CREDENTIALING LEADERSHIP INFORMATION
Lancaster Mennonite Conference

CONTACT DATA

Name _____ Today's Date _____
(First, Middle, Last)

Present address _____

Home phone (_____)_____Work phone (_____)_____ *(please star preferred contact)*

Alternate address _____

Email address where you may be contacted _____

BACKGROUND INFORMATION

A. CHURCH RELATIONSHIPS

1. Local church membership: Name of congregation _____

   City _____ State _____

   Name of congregation presently attending if different from above _____

   City _____ State _____

2. Date of baptism _____ *(approximate is fine)*

3. Area Mennonite conference (or denomination) to which you are accountable for ministerial credentials presently, if you are presently credentialed _____

4. Credentialing status as a Mennonite minister: *(complete all lines that are applicable)*

   Ordained _____
   (congregation, area conference, date)

   Licensed _____
   (congregation, area conference, date)

   Commissioned _____
   (congregation, area conference, date)

   Student in training for ministry, lay leader or lay minister _____

A. CHURCH RELATIONSHIPS (continued)

Ordained in another denomination _____ *(denomination name, date)*
(please enclose photocopy of certificate)

5. Positions/responsibilities (not employment) in area conferences, denominations, institutions, and ecumenical agencies and community. *(Give a representative sample.)*

Dates involved: _____

Dates involved: _____

Dates involved: _____

Dates involved: _____

B. TRANSITION

Comment on your history with ministry transitions. Describe the circumstances and reasons for the transition you are now considering. *(Ministry students and others without experience may omit.)*

C. EDUCATIONAL HISTORY

Note: A resume may be submitted in lieu of Part C and D.
List in chronological order the schools attended or name other educational programs (i.e. IBA, PSDE)

Name of college, seminary, other. Include S/CPE	Location City, State	Date attended from - to	Degree, certificate or S/CPE units	Field of emphasis

❑ I have studied Anabaptist/Mennonite history and/or theology. If so, where: _____

❑ I am willing to take an Anabaptist/Mennonite studies course.

Give an example of recent training/continuing education experiences beneficial to your personal growth or ministry *(seminars, workshops, self-directed studies)*

D. EMPLOYMENT HISTORY

List in reverse chronological order your most recent church employment experiences (including voluntary service), as well as other *primary* work experience.

Name of employer	City, State	Date: from - to	Position	Duties-skills

E. LANGUAGES (1 = proficient; 2 = able to use if necessary; 3 = limited use)

English _____ Spanish _____ French _____ German _____ Other(s) (specify) _____

REFERENCES AND LEGALITIES

Give name and address of four people (not relatives) who have been close to you in the last five years who can give an evaluation of your gifts and character. Suggestions: leaders of congregations where you have served as pastor, teacher, a pastoral or student colleague. Please consider how readily your references can be contacted. Your forms and reference work will be held at the Lancaster Mennonite Conference Office.

Name	Relation-ship	Street	City	State	Postal Code	Email	Phone

Give name and address of conference minister, overseer, bishop. If a student, name of field education director or supervisor.

Name	Role/ Position	Street	City	State	Postal Code	Email	Phone

BACKGROUND CHECK QUESTIONS:

1. Have you been convicted of a crime? ❑ Yes ❑ No If yes, describe the nature of the conviction on attached sheet.

2. Have you been reprimanded or disciplined in your church or conference for any form of ethical or sexual misconduct? ❑ Yes ❑ No If yes, comment on separate sheet.

3. Have you ever been denied employment for ethical reasons? ❑ Yes ❑ No If yes, comment on separate sheet.

4. Is there anything in your life, past or present, that if it came to light, would be detrimental to your ministry or inconsistent with the basic tenets of the Anabaptist/Mennonite faith? ❑ Yes ❑ No If yes, comment on separate sheet.

PERSONAL NEEDS AND PREFERENCES
(answer this section only if you are being considered for a congregation other than the one you currently attend)

1. For what type of congregation do you feel best suited relative to size, rural-suburban-urban setting, and worship style?

2. What is the position you prefer? (check as many as apply)

❑ lead pastor	❑ minister of evangelism	❑ co-pastor
❑ associate pastor	❑ church planter	❑ intentional interim
❑ youth pastor	❑ chaplain	(❑ I have had intentional interim training)
❑ minister of music	❑ pastoral counselor	❑ interim: supply pastor
❑ minister of visitation	❑ bi-vocational	❑ other: _____

3. When would you be available for service? _____

4. Make a statement regarding housing needs and/or expectations: _____

   _____

5. Make a statement regarding financial needs and/or expectations: _____

   _____

6. Are you willing to consider bi-vocational ministry? _____ If so, in what type of work? _____

7. Indicate preference of geographical location, if any. _____

8. Any other personal comments important to your placement?

Six core competencies for pastoral ministry

We expect that those who are ordained for Christian ministry in Lancaster Mennonite Conference will . . .

1. **Be deeply and firmly grounded in the Bible and the story it tells**. This involves knowing the biblical story, being grounded in it and being continuously formed by it. It involves knowing the history of the biblical text and canon. It involves interpreting the Bible through the life, teachings, death, and resurrection of Jesus Christ.

   Christian ministers should also be able to help their congregations understand, interpret, and obey the scriptures. They are expected to guide the congregation in discerning the truth of the scriptures together and in living out their biblical witness as the body of Christ before a watching world.

2. **Understand and embody core Anabaptist values**. (1 Corinthians 3:11) This includes familiarity with the issues, values, and theological principles that have shaped Anabaptist-Mennonite history and witness. It includes a willingness to embrace the values, perspective, and spirit of the *Confession of Faith in a Mennonite Perspective* (or earlier confessions). This will involve a commitment to practice and teach Anabaptist-Mennonite values and to minister, witness and lead in a way that is consistent with these values.

3. Give evidence of a **personal journey of faith that is continually being shaped by the everlasting love of God, the saving life of Jesus and the transforming power of the Holy Spirit**. Those in Christian ministry will be shaped by an awareness of God's presence and activity in their ministry setting, by an active relationship with the triune God of the Bible, by a commitment to follow Jesus and his way, and by an on-going openness to God's leading and to the transforming work of the Holy Spirit. Those who are ordained will have the capacity and willingness to bear witness to the Gospel of Jesus Christ in word and deed (1 Peter 3) and to equip others to bear witness to Jesus and his way.

4. **Clearly understand their own strengths and weaknesses and be able to maintain healthy relationships with other people.** This involves a clear call to Christian ministry, an understanding of spiritual gifts, ministry capacities (e.g. Romans 12:3), ministry roles (e.g. Ephesians 4), appropriate boundaries in relationships, and the importance of spiritual disciplines that help maintain appropriate boundaries. This involves the ability to take clear stands, but also to disagree with others without ill will or spitefulness. It involves life-long learning, rooted in a healthy curiosity about life, self and others. Life-long learning also applies to deepening knowledge of the scriptures and a deepening relationship with, knowledge of, love for, and obedience to Jesus Christ.

5. **Recognize, interpret and creatively engage their ministry context, including both the cultural and spiritual aspects of the ministry setting.** It involves learning the language and the values of those to whom one is called to minister and developing inter-cultural communication and relationships in that setting.

6. **Be able to lead with clarity and resolve.** Anabaptist leaders are rooted and grounded in a relationship with Jesus and increase their effectiveness when they lead as Jesus led. They cultivate an environment of trust and confidence where the gifts and ministry capacities of others are drawn out and released, because they recognize that no one leader has all that is needed to lead the congregation well. They use their awareness of the relational dynamics that shape the life of the congregation to effectively lead the congregation to change in ways that help it to carry out its missional calling. Ordained leaders lead the public rituals of the church, including its relationships with other church bodies and organizations.

by Karl Landis, April 2010.

Candidate Self-Assessment of Gifting and Skills.

Indicate your choice by checking the box that closely fit your assessment of yourself in each category.

		AGREE (strongly)	(somewhat)		**DISAGREE** (somewhat)	(strongly)
1.	Has a theology that is informed and is Christ-centered					
2.	Models a welcoming appearance to outsiders for the congregation					
3.	Shows an ability to handle crises					
4.	Is an effective voice for the Church in a variety of settings					
5.	Comes to meetings well-prepared					
6.	Fosters the goals of others over his or her own					
7.	Prepares well for sermons and presentations					
8.	Is good at mentoring (encourages others)					
9.	Is well read					
10.	Is comfortable working with others					
11.	Handles conflict well					
12.	Helps to bring about change effectively					
13.	Has a good grasp of biblical texts					
14.	Teaches/preaches from an Anabaptist perspective					
15.	Takes appropriate risks					
16.	Is comfortable with diverse views					
17.	Interacts with all members of the surrounding community					
18.	Follows through on tasks					
19.	Shows an openness to the opinions of others					
20.	Seeks personal and professional development					
21.	Connects to members of the congregation without showing favoritism					
22.	Involves others in leadership					
23.	Welcomes counsel from those in oversight					
24.	Is sociable and friendly					
25.	Is skilled at chairing meetings					
26.	Helps develop a vision for the future					

Lancaster Mennonite Conference

PERSONAL STATEMENT OF CHRISTIAN FAITH AND DOCTRINE

To be used by all candidates being considered for credentialing in Lancaster Mennonite Conference.

Your interest in the work of the Lord and the Church is appreciated. The following questions are for persons under consideration for credentialing with Lancaster Mennonite Conference. After you have read the 1995 *Confession of Faith in a Mennonite Perspective* (or an older *Mennonite Confession of Faith* in use in your congregation), please prepare your answers on separate sheets *(typewritten if possible*). Suggested length is 3-6 pages.

A. Doctrine of God

1. Describe your understanding of God; personhood *(Father, Son, and Holy Spirit)*, moral attributes, relation to creation and to the world order.
2. Describe the nature of sin and what you believe about God's judgment.

B. Revelation

1. How is God revealed to people?
2. Present your views on the inspiration and authority of the Scriptures. Give some principles that need to be considered in the interpretations of Scriptures. *(Illustration: What is the relationship between the Old and New Testaments and the place of Jesus' teachings?)*

C. The Person of Christ

1. State what you believe about the person and work of Christ, particularly with reference to his atoning death, resurrection, and second coming.
2. How do you view the uniqueness of Jesus Christ as the only way of salvation?
3. How do you view Jesus Christ in relation to other religions?

D. The Holy Spirit

1. State your understanding of the person of the Holy Spirit. Describe the work of the Spirit in the personal Christian experience, in the faith community, and in the non-believing community.

E. The Christian Life

1. How does a person become a Christian and receive assurance of salvation?
2. Describe your understanding of Christian discipleship, including stewardship of all life, interpersonal relationships, and spiritual disciplines *(i.e. prayer, Bible reading, worship, etc.)*.
3. State your personal commitments on the following moral issues:
    a. Marriage: a covenant of life-long marriage and ministry to persons who are divorced and/or remarried.
    b. Sexuality: premarital, extramarital, and homosexual behavior. *(See "The Church and Homosexuality," Lancaster Conference, 9/19/97.)*
    c. Social drinking, tobacco, addictions, compulsive behavior.
    d. Finances: money, accumulations of possessions, and wealth.
    e. Peace and justice: abortion, warfare, use of violence, capital punishments, sanctity of life.
    f. Other:
4. What is the role of the individual believer in the fulfillment of the Great Commission? How has God used you?
5. How would you respond to someone who holds a different view of a theological issue that is of great importance to you? *(Examples: the baptism of the Holy Spirit and gifts, women in leadership, eternal security, etc.)*

F. The Church

1. What is the nature and mission of the church?
2. What is your understanding of Christ's call to evangelism, missions, and social concerns?
3. What is the role of the church in today's world, including the way of love and peace in human relationships, a witness to society, and relationship to government?
4. What are the responsibilities and privileges of membership in the body of Christ?
5. What is your understanding of baptism, communion, and foot washing?
6. What is the importance of accountability within the life of the Church? How should it take place?
7. What is your understanding of the roles of men and women in ministry?
8. What is your attitude toward inter-Mennonite and inter-denominational cooperation?
9. What is your vision for youth and young adult ministry in your context?
10. Comment on your understanding and vision for a missional emphasis in your context.

G. Personal Response and Commitment

1. Describe your personal call to ministry/missions.
2. Describe your perceived areas of strength and gifts you are willing to commit to Christian service.
3. Describe your perceived areas of weakness or desired areas of growth.
4. Give a brief response to the Lancaster Conference Constitution and Mission Statement.
5. Are you in harmony with the doctrines of the Bible as taught by the Mennonite Church? _____ Explain areas of disagreement.

H. Experience/Expectations

1. Share your spiritual pilgrimage and state scriptural passages or beliefs that serve as a foundation for your faith and life. Who were persons that shaped your spiritual pilgrimage? What are the spiritual disciplines that are practical and guide your life?
2. Summarize your experience in church activities or assignments.
3. Write any statement that you wish to share on any responsibilities, problems, or other matters that should be considered at this time. Please comment on any pertinent information that could have a potential impact on your ministry and the congregation you intend to serve.
4. Comment on how you perceive the role of the office for which you are being considered, including time involvement, financial support, relationship to a ministerial team, and congregational responsibilities.
5. Describe how willing you are to sacrificially commit yourself to the task of ministry, to work with others in leadership, and to be sensitive to needs and concerns of the membership.
6. How do you know that you have the support of your spouse?

_____

(Signature)

_____

(Date)

Lancaster Mennonite Conference

FORM FOR SPOUSE

of Candidate for Credentials

Rev. 09/00

Your spouse is being considered for ordination/license. It is important that you share your perspective and indicate the level of involvement you intend to have in your spouse's ministry. Answer the following questions in the space provided. You may use an additional sheet if necessary.

1. Can you affirm your spouse's call by God to ministry? How do you see the call being confirmed in your spouse's life?

2. How may your spouse's call to ministry affect you and your children *(if any)*? What concerns do you have?

3. Describe how you experience your spouse's relationship to you and your children *(if any)*.

4. How do you expect to support your spouse in ministry?

5. Describe your current level of church involvement.

If your spouse is being considered for a congregational leadership role, please answer the following:

6. Do you intend to: maintain, increase, or decrease your level of congregational involvement when your spouse is ordained/licensed?

After your have read the 1995 *Confession of Faith in a Mennonite Perspective* (or an older *Mennonite Confession of Faith* in use in your congregation), **please answer the following**:

7. Are you in harmony with the doctrines of the Bible as taught by the Mennonite Church? ❑ Yes ❑ No
   Explain any areas of disagreement.

_____ _____

(Signature) *(Date)*