These Programs and Goals have been established to give direction to the Commission, the Local Church, Pastors and Laity in our ministry together for our Lord Jesus Christ.
THE MINISTERIAL TRAINING COMMISSION

GENERAL PROGRAM

I. THE PURPOSE OF THIS COMMISSION

1. The Biblical Foundation, II Timothy 3:17 and I Timothy 1:3-5 (NKJV): "The man of God (needs to be adequate), thoroughly equipped for every good work". "As I urged you...that you may charge some that they teach no other doctrine, nor give heed to fables and endless genealogies, which causes disputes rather than godly edification which is in faith. Now the purpose of this commandment is love from a pure heart, a good conscience, and from sincere faith".

2. The Statement of purpose:
   To oversee and supervise ministerial training/education, student financial aid, doctrinal purity and certification for ministry.

II. RECRUITMENT

1. We will provide direction and counsel to all persons who are interested in a vocational ministerial service.

2. We will work with the Youth Advisors in the promotion of Christian Vocations.

3. We will be in contact with and promote participation in:
   (a) Local and General Conference programs, workshops, Impact, etc.
   (b) Winebrenner Seminary and University of Findlay programs and seminars.
   (c) Ritz Lectures Series.

4. We will review all pastoral candidates doctrinally and their compatibility to pastoral ministry according to the "Readiness for Ministry" document (see Supplemental Material, Section J) for recommendation to the Pastoral Guidance Commission.

III. FINANCIAL ASSISTANCE & REIMBURSEMENT

1. Candidates for Financial Aid must be an active member in good standing in a local Church of God in the Allegheny Region Conference for at least two (2) years immediately prior to entrance into this program; that is, the candidate must witness to a "born again" experience and be actively participating in the life of the church.

2. We will interview every ministerial student before they begin their formal training/education.

3. Full time students who are pursuing ordination may receive financial assistance through a tuition reimbursement/loan program. Reimbursement is available for billed tuition costs, after scholarships and grants, toward the minimal hour’s requirement of an acceptable ministry degree or diploma.
   (a) All students must first explore and apply for available grants, scholarships, and student loans through the educational institution's financial aid department.
   (b) WTS students may be available for reimbursement of up to 75% of billed tuition. This reimbursement will have a four (4) year time limit and be available as funds and budget permit.
   (c) Students enrolled in the Pastoral Training Institute (PTI) may be available for reimbursement of up to 40% of billed tuition. This reimbursement will have a four (4) year time limit and be available as funds and budget permit.
   (d) Students to other seminaries approved by the commission may be available for reimbursement of up to 40% of billed tuition.
Personal loans secured by the student are available for repayment up to the percentages given above.

1. Pending assignment of the student to a vocational ministry according to the terms of Section III. 8. of this document. Students who are not available or refuse ministry assignment will be responsible for the repayment of their loans to the lending institution where it was obtained.

2. Allegheny Region Conference reserves the right to reimburse for payments made, or to pay off the loan entirely at its discretion.

4. This program is intended for full time students. Part time students with extenuating circumstances may be approved on an individual basis. The distinction between part and full time will be according to definitions of academic institution.

5. All Financial Aid is contingent upon this Commission's approval of an Application for Student Financial Aid, available finances and the terms of the "Letter of Agreement".

6. Submitting a Letter of Agreement and being granted financial aid (loan) does not guarantee that Ministerial Credentials will be granted following the completion of the above mentioned degrees.

7. We shall require all students each time prior to receiving financial aid to mail to the Region Office:
   
   (a) A signed "Letter of Agreement" (See Supplemental Material, Section J)
   
   (b) A copy of their grades from the previous semester.
   
   (c) A signed "Authorization for Release of Information".
   
   (d) Meet annually with a representative of the Ministerial Training Commission.

8. Terms of reimbursement/loan agreement:

   (a) Disbursement of tuition expenses is available upon completion of each segment of the education program, i.e. semester, trimester, etc. All reimbursements of tuition cost will be considered as a non-interest loan until the completion of degree program.

   (b) All student aid shall be given in the form of a reimbursement/loan.

   (c) Students who complete their degree shall be eligible for loan forgiveness provided they meet the following conditions:

      (1) They serve as a pastor within the Allegheny Region Conference.

      (2) Having given due consideration and an appropriate position not being available in the Allegheny Region Conference, they serve as a pastor within the Churches of God, General Conference.

   (d) Forgiveness will be granted for one fifth of the total amount borrowed for each year of service as stated above. Five years’ service will result in total forgiveness of the loan. (The amount forgiven is considered taxable income in the year it is forgiven. A form W-2 will be issued.)

   (e) Students who do not complete their degree or who do not enter into service as defined in Section "C" are subject to repay all financial assistance received within six months following the last day of school attended.

      (1) Monthly payments will be required with the term of repayment not to exceed 60 months. Payment will be calculated by dividing the principle by the number of months in repayment plan.
(2) Should the student not begin payment within six (6) months, or should the student fall more than two (2) months behind in payments, the student is subject to collection process and/or interest will begin to accrue on the unpaid balance at 15% annual percentage rate.

(3) Should a student whose payments are up to date enter into service which would qualify him/her for forgiveness, the unpaid balance shall become the basis for forgiveness as defined in Section "C". Students who are behind in their payments will not be considered for forgiveness until payments are brought up to date. No forgiveness will be given for amounts already repaid or past due.

9. Students who meet the financial aid qualifications above may request additional financial support, which is above and beyond the normal financial aid noted in Item 3, by:
   (a) Making their request known to the Ministerial Training Commission in writing.
   (b) The local church which the applicant attends will then be contacted by the Commission. The intent of this is to give the local church an opportunity to express support and endorsement of the individual in training.
   (c) If the local church is unable to assist financially then the Ministerial Training Commission will request that the Administrative Council grant approval for a conference-wide appeal for support on an individual basis. At this level the Ministerial Training Commission believes that the name of the individual requesting would become public with their approval.

IV. READINESS FOR MINISTRY

This Commission endorses the General Conference's "Readiness for Ministry" document. (See Supplemental Material, Section J). This document is designed for use:

1. As an entry level document for persons who might be contemplating the ministry and wants to explore what is involved.
2. As a guide for the Commission to use in examining a candidate for ministry.
3. As a comprehensive summary of the professional skills employed by a minister in effectively carrying out the responsibilities of ministry.
4. As a helpful guide for periodic self-evaluation for persons who have their credentials.

V. EDUCATIONAL AND DOCTRINAL STANDARDS

This Commission sets forth the Educational and Doctrinal Standards in the document: “Educational and Doctrinal Standards for Ministerial Credentials and Employment in the Allegheny Region Conference.” (See Supplemental Material, Section J).

VI. GUEST SPEAKERS

This Commission is available to assist the local church to approve or disapprove the use of a guest minister, pulpit supply, or evangelist who is not a member of the Churches of God, General Conference, and is to speak for more than one service. (See "Application for Evangelist/Guest Speaker" Supplemental Material, Section J.)
SUPPLEMENTAL MATERIAL

The Supplemental Material contains additional information pertaining to the Commission’s area of responsibility. This material is changed only when it is deemed necessary. This additional information may be in the form of established guidelines and/or requirements for a particular program, report forms, evaluation forms, questionnaires or etc.
TABLE OF CONTENTS
(Ministerial Training Supplemental Material)

Educational and Doctrinal Standards for Ministerial Credentials .................................................. J - 7
  All Credentials .................................................................................................................................. J - 7
  Ordination .......................................................................................................................................... J - 7
  Annual License ................................................................................................................................... J - 10
  Provisional License ............................................................................................................................. J - 10

Ministerial Candidates Interview and Placement Process .................................................................. J- 11

Readiness for Ministry ......................................................................................................................... J-12

Uses of the Ministerial Profile ............................................................................................................ J-13

The Ministerial Profile .......................................................................................................................... J-14
  Spiritual Life ......................................................................................................................................... J-14
  The Call ............................................................................................................................................... J-14
  Personality and Emotions ................................................................................................................... J-14
  Personal Matters ................................................................................................................................. J-15
  Doctrine and Academic Preparation .................................................................................................. J-16
  Professional Skills .............................................................................................................................. J-17
  Loyalty to the Churches of God ......................................................................................................... J-19

Ongoing Learning for those active in Ministry .................................................................................... J-20

Continuing Education Report Form .................................................................................................... J-21

Continuing Education Scholarship Request Form .............................................................................. J-23
EDUCATIONAL AND DOCTRINAL STANDARDS FOR MINISTERIAL CREDENTIALS AND EMPLOYMENT IN THE ALLEGHENY REGION CONFERENCE

I. All candidates for employment are required to submit to an interview with the Ministerial Training Commission in which the following will be set forth.

   a. The Candidate’s Readiness for Ministry
   b. The Candidate’s goals
   c. The Commission’s requirements
   d. The scheduling of a cooperative program to work out "a" through "c" above

All candidates are required to complete and return an Allegheny Region Conference Application Form before the above interview.

II. All candidates for any position with the Conference are to have their own copy of We Believe and The Worship Manual of the Churches of God, General Conference.

III. The following Educational and Doctrinal Standards for Ministerial Credentials are based on the established standards adopted by the 1998 General Conference Sessions.

IV. The Allegheny Region Conference recognizes three (3) credentials for ministry:

   1. Ordination
   2. Annual License
   3. Provisional License

ALL CREDENTIALS

Every person granted credentials for ministry by the Allegheny Region Conference must:

1) Be a believer in and a disciple of Jesus Christ.

2) Have been baptized as a believer and participate in the Lord's Supper and Feet washing.

3) Have received God's call to the ministry for which credentials will be granted.

4) Demonstrate the presence of the gifts of the Spirit and the fruit of the Spirit needed for ministry.

5) Demonstrate readiness for ministry appropriate to the credentials being issued as defined by the Readiness for Ministry document of the Churches of God, General Conference.

6) Be a member of a local congregation of the Churches of God.

7) Cooperate with and be subject to the authority and standards of the Allegheny Region Conference and General Conference of the Churches of God. Failure to cooperate with and be subject to the Allegheny Region Conference or the General Conference may result in the recall of credentials following due process.

8) Demonstrate compatibility with and open support of the current official doctrinal statement of the Churches of God, General Conference.

9) Fulfill the Continuing Education Units for which the credential is granted.

ORDINATION

Ordination is the standard credential for ministry in the Churches of God. It signifies that the ordained person is fully qualified and authorized to perform all pastoral duties and offices. It is valid for the life of the ordained person unless surrendered or recalled following due process by the Allegheny Region Conference. Qualifications for all credentials shall be those set forth
in the current General Conference Standards for Ministerial Credentials, as stated and explained in Article XII of the Allegheny Region Conference Constitution.

1) Every person ordained by the Allegheny Region Conference of the Churches of God must:

   A) Have been a member of a local congregation of the Churches of God, General Conference for at least three (3) years immediately prior to ordination.

   B) Have completed an approved course of academic preparations described below, including courses on the polity, history and doctrine of the Churches of God, General Conference.

   C) Having completed an approved course of academic preparations the candidate, before being ordained, must carry out an acceptable ministry under assignment by the Pastoral Guidance Commission for at least a one (1) year provisional period immediately prior to ordination. An Annual License shall be granted during this provisional period.

   D) be available for appointment, by the Pastoral Guidance Commission as a pastor or be placed in another ministry approved by the Allegheny Region Conference.

   E) Have on file with the Ministerial Training Commission a letter from the individual requesting Life Ordination in such body.

   F) Have been recommended for ordination by the Ministerial Training Commission.

   G) Have been approved for ordination by the Allegheny Region Conference in Session and ordained under the authority of that body in a special service provided for that purpose.

2) The standard academic preparation of ordination for persons of all ages is the completion of an undergraduate degree and a ministry related master's degree, preferably at the University of Findlay and/or Winebrenner Seminary.

3) A person who is unable to complete the standard academic preparation described above (2), but who fulfills all other requirements for ordination, may petition the Ministerial Training Commission for permission to follow an alternative educational route. If approved a person may be ordained if:

   A) The candidate is at least thirty (30) years old or has served five (5) years of satisfactory ministry and has completed one of the following courses of academic preparation under the care of the Ministerial Training Commission:
      - The Diploma Course of Winebrenner Theological Seminary or equivalent.
      - A Bachelor's Degree with a pre-ministerial major at a Bible college or Christian liberal arts college approved by the Ministerial Training Commission, provided additional courses on Churches of God polity, doctrine and history have been completed.

   In order to help determine whether or not a particular institution should be approved, that institution's pre-ministerial major should be measured against the following outline of essential courses:

   Bible (7 courses)
   - Old Testament - 3
   - New Testament - 3
   - Interpretation - 1

   Theology (2 courses)
   - Church History survey

   Pastoral Ministry Courses
   - Counseling (2 courses)
   - Homiletics (2 courses)
   - Christian Education
   - Pastoral Theology
   - Spiritual Formation
   - Evangelism
A person may enter one of these alternate routes only if:

1) The candidate has demonstrated special reasons for not being able to complete the standard academic requirements.

2) The candidate has requested and received permission to enter one of these alternate routes by the Ministerial Training Commission.

3) The candidate is at least twenty-five (25) years old at the time of entrance.

B) It is the responsibility of the Ministerial Training Commission to see that the standards for ordination of the original body are in sufficient agreement with the standards of the Allegheny Region Conference to allow ordination to be recognized during the provisional period. This recognition is temporary (for the purpose of providing ministry during the provisional period) and at the end of the provisional period ordination must be conferred in the Churches of God in order for ministry to continue. The candidate may continue to hold non-Churches of God credentials during the provisional period, but all non-Churches of God credentials must be returned to the conferring bodies before they can be ordained in the Churches of God.

The Allegheny Region Conference of the Churches of God, General Conference is not obligated to recognize any credentials issued by another body. It should be understood that in receiving a pastor for ministry under non-Churches of God credentials for a three (3) year provisional period, no guarantee is made that ordination in the Churches of God will be conferred at the end of that period.

C) The candidate has served satisfactorily as a pastor for not less than ten (10) years, has reached the age of fifty-five (55) years, and is recommended by the Ministerial Training Commission and approved by the Allegheny Region Conference in Session.

4) Ordained ministers of the Churches of God shall be in one of three (3) categories of ministerial service:

A) Active

Serving or available for service full time in a pastoral charge under appointment by the Allegheny Region Conference of the Churches of God or serving full time in a ministry approved by the Conference where credentials are held. An ordained person who has been available for, but unassigned to, full time ministry for a period of five (5) years may be moved from active to inactive status by a vote of the Allegheny Region Conference Administrative Council.

B) Inactive

Not serving in a ministry appointed or approved by the Allegheny Region Conference and placed on inactive status by a vote of the Administrative Council. An ordained minister can hold this status for no more than five (5) years without special approval by the Allegheny Region Conference. If approval is not given ordination will be recalled.

C) Retired

Officially certified as disabled or retired.

5) Ordination credentials that have been surrendered or recalled may only be reinstated by the last Conference/Eldership in which ordination was held, according to procedures developed by that Conference/Eldership. Credentials for ministry of any kind cannot be granted by the Allegheny Region Conference to any person whose ordination has been surrendered or recalled, other than by the last Conference/Eldership in which ordination was held, without the approval of the General Conference Administrative Council.

6) The ordained person remains subject to the authority of the Allegheny Region Conference and of the General Conference. Ordination may be recalled at any time by the Allegheny Region Conference.
ANNUAL LICENSE

The Annual License is a provisional credential that allows persons to enter ministry who have not completed academic requirements for ordination but who have met all other requirements for credentials, who have been recommended by the local church in which membership is held, and who have entered an approved program of academic preparation under the care of the Ministerial Training Commission. The Annual License will be used for a provisional period prior to ordination as described in "ORDINATION - 1. C." and in Article XII of the Allegheny Region Conference Constitution.

1) Issuance of an Annual License is contingent on appointment to a pastoral charge or placement in an approved ministry.

2) This credential must be renewed annually. Renewal is contingent on acceptable ministry at the place of assignment and satisfactory continuation of the program of academic preparation. A maximum of ten (10) Annual Licenses may be issued.

3) The licentiate may administer the ordinances and unite persons in marriage while holding the first Annual License provided a mentor has been appointed and the licentiate has demonstrated an understanding of and the ability to perform such ministerial tasks.

Rationale for a mentor:
   A. Provide for discipline in God’s house.
   B. Provide instruction so that the ordinances are observed properly.
   C. Maintain the special significance of the ordinances.
   D. To preserve continuity and consistency in the church’s observance of the ordinances.
   E. The ultimate concern is not control but care - the Annual License is a preparatory, in-process credential.

4) Persons holding an Annual License shall not be eligible for election to Conference positions until he has served through two annual Conference Sessions, and he is not eligible to be a ministerial delegate to General Conference.

PROVISIONAL LICENSE

A Provisional License provides opportunity for ministry for a lay person whose service is needed by the Allegheny Region Conference to provide limited pastoral duties in local churches and for pulpit supply. A Provisional License is not necessary for a person to do lay ministry in their home church under the direction of their local pastor.

1) A person holding the Provisional License may administer the ordinances but are not permitted to unite persons in marriage.

2) A person holding a Provisional License is not eligible for election as a minister to Allegheny Region Conference positions or as a ministerial delegate to General Conference, but is eligible for election as a lay person.

3) The Provisional License is subject to annual review by the Ministerial Training Commission and must be renewed annually. It may be withdrawn by the Allegheny Region Conference Administrative Council at any time.

4) A person holding a Provisional License is not eligible for appointment as a pastor.

5) A person granted a Provisional License must have been a member of the Churches of God, General Conference, for a period of at least three (3) years, demonstrated effective spiritual leadership in the local church, and have received recommendation from their home church.

6) A person who holds a Provisional License and does not make themselves available for use by the Conference is subject to have their license recalled.

* General Conference also provides opportunity for a Provisional License with privilege in special circumstances. Reference should be made to General Conference "Standards for Ministerial Credentials" for further explanation.
MINISTERIAL CANDIDATES INTERVIEW & PLACEMENT PROCESS

This document will explain the process of approval for assignment in the Allegheny Region Conference. Local pastor search committees should also refer to pastor search guidelines.

♦ Contact/inquiry is made with conference office. This contact may be initiated by the minister or by the conference on behalf of a congregational search committee.

♦ Application packets will be sent from office to applicant. (All forms must be returned prior to interview.)

♦ Confidential Background Screening:
  Information obtained will be held confidential between the candidate and the Regional Director only. A background search shall be reported only as "positive", "specifications" or "negative" without detail. A negative report will disqualify. Applicants will be apprised of report(s) and permitted to respond prior to final opinion or recommendations to commission.

Upon receipt and positive review of application forms, recommendations and background screening, the candidate will be invited to the following interview process:

♦ Ministerial Training Commission (MTC) will:
  1. Review application and recommendations.
  2. Interview candidate for doctrinal integrity and ministry readiness.
  3. Make one of the following recommendations:
     a. Not approved for service in our region.
     b. Approve for ministry and refer to Pastoral Guidance for placement.
        (1) May be approved for credentials or approved with specifications.

♦ Pastoral Guidance Commission (PGC) will:
  1. Receive recommendation of MTC and the screening/background report of Director.
  2. Work cooperatively with request of local congregation in the candidate process.
  3. Interview candidate and consider local church request for possible assignment.
  4. Review profiles of church ministry and pastoral candidate to verify ministry match.

♦ Mentoring Assignment:
  1. PGC will assign a mentor to all newly assigned ministers, except for those enrolled in the conference certificate program.
  2. MTC will assign a mentor to all ministers enrolled in Certificates Program.
  3. MTC will advise PGC of any situations needing their attention.

♦ MTC and PGC recommendations are subject to authority of Regional Ad. Council as ascribed by the Allegheny Region Conference Constitution and Bylaws.
READINESS FOR MINISTRY

The Readiness for Ministry document reflects on the Churches of God, General Conference Standard as a comprehensive guide in helping prepare for the various dimensions of ministry. It touches on spiritual, intellectual, professional, emotional and personal characteristics of ministerial life. The Readiness for Ministry document is designed for use:

1) As an entry level document for persons who might be contemplating the various dimensions of ministry and wants to explore what is involved in preparation.
2) As a guide for the Ministerial Training Commission to use in examining a candidate for ministry.
3) As a compendium of professional skills employed by a minister in effectively carrying out their responsibilities of ministry.

One of the key components in ministerial preparation is the care provided by the Ministerial Training Commission who will recommend to the Conference in Session the credentialing of a candidate. In Acts 13:1-3, a group of prophets and teachers in the Antioch congregation met together to worship and fast. They were a "care committee" to whom the Holy Spirit spoke and through whom the Holy Spirit called out Barnabas and Saul for ministry. These prophets and teachers confirmed for Barnabas and Saul the call of God and commissioned them for service.

The Churches of God believe that God calls persons to serve the church as pastors. This personal call is an essential requirement for anyone seeking ministerial credentials in the Churches of God.

The call by itself, however, is not enough. It must be followed by preparation and it must be confirmed by the church. The process of preparation and confirmation is taught by Scripture. For example, when Jesus called the twelve, He led them through an intensive period of training that lasted three years. The early church ordained elders by the laying on of hands, a practice which by its very nature indicated that the call required confirmation. Paul instructed Timothy that an elder "must not be a recent convert" (1 Timothy 3:6 NIV), and warned him, "do not be hasty in the laying on of hands" (1 Timothy 5:22 NIV). The church has a biblical mandate to measure the readiness for ministry of any person professing to have received God's call and seeking credentials for pastoral ministry.

Preparation for ministry should be guided by the Ministerial Training Commission. When a person senses a call and is ready to begin thinking seriously about the ministry, that person should meet with the commission. A long-term relationship is established, and the applicant is said to be "under the care" of this commission. Close communication between the applicant and the commission should be maintained throughout the preparation process.

Confirmation should be thought of as a process rather than a single action, and it should never be treated as an automatic result of the preparation process. As the applicant nears the completion of academic requirements, the Ministerial Training Commission shall begin the formal process of final evaluation to determine if the applicant is truly ready for service in the pastoral ministry. If recommended by this commission, final confirmation will come with the vote of the Allegheny Region Conference in Session and the conferring of credentials.

Readiness for ministry is a key issue in both preparation and confirmation. When is a person ready for ministry? It is helpful to think of readiness in terms of several basic dimensions of human experience:

- **Spiritual Readiness:** The applicant is a mature believer in Jesus Christ.
- **Intellectual Readiness:** The applicant has the necessary knowledge to function in the pastoral ministry.
- **Professional Readiness:** The applicant has the skill needed to carry out pastoral duties in the local church.
- **Emotional Readiness:** The applicant is emotionally mature.
- **Personal Readiness:** The applicant's personal life is free of conflicts that may interfere with his or her effectiveness as a pastor.

A person is ready for ministry when readiness in these areas is integrated into readiness as a whole person for the pastoral calling.

The list that follows is a detailed profile of a person who is ready for ministry. It amplifies and clarifies the general description above. The profile should be used in different ways at various points in the preparation and confirmation process.
USES OF THE PROFILE

1) APPLICATION

When a person meets with the Ministerial Training Commission to begin the process, the applicant shall be given a copy of the profile and this commission will review it with the applicant. The profile will help the applicant know what is expected of them and will also help focus the preparation process.

2) PREPARATION

The Ministerial Training Commission shall be monitoring and evaluating the applicant throughout the preparation process. The profile can be used as a constant reference point in this ongoing evaluation. If problems are noted they can be addressed and steps taken to correct them. In this stage, the profile should be used as a diagnostic tool, rather than as a measure of final readiness.

3) CONFIRMATION

The profile should be the foundation for the confirmation process. Some sections of the profile may be addressed directly with such methods as written examinations and formal interviews. Other sections will depend more on the judgment of those who have known the applicant through the preparation process. In some cases, special methods may be needed (for example, outside counseling or personality testing). It should be remembered that all pastors differ in their strengths and weaknesses. The profile describes an ideal candidate for ministry. No applicant will match it exactly. Serious deficiencies may mean that credentials should be delayed or even denied. In other cases, an applicant may be weak in certain areas, but able to function on a minimum level for ministry. In the end, the decisions regarding credentials will rest not on a checklist of specific characteristics, but on the measure of the applicant as a whole person.

4) CONTINUING EDUCATION

It is not true that if someone is ready for ministry today that they will still be ready for ministry two or five or ten years in the future. A pastor must make a continuing effort to remain ready for the challenges of the pastoral vocation. Persons who have received their credentials will find the profile a helpful guide for periodic self-examination. Used in this way it will point out areas where further learning, growth or renewal is needed. The profile is comprehensive enough that it will provide goals for improvement through one's ministry.

A final use of the profile should be noted. It will prove helpful in planning curricula and courses of study designed to prepare persons for the pastoral ministry.
THE PROFILE

The person who is ready for ministry:

SPIRITUAL LIFE

1) Confesses faith in Jesus Christ.
   A) Has made a commitment of faith in Jesus Christ as Lord and Savior.
   B) Is able to describe and reflect on their personal journey of faith and gives evidence of a changed life through Christ.
   C) Is not a recent convert.
   D) Has been baptized as a believer and participates in the Lord's Supper and Feet washing.

2) Is committed to discipleship in their own life.

3) Practices a personal devotional life.
   A) Maintains a regular schedule for private prayer.
   B) Enriches their spiritual life with a variety of devotional materials.
   C) Maintains a regular schedule for reading and reflecting on the Bible devotionally.

4) Maintains a mutual support relationship with a community of faith.

5) Recognizes and utilizes personal spiritual gifts.

6) Manifests continuing growth and transformation through Christ in all dimensions of life.

THE CALL

7) Demonstrates a genuine call to the pastoral ministry as a vocation.
   A) Is able to describe the process by which they became aware of the call and the reasons for believing it to be a divine call to the pastoral ministry.
   B) Is confident that the candidate is sensing a call out of a sincere desire to serve God rather than ulterior motives (such as a desire to please others, a need to compensate for feelings of guilt, or the mistaken notion that ministry will be an easy occupation).
   C) Has "counted the cost", has a realistic expectation of what the pastoral ministry will be like and is prepared to make the sacrifices and commitments that may be required.

8) Has a call that is confirmed by others.
   A) If married, is supported by their spouse in the decision to enter the pastoral ministry.
   B) Is supported by their pastor, who recognizes the candidate's call and sees in them the potential for effective pastoral service.
   C) Has shown qualities of leadership in their local church as well as in other situations.
   D) Is supported by their local church and Allegheny Region Conference.

PERSONALITY AND EMOTIONS

9) Is committed to becoming a whole person as defined by Scripture and shows evidence of that commitment in their life.
   A) Demonstrates the presence of the fruit of the Spirit in their attitudes and behavior, specifically: love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control (Galatians 5:22-23).
   B) Is able to recognize areas of their own life that are still subject to the carnal nature and is working on surrendering those areas fully to the authority of Jesus (see Galatians 5:16-21; Colossians 3:5-10).
   C) Recognizes Jesus Christ as the model and example of a complete human person and regards faith in and faithfulness to Christ as the primary conditions for inner healing and personal wholeness.
10) Demonstrates the marks of emotional maturity.
   A) Accepts responsibility for their own actions.
   B) Can be depended on to keep commitments and honor deadlines.
   C) Is able to work on long-term goals without immediate gratification.
   D) Is able to express their needs and feelings in direct and non-aggressive ways.
   E) Is able to deal with disappointment without becoming discouraged and giving up.

11) Is able to manage anger in appropriate ways.
   A) Is able to receive criticism graciously and with an open mind.
   B) Is able to deal with angry persons in loving and constructive ways.
   C) Is willing to accept counsel from others.
   D) Is willing to accept direction from and cooperate with persons in authority over them.
   E) Is able to resolve their own anger in constructive, non-aggressive ways.

12) Demonstrates a positive self-image.
   A) Is able to articulate a realistic assessment of their own strengths and weaknesses.
   B) Is able to relate socially to other persons.
   C) Is able to maintain long-term loving relationships with significant friends and members of their immediate family.
   D) Is able to express affection in appropriate ways.
   E) Is able to express feelings of love, admiration, or praise to other persons without embarrassment.
   F) Is able to receive praise and affirmation graciously.
   G) Is not hindered or controlled by compulsive or obsessive behavior in ways that would interfere with ministry.
   H) Is able to work and relate to others without the need for constant approval.
   I) Is able to express disagreement or differences of opinion without apologizing or becoming belligerent.

13) Knows their own limits.
   A) Recognizes limits to their knowledge and ability.
   B) Knows how to recognize when they are over-stressed and knows how to cope with stress.
   C) Is able to identify areas where they need to grow.
   D) Demonstrates a teachable spirit.

14) Is able to serve as well as lead.
   A) Recognizes ways in which they may be tempted to abuse the authority of the pastoral office.
   B) Is willing to protect and care for persons who are emotionally weak and vulnerable.
   C) Sees the need for accountability and is willing to be accountable to the local church, the Allegheny Region Conference and General Conference.
   D) Understands that they will be expected to be an example to the people they will serve and accept this without resentment.
   E) Is able to reflect on the meaning of Jesus’ example in washing the feet of the disciples and is able to describe what this example means for their personal life and vocation.
   F) Is able to serve others graciously (protecting the dignity of those served), discreetly (without notice by others), quietly (without pomp), and cheerfully (without complaint).

   **PERSONAL MATTERS**

15) Understands and is committed to the biblical standard of sexual morality.
   A) Has a healthy, positive attitude toward their own sexuality and, if married, is able to enjoy a fulfilling sexual relationship with their spouse.
   B) Is committed to chastity outside of marriage.
   C) Knows the power of sexual feelings and does not underestimate their vulnerability to temptation.
   D) Is able to relate to persons of the opposite sex as persons rather than as objects of sexual desire.
   E) Regards homosexual relations as a sin. If aware of homosexual tendencies in themselves, the candidate will abstain from active homosexual relations and seek appropriate counseling.

16) Is able to be faithful to their family.
   A) If married, values their marriage as the most important human relationship in their life and actively nurtures and cultivates it.
B) Has realistic expectations of the pressures that will be placed on their marriage and family by the pastoral ministry.

C) Is willing to set limits on work in order to be a faithful parent and marriage partner.

D) Is willing to protect the privacy and personal lives of their children.

17) Is physically able to perform the duties of the pastoral ministry.
   A) Abstains from tobacco, alcoholic beverages and illegal drugs.
   B) Does not abuse and is not dependent on chemical substances of any kind, unless prescribed by a physician.
   C) Practices moderation and good nutrition in their diet.
   D) Receives regular physical checkups.
   E) Values physical fitness and plans for regular physical exercise.
   F) Understands the need to balance work, recreation and rest.

18) Is a good manager of their own finances.
   A) Demonstrates a spirit of contentment that does not depend on material possessions.
   B) Is able to live within their means.
   C) Knows that mismanagement of personal finances will damage their effectiveness for ministry.
   D) Does not become indebted at levels they cannot manage and uses credit and credit cards with caution.
   E) Will not raise the issue of compensation outside the channels established for that purpose.
   F) Will not borrow money from nor enter into business partnerships with members of their congregation.
   G) Practices good judgment in accepting gifts of cash or goods, and will return gifts that may compromise their integrity.
   H) Pays all taxes as required by law, unless Christian conscience prohibits.
   I) Realizes that pastoral compensation is a matter of public record and will not attempt to conceal any part of that compensation.
   J) Will use caution handling any money received by the church and will never handle church monies without witnesses or proper record of the transaction involved.
   K) Will not use church accounts for their personal purchases in order to avoid paying taxes.

19) Has a good reputation in the community outside the church and is involved in community affairs.

DOCTRINE AND ACADEMIC PREPARATION

20) Has completed an approved program of preparation for pastoral ministry under the care of the Ministerial Training Commission.

21) Is able to explain and reflect on the basic dogmas of the Christian faith, including but not limited to:
    Creation
    Revelation
    God
    A) The idea of God
    B) The Trinity
    C) The Father
    D) The Son
    E) The Holy Spirit
    Incarnation
    Atonement/Salvation
    Resurrection/Second Coming
    The Church

22) Is familiar with the current official statement of the doctrines of the Churches of God and is able to explain and reflect on those doctrines, especially those that are emphasized by the Churches of God including:
    The Church of God Presbyterial Polity
    The New Birth Sanctification
    The Ordinances Free Moral Agency
Is familiar with the broad outline of Christian history, including non-western and non-Protestant expressions of Christianity, and is able to interpret the story of the Churches of God in the wider context of Protestantism and American Evangelicalism.

Is familiar with the history of the Churches of God, including the life and teachings of John Winebrenner and the development of Churches of God doctrine and tradition.

Is able and willing to teach, defend and promote the doctrines of the Churches of God as described in the current official doctrinal statement.

PROFESSIONAL SKILLS

Is able to be a leader.
   A) Is able to envision what the church can become under the guidance of the Holy Spirit and is able to bring that vision to reality.
   B) Is able to plan work to meet long-range goals and is able to deal with immediate details and concerns without losing sight of those goals.
   C) Is able to lead their church in developing goals, objectives and strategies for the future.

Is able to conceive, research, prepare and deliver original, biblically sound sermons that speak to real human needs and hold the interest of their audience.

Has a vision for and supports the total Christian Education program of the church.
   A) Is able to give leadership to developing and implementing the education ministry of the church.
   B) Is a competent teacher who is able to help people apply the Biblical message to their lives.
   C) Is able to develop and lead special classes and courses in the local church, including Bible studies, membership classes, workshops and elective Sunday School classes.
   D) Is able to prepare for and lead small group discussions.
   E) Understands the importance of evaluation, planning and goal setting in the Christian Education program of the church and is able to guide the church in doing them.
   F) Understands methods for recruiting, training and supporting teachers and is able to practice these in the local church.
   G) Has a basic understanding of developmental tasks, readiness for learning and persistent life concerns.
   H) Is able to describe their theology of Christian Education.

Is a competent counselor.
   A) Is able to explain their preferred method of counseling.
   B) Understands the principle of confidentiality and practices it.
   C) Understands and practices good listening skills.
   D) Understands the grief process and is prepared to support persons experiencing it.
   E) Understands the purpose of, is familiar with resources for, and is able to provide premarital counseling.
   F) Understands transference and projection, is aware of the dangers involved, and is able to cope with them.
   G) Recognizes the limits of their counseling skills and knows when and where to make referrals.
   H) Is aware of the legal issues involved in pastoral care and knows how to protect themselves, and the church, from accusations of malpractice.

Is able to lead people in effective stewardship.
   A) Practices good stewardship in their own financial support for the church they serve.
   B) Understands and is able to explain the biblical principle of whole-life stewardship.
   C) Understands and is able to explain biblical teachings on material possessions.
   D) Understands and is able to explain biblical guidelines for the financial operations of the local church.
   E) Understands the importance of the church budget and is able to help their church develop and administer effective budgets.
   F) Understands the ethical guidelines regarding charitable donations and full financial accountability and is able and willing to lead the local church in practicing such guidelines.
   G) Is able to develop and carry out a continuing program of stewardship education.
   H) Is familiar with the budgets of both the Allegheny Region Conference and the General Conference and is able to interpret them to the congregation.
31) Is able to lead the church in worship.
   A) Understands the church year, recognizes its value for education and continuity, and is able to use it in ways that are appropriate for the culture and traditions of the local church.
   B) Is able to plan and lead a unified order of worship that integrates music, written resources, Scripture lessons and sermons around a common theme.
   C) Is able to speak, pray, and read Scripture in public with a clear, natural voice and practices standard grammar and diction.
   D) Understands the special emphasis placed by the Churches of God on worship as the gathering of the community of faith around the Lord's Table and the Word of God.
   E) Is able to prepare and lead a funeral, wedding and the presentation of infants for the Lord's blessing.
   F) Is able to prepare and lead services for the observance of the ordinances.

32) Is a competent administrator.
   A) Is familiar with principles of time management and is able to manage their time effectively.
   B) Is familiar with the official record book of the Churches of God and is able to be responsible for the keeping of accurate church records.
   C) Is able to prepare an agenda and preside at meetings.
   D) Understands the importance of long-range planning and is able to develop such plans and maintain a church calendar.
   E) Understands the importance of delegation, is familiar with methods for delegation, and is able and willing to practice such methods in the local church.
   F) Is familiar with and able to use various forms related to church administration, including transfers, withdrawals, and certificates of marriage, baptism, membership and presentation of children for the Lord's blessing.
   G) Is able to write effective letters, memos, reports and other communications in clear, standard English.
   H) Is able to organize and prepare a printed order of worship (bulletin) for regular and special services.

33) Is able to build a sense of community in the local church.
   A) Understands the concept of the church as the Family of God and is able to teach this concept to the people.
   B) Is able to model Christian love and fellowship in their relationships with people in the local church.
   C) Demonstrates an attitude of caring and is able to cultivate that attitude in the local church.
   D) Is familiar with resources for developing a sense of community in the local church.
   E) Is able to teach and demonstrate good conflict resolution skills.

34) Has a vision for church growth.
   A) Is familiar with the insights, research and principles of the church growth movement and is able to explain and apply them in the local church.
   B) Understands the difference between maintenance ministry and growth ministry.
   C) Understands the importance of small groups for church growth and is able to develop small groups in the local church.
   D) Is able to develop plans and programs for welcoming and assimilating new people.
   E) Is able to cope with resistance to church growth in ways that will not make people feel threatened or defensive.
   F) Understands the importance of friendship evangelism, bridges and networks in reaching and cultivating prospects.
   G) Is able to describe their philosophy of evangelism and outreach.
   H) Is able to lead individuals to a decision of faith in Jesus Christ.
   I) Is able to teach others how to be effective witnesses for Christ.

35) Is able to lead the church in understanding and accepting the mission of the church to the global community.
   A) Is able to interpret and build support for the trans-cultural missions of the Churches of God.
   B) Is able to help people understand the biblical principles of love, justice, and responsibility for their neighbor as a foundation for Christian social responsibility.
   C) Is able to lead people in understanding and practicing faithful stewardship of God's creation.

36) Is willing to take advantage of opportunities for continuing education.
LOYALTY TO THE CHURCHES OF GOD

37) Is a member in good standing of a local congregation of the Churches of God.

38) Is familiar with and supportive of the doctrines, ministries and programs of the Churches of God on both the Allegheny Region Conference and General Conference levels.

39) Is familiar with the polity of the Churches of God and is willing to be subject to the authority of the Allegheny Region Conference and the General Conference.

40) Considers service to the Allegheny Region Conference and General Conference to be an extension of their ministry to the local church.

41) Participates in Allegheny Region Conference and General Conference projects and programs.

42) Is willing to surrender immediately any ministerial credentials issued by the Churches of God when ordered to do so by the Allegheny Region Conference or the General Conference.

43) Is willing and able to file annual statistical reports and provide other information required by the Allegheny Region Conference or General Conference and to comply with stated formats and deadlines.

44) Will accept and participate in a relationship with a mentor when assigned by the Allegheny Region Conference.
ONGOING LEARNING FOR THOSE ACTIVE IN MINISTRY

A healthy leader is essential in the growing of healthy churches. Leaders must be nourished themselves in order to remain healthy. The best teachers are those who are learning themselves. Not only do they teach by their example, but they are themselves living examples of the dynamics of life and growth.

It is therefore expected that each pastor in the ARC would be active in ongoing learning on a continual basis, attending both to their own personal growth, and to the enhancement of their ministry. The MTC recommends that each pastor be involved in at least two (2) events of ongoing learning each year—one (1) for their person, and one (1) for their ministry.

Personal development would include Biblical study, theological or historical study, spirituality or Christian living, or other such areas that aim at cultivating one's heart, mind and spirit. Ministry enhancement would include leadership, evangelism, small group ministry, or other such areas that aim at developing one's skills in ministry. Mission trips would certainly be a recommended way of enhancing one's ministry.

The ongoing learning need not be formal education, though formal academic programs would certainly be recommended. It is strongly recommended that the learning experience be an event, for the significant purpose of placing us outside our usual context, and into one specifically designed to foster learning. Seminars, Ritz Lectures or Impact, Satellite seminars, retreats, etc. would all be appropriate means of ongoing learning.

While the reading of books is significantly valuable, it tends to be a one-dimensional way of learning, lacking the element of experience. But there are times when pastors cannot get away, or when books are the most appropriate method of learning for a particular person and point in their journey. Thus the reading of a book, along with the completion of an ongoing form, will count as ½ of an event.

It is also recommended that the expenses for these events would be covered by the local church, because they will receive the benefits of the pastor's ongoing growth. Each church should set aside $500/year for the ongoing training of their pastor. A small amount of additional financing may be available from the MTC budget to offset additional expenses on top of this amount.

At the end of each year, each pastor will receive a letter acknowledging his efforts and accomplishments. Those pastors dragging behind on their progress will be given reminders at this time. If during any two year span a pastor is still behind, the Regional Director will consult with him to inquire into his particular situation. Those pastors having significant personal or ministry complications, or in need of special consideration, should simply notify the Regional Director.
CONTINUING EDUCATION REPORT FORM
Allegheny Region Conference, CGGC

Minister's name: _______________________________ For calendar year: _________

☑ Please check any of the following that you participated in during this calendar year with appropriate comment or explanation.

☐ Ritz Lectures, Winebrenner Seminary
☐ Pastors Gathering
☐ Allegheny Region Pastors Retreat
☐ Academic Degree Pursuit (Identify School & Program) _____________________________

☐ Ministry Seminars, Training Events, or Improvement Workshops (list) _____________________________

☐ Allegheny Region Annual Conference Session in entirety

☐ Interactive Ministry Experiences (i.e. mission trips, interim training, etc.) _____________________________

☐ I was unable to participate in any programs this year because: _____________________________

☐ The best book(s) I read this year were (Title and author): _____________________________

Comments (use back if additional space is needed): ____________________________________________

__________________________________________

Return form to: Allegheny Region Conference
143 Hartman Road, Oakley Park I, Suite 13
Greensburg, PA 15601
CONTINUING EDUCATION SCHOLARSHIP REQUEST FORM
Allegheny Region Conference, CGGC

The Allegheny Region Conference has a limited amount of scholarship funds available to assist ministers within our region. These funds are earmarked to help the local pastor experience ministry seminars and workshops that will enhance their ministry or professional skills. The amount available may vary based on the number of pastors who apply and benevolence available through conference cooperative giving. To be considered, please complete this request form.

Pastors Name: ___________________________________________ Phone ___________________________
Home Address: __________________________________________________________________________
Church Ministry: _________________________________________________________________________
Seminar/event/class you wish to attend? __________________________________________________________________________________________
Primary Facilitator: _______________________________________________________________________
Dates and Location: ________________________________________________________________________
Registration cost for this event: $ ________________
Estimated additional cost for: Travel $ ________________
                                   Food  $ ________________
                                   Motel $ ________________
                                   Other $ ________________
                                   Total $ ________________

Amount Requested $ __________________________

I understand that the Ministerial Training Commission will determine the amount of financial help I may receive. I also understand this request does not guarantee that I will receive the full amount of my request. Should I be unable to attend this event, I will repay any money that was given to me in advance. I will report my experience to Regional Director or Ministerial Training Commission Chairperson following the event and on my annual Continuing Education Report.

Signed: ___________________________ Date: ___________________________

Return to: Allegheny Region Conference, CGGC
143 Hartman Road, Oakley Park I, Suite 13
Greensburg, PA 15601