congregational life in collaboration with teams and committees.

**Communication:** Be an effective communicator and be able to facilitate effective communication within and on behalf of the church.

**Cross Cultural and Anti-Racism Experience:** Be sensitive to the different manifestations of racism and prejudice in the culture and be committed to confronting and overcoming them.

**Ecumenism:** Exhibit a commitment to working with other Christians and denominations and with other faiths in programs of common witness and service, and to articulating the vision of the ecumenical and global church as a starting place for mission.

**Education and Leader Development:** Know the foundations of Christian education and the principles of leader development. Show competency in teaching children, youth, and adults, including lay leaders and staff.

**Ethics:** Be able to help parishioners think critically about the relationship of their faith to issues of justice, ethics and morality.

**Evangelism:** Be able to motivate Congregational members to share their faith through word and action.

**Mission of the Church in the World:** Be able to understand and articulate the centrality of the call to mission given by Jesus Christ and the prophets. Be able to empower congregations to engage in mission from our doorsteps to the ends of the earth.



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### Appendix B Continued:

**Pastoral Care:** Be able to engage other persons with empathy and assess situations and relationships with the compassion of Christ, with sensitivity to culture and context. Be able to convey the healing power of God to those who suffer.

**Proclamation of the Word:** Know the practice and theory of Christian preaching. Be able to proclaim the Word of God, share the Good News of Jesus Christ, and help Congregational members apply their faith to daily life.

**Spiritual Development:** Establish and maintain spiritual disciplines that lead to personal growth and help others develop a rich spiritual life.

**Stewardship:** Be able to develop and encourage healthy stewards who recognize and share generously God's abundant gifts for all creation.

**Theology:** Be able to articulate a coherent view of God's nature and activity in relation to the Christian tradition, to critically engage human situations from a perspective of faith, and to help persons recognize theological issues in their daily lives.

**Understanding of Heritage:** Have knowledge of and appreciation for the history and thought of Christianity and of the history, structure, practices, and ethos of the Christian Church (Disciples of Christ).

**Worship:** Know the purpose and elements of Christian worship. Have the ability to plan and lead meaningful worship by working with the worship team, musicians, and Congregational members.



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## Appendix C

### CCSW Regional Plan for Course Offerings for Commissioned Ministers

	A (2019)	B (2020)	C (2021)	D (2022)	E (2023)
<b>F e b r u a r y</b>	Scripture and the Practice of Ministry	Theology	Scripture and the Practice of Discipleship OR Hermeneutics and Applications	Ethics	Mission of the Church & Ecumenism
<b>A p r i l</b>	Education and Leader Development	Disciples Identity	Pastoral Care Personal	Cultural Sensitivity /Anti-Racism	Proclamation of the Word
<b>A u g u s t</b>	Communication	Practical Ministry 1	Spiritual Development	Pastoral— Congregational	Practical Ministry 2
<b>N o v e m b e r</b>	Transformational Leadership	Evangelism	Stewardship	Church Administration	Worship