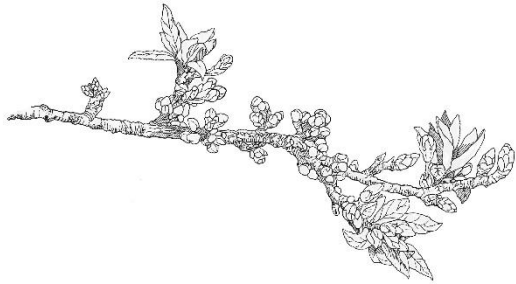


“Fit, Ready, and Effective”: Standards for Growth in Ministry



Fitness Fitness is the focus of the dCOM’s candidacy interview. Statements of call, statements of faith, recommendations, interest inventories, psychological assessments, and background and credit checks are the material used in this interview. Explorations of the candidate’s call to ministry, relationship with God, and the ability to relate to people are fundamental. A candidate is evaluated on the potential they have for developing into an effective clergy leader. The

substance of this interview provides a reference point in later interviews.

Using fruitfulness imagery: “Budding tree” The tree is healthy. What is there needs tending and time to grow.

Readiness Determination of readiness for provisional membership and service in appointive ministry is the focus. Developing areas of competency are explored. Attention is given to the applicant’s academic background, theological statement, and seminary reports, including field education internships. Although skill development is ongoing, those applying for provisional membership are evaluated on whether or not they are fit and ready to serve an appointment and are developing the needed skills for effectiveness.



Using fruitfulness imagery: “Flowering Tree” The tree is healthy, has evidence of faith and leadership that is attractive to others, and skills that are continuing to grow.



Effectiveness When a provisional member applies for full conference membership, the interview focuses on effectiveness in ministry. Primary documentation is the DS’s and S/P-PRC’s (or other employer) reports and evaluations. In addition to the Disciplinary questions for Full Membership, participation in the Provisional Leadership Academy is evaluated, along with a Fruitfulness Project.

Using fruitfulness imagery: “Fruiting Tree” The tree is healthy, has attractive faith and leadership, and shows skills for ministry that are both life sustaining and self-replicating.