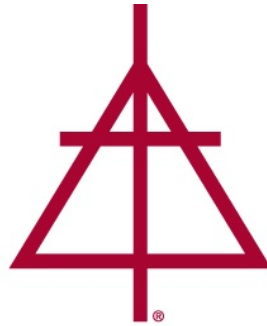


Ecclesiastical Program for Ministerial Candidacy

2017-2018 Handbook



**Christian
Reformed
Church**



CALVIN
THEOLOGICAL
SEMINARY

Table of Contents

I. EPMC Overview and Purpose	3
II. Admission Requirements.....	4
A. Deadlines	
B. How to apply	
C. GPA Standards	
D. Pre-requisite courses	
E. Learning plans	
III. Program Requirements.....	6
A. Required Courses	
B. Bible Survey Course or Exam	
C. Language competency	
D. Vocational Formation components	
E. Preaching	
F. Faculty Interviews	
IV. Costs.....	12
A. Tuition & Fees	
B. Financial Aid	
V. Candidacy in the Christian Reformed Church.....	13
A. Candidacy Process & Required materials	
B. Delayed Candidacy	
C. Communicating with Churches	
D. FAQ	
VI. Checklists.....	16
A. Admission Requirements	
B. Program Requirements	
C. Candidacy Requirements	
VII. Contacts.....	18
VIII. Calendar.....	19
Appendices	
A. Vocational Formation Program Goals	20
B. Sermon Evaluation Form	22
C. Biographical Sketch	23
D. Authorization to Release Information	25
E. Guidelines for Candidacy Sermon	26
F. Council Recommendation	28
G. Minister's Profile	29

A. EPMC Overview and Purpose

The Ecclesiastical Program for Ministerial Candidacy (EPMC) is designed for students who aspire to be ministers of the Word in the Christian Reformed Church of North America (CRCNA) and who are earning their Master of Divinity at a place other than Calvin Theological Seminary. This route for ministry is referenced in Article 6 of the Church Order of the Christian Reformed Church.

This program seeks to holistically prepare participants for ministry and meet the candidacy requirements established by the Synod of the CRCNA. The 10-credit curriculum provides an orientation to the theology, history, and ministry of the Christian Reformed Church. In addition, vocational formation components prepare students with hands-on ministry experiences, mentorship and reflection.

The EPMC can be completed in residence each Fall at Calvin Theological Seminary in Grand Rapids, Michigan or via the “24 month non-resident” mentor-focused format. Oversight for the program is shared between David Koll, Director of Candidacy for the CRCNA, and Dr. Geoff Vandermolen, Director of Vocational Formation at Calvin Theological Seminary.

II. Admission Requirements

To apply for the EPMC, students must currently be enrolled in or have completed an MDiv degree from a seminary accredited by The Association for Theological Schools (www.ats.edu). It is helpful for those currently enrolled in an MDiv program to apply for the EPMC early in their studies, preferably after completing one semester.

A. Deadlines

The in-residence EPMC is offered in Grand Rapids, MI each Fall semester. The 24 month non-resident EPMC can begin anytime, with coursework commencing each Fall and Spring semesters.

Students applying for Fall coursework must submit all admission materials, including recommendations, to the Calvin Seminary Admissions office by **June 1**. (Canadian students applying for the residential program must receive an F-1 visa. To ensure adequate time to issue an I-20, students must complete a Declaration of Finances by **May 1**.) Those applying for Spring coursework must submit all materials, including recommendations, to the Calvin Seminary Admissions office by **November 15**.

B. How to apply

- The Calvin Seminary Admissions office collects and maintains EPMC application materials. Student files and information may be shared with the Director of Candidacy of the CRC and the EPMC admissions committee, as needed.
- Complete an online Application including
 - A non-refundable \$50 fee
 - Three brief essays: personal autobiography, summary of ministry experiences, and statement of Christian commitment.
 - Four recommendations: church council, pastor, classis/regional body, and personal. When applying, please be prepared with the names and contact information for these four references (not to include family members). Upon submitting the application, the Calvin Seminary Admissions department will send electronic recommendation forms directly to the references to complete.
- Submit all official transcripts
Applicants must request official transcripts from all prior colleges, universities, seminaries, and/or professional schools. Once admitted, students who are currently enrolled in seminary studies must submit unofficial transcripts to Calvin Seminary once a year in the summer. When the degree is completed, final official transcripts with the MDiv degree posted must be sent to Calvin Seminary. All transcripts should be sent to:
Calvin Theological Seminary
Attn: Admissions
3233 Burton St. SE
Grand Rapids, MI 49546
- After applying, please send a recent photograph to admissions@calvinseminary.edu with your name in the subject line. This allows the admissions office to connect names with faces and be prepared to personally welcome you to campus.
- Non-native English speakers must submit TOEFL or IELTS scores

- TOEFL: minimum internet-based score of 80 total with 23 in the writing section (use institution code 1096)
- IELTS: minimum score of 6.5 total with 6.5 in the writing section

C. GPA standards

The GPA requirement for admission is 2.67 in MDiv coursework. Those who do not meet this standard may be admitted on probation. Note: To meet CRC candidacy requirements, students must have a minimum 2.85 GPA taking into account all seminary coursework, including EPMC.

D. Admission and Graduation Requirements

Standards for admission to the EPMC are the same as for those applying to the MDiv program at Calvin Seminary. Prior to admission, the Calvin Seminary Registrar will complete a transcript assessment, reviewing prior studies for completion of liberal arts courses as evidence of academic preparedness for theological education.

* Biblical language courses are required for candidacy in the Christian Reformed Church; see more information on page 7.

Applicants missing a broad-based liberal arts foundation (as determined by a transcript evaluation) may still be provisionally admitted to the EPMC with a learning plan. The registrar will communicate individually with such applicants about creating and completing a learning plan. Learning plans, developed in collaboration with the Calvin Seminary Registrar and EPMC Admissions Committee, map a path for students to complete all outstanding requirements by the time they finish the EPMC. Options for completion include taking courses at accredited colleges/universities or developing an equivalent independent study.

III. EPMC Program Requirements

The EPMC includes both academic coursework and ministry participation components. As the denominational seminary of the Christian Reformed Church, Calvin Theological Seminary provides the course instruction and vocational formation oversight.

A. Required Courses

The Calvin Seminary Registrar will register all enrolled EPMC students for the first semester of studies. Those in the non-resident learning program are responsible for their own registration in subsequent terms. The following required courses are offered in residence each Fall AND online as noted:

- Hermeneutics (1 credit) – offered during Gateway or online during J-Term
- Christian Theology in Reformed Confessions (3 credits) – offered online each Spring and Summer
- Christian Reformed Church Polity (1.5 credits) – offered online each Spring and Summer
- Christian Reformed Church History (1.5 credits) – offered online each Spring and Summer
- Preaching (2 credits) – offered online each Fall
- Digital Tools for Teaching and Preaching (1 credit) – a self-paced online seminar to be completed no later than December 15 of the year before becoming a candidate.

Note: EPMC students who have completed at least **5** credit hours in preaching at another seminary do not need to take one of these preaching courses at Calvin Seminary. Some of their sermons will be reviewed as part of the vocational formation program. Non-residential students will be doing supervised preaching as part of their 24-month mentoring program.

Note: All EPMC students must take a minimum of 9 credit hours at Calvin Seminary, either as a residential or a non-residential student.

Note: Questions about exceptions or alternatives to the required courses should be directed to David Koll (dkoll@crcna.org).

B. Bible Survey Course (3 credits) OR Bible Survey Exam

Candidacy in the CRC requires a mature level of knowledge of Biblical themes and texts. EPMC students may demonstrate this knowledge by completing the Bible Survey course or passing a Bible Survey Exam.

Those who take the Bible Survey course must achieve a 3.0 GPA or higher to meet this requirement. The course is offered in residence each Fall and online each Summer.

The Bible Survey examination consists of about 75 questions requiring students to: identify key biblical figures, locate biblical sites on a map, provide the dates for key events in biblical history, write the themes for several biblical books and several key biblical verses, and list the biblical books in their canonical order. Students will have three hours to complete the examination and must score at least 70% to pass. Exams are proctored and graded at Calvin Seminary 4 times per year. For the 2017-2018 school year, the dates are: August 25 and December 8, 2017, and January 19 and May 11, 2018. Students may also arrange to take the test off-campus with an approved proctor at any time, though grading will only occur in conjunction with the 4 campus testing dates. First attempts are free to EPMC students and all subsequent attempts cost \$50. The test may be re-taken as many times as needed with a minimum of one month between attempts. A study guide is available at <http://semlink.calvinseminary.edu/academics-and-registration/registrar/advanced-standing-tests/advanced-standing-study-guides/>. To register for the exam, students must contact Denise Mokma at drm046@calvinseminary.edu

Note to Residential students – those who choose to take the exam are encouraged to do so **in August during Gateway**. This enables students to take the Bible Survey Course in the Fall if the exam is not successfully passed. Students who take and successfully pass the exam may audit the Bible Survey course to develop a deeper understanding of the scriptures, if they so choose.

Note to non-residential students – you may schedule this exam with a proctor at any time of the year. To do so, contact Denise Mokma (drm046@calvinseminary.edu).

To prevent a delayed candidacy, those who choose to take the exam must do so no later than the **January date of the year they wish to candidate**. The longer the exam is postponed, the fewer opportunities there will be to re-take the exam. If a student does not pass the Bible Survey exam by the end of May, they have the option of taking the online Bible Survey course in the summer term.

C. Language competency

The Christian Reformed Church also values the ability to read and study Scripture with a working knowledge of the Biblical languages. Therefore, EPMC students must demonstrate competency in the Biblical languages and the skills of exegesis by meeting the following requirements:

Two graduate-level courses (6 credits) in Old Testament Hebrew studies
Two graduate-level courses (6 credits) in New Testament Greek studies
At least one graduate-level exegetical course (3 credits)

Many Mdiv programs will incorporate these courses into their curriculum. If they are not available at the degree granting institution, EPMC students may enroll in these courses at Calvin Seminary or another accredited seminary.

D. Vocational Formation components

In addition to academic coursework, the EPMC strives for whole-person formation for ministry by integrating every part of the learning experience. The Vocational Formation components work toward student growth primarily in three areas: pastoral identity,

ministry practice competency, and accountability. Comprehensive goals for the vocational formation program are included in Appendix A. These goals are achieved through the following requirements and overseen by Dr. Geoff Vandermolen, the Director of Vocational Formation:

1. A thorough psychological assessment

Calvin Seminary partners with trained psychologists to individually evaluate each student's strengths and weakness with a view to increasing their effectiveness in pastoral ministry. The assessment guides students and seminary staff in maximizing personal learning and growth.

Assessments should be completed early in a student's seminary studies to allow ample time to address recommendations and help guide internship opportunities. The Director of Vocational Formation works with each student to complete all psychologist recommendations. Psychological assessments are arranged individually through Kenzie Krumm. Non-resident EPMC students may arrange to have the written psychological tests taken with a proctor. To arrange this, contact David Koll (dkoll@crcna.org).

In some cases, as determined by the Director of Vocational Formation in consultation with the Professor of Pastoral Care, assessments completed at other seminaries may sufficiently fulfill this requirement. Students who have taken assessments in other settings may submit these materials to the Director of Vocational Formation to determine their suitability for meeting the program purposes.

2. Vocational Formation group participation

Residential EPMC students are placed in small vocational formation groups led by a Calvin Seminary faculty member to reflect on scripture and pray together, share personal journeys of faith and calls to ministry, and discuss their emerging sense of pastoral identity as experienced in ministry. Groups meet weekly during the fall semester. Non-residential students are mentored over a two-year period in their local community by a pastoral mentor and a regional mentoring team.

3. Internships

Students must complete 600 hours (15 weeks full-time or its equivalent) of supervised ministry experience that offers significant engagement with cross-cultural and pastoral ministry. All Mdiv programs require internship experiences. If possible, EPMC students should collaborate with the Director of Vocational Formation **before** pursuing internships through other seminaries to ensure that EPMC program goals and requirements are met.

Students who have begun or completed other internships should communicate with the Director of Vocational Formation to discuss whether the amount of time and

range of ministry experiences are sufficient to satisfy EPMC internship requirements. For this conversation, students should prepare and gather: a concise summary of all ministry leadership and congregational internship experiences including the names and locations of ministries served, a description of ministry responsibilities, and any supporting documentation available (job descriptions, statement of objectives, self or council or supervisor evaluations, mentor reports etc.)

If internships do not satisfy requirements, the Director of Vocational Formation will construct a plan with students by which suitable additional experiences can be completed and program goals achieved.

4. Vocational Formation review

The Director of Vocational Formation meets individually with each residential EPMC student to review the psychological assessment report, discuss internship experiences, and create a plan to satisfy any outstanding requirements of the formation for ministry goals. Non-residential students review this material with their appointed local mentor in consultation with the Director of Vocational Formation.

This meeting also includes a review of the six ministry practice areas (as outlined in the program goals, see Appendix A) to determine together the two areas of greatest strength and two areas of greatest weakness. These will be further addressed in the reflection paper.

5. Vocational Formation reflection paper

At the conclusion of their program, EPMC students must submit a reflection paper addressing the three program goals: pastoral identity, ministry practice competency and accountability. This paper is due by **March 1** of the candidacy year and submitted as a Word document to vocationalformation@calvinseminary.edu.

The Reflection Paper should be approximately 12 pages in length, double-spaced and should contain three sections:

Pastoral Identity (approximately two pages)

In light of the Pastoral Identity program goal, reflect upon your developing pastoral identity, understanding and confirmation of call to ministry, and personal spiritual formation.

Ministry Practice Competencies (approximately 8 pages)

In the two ministry practice areas identified as strengths, (1) summarize some of the practical ministry skills you have acquired in each ministry practice area, (2) reflect on how your ministry practice in this area has contributed to your own personal spiritual formation, and (3) reflect on how your call to ministry has been challenged, shaped, or deepened through your work in this ministry practice area.

In the two ministry practice areas identified as weaknesses, (1) summarize some of the practical ministry skills you have acquired in this ministry practice area, (2) describe the areas in which you most need greater competence and more experience, and (3) sketch out a possible plan for achieving such competence and experience in the coming three years.

Accountability (approximately 2 pages)

In light of the Accountability program goal, briefly describe a ministry situation in which you experienced tension or conflict with the supervising pastor and/or supervising body. Summarize some of the things you learned about yourself, ministry, and/or God through that experience.

E. Preaching

After EPMC students enroll in the program, they must apply for licensure to exhort in the Christian Reformed Church through the Vocational Formation office. EPMC students are required to preach and have evaluations completed on **four different sermons at 3 locations prior to March** of the year in which they intend to be declared a candidate. The sermon evaluation form is available in Appendix B and through the Vocational Formation office.

F. Faculty Interviews

Near the end of the Fall semester, EPMC students meet individually for a 1-hour interview with a Calvin Seminary faculty panel. The faculty interview is more than a casual conversation with the student but it is not the same as the oral examination for an academic degree. The purpose of the interview is to allow the faculty to assess (1) the student's personal, spiritual and professional readiness for ministry, (2) the student's knowledge of and agreement with the confessional positions of the Christian Reformed Church, and (3) the student's general suitability for ministerial candidacy in the Christian Reformed Church. Residential students will be interviewed in November and non-residential students will be interviewed on that date or in January.

Prior to the Interview

The Calvin Seminary faculty recommends reading and reviewing the following materials in preparation for the interview. Students should pay particular attention to the biblical support given for the major tenets of the Reformed perspective.

- The three ecumenical creeds: Apostles' Creed, Nicene Creed, Athanasian Creed
- The three confessions of the CRC: Belgic Confession, Heidelberg Catechism, and Canons of Dort
- "Our World Belongs to God: A Contemporary Testimony"
- The CRC Church Order
- What It Means to Be Reformed: An Identity Statement, endorsed by the 2002 synod of the CRC as part of the CRCNA's Denominational Ministries Plan
- The denomination's official positions on a variety of theological and ethical matters, as found at:
www.crcna.org/howeare/beliefs/position.asp?WhoWeAreMenu

48 hours prior to the interview, students will receive a case study. They will prepare an oral presentation in response to the study supported by a 1-2 page paper referencing the sources used (scripture, theological materials, seminary courses, discussions with pastors or other students etc.) in helping the student to prepare the response to the case study.

Expectations for the interview

- Introduction – the convener will clarify the purpose of the interview: a time to inform faculty of the student's readiness for ministry and confessional soundness with a view to preparing a candidacy recommendation. The student's 1-2 page case study report will be submitted.
- 15 minutes – the convener will ask questions regarding the candidate's personal background, spiritual journey, and sense of vocation
- 15 minutes – a faculty member will ask about the candidate's Reformed identity, especially knowledge of and agreement with the Reformed Confessions and his/her willingness to sign the Covenant for Officebearers
- 15 minutes – a faculty member will converse with the candidate concerning the assigned case study, focusing on the candidate's biblical/theological understanding as they inform pastoral sensitivities.
- Conclusion – the student will be excused for a brief time of panel deliberation addressing the student's strengths and weaknesses and determine if the student passed or will need a follow-up interview. The student will return to hear panel feedback. A prayer of thanksgiving for the student and wisdom for the faculty will be offered.
- Should a student not sustain the interview, a plan will be prepared to prepare the student for a follow-up interview.

IV. Costs

A. Tuition & Fees

Tuition and rent payments should be submitted to the Calvin Seminary Financial Services office. More information on charges, due dates, and payment methods can be found [here](#). Questions about payment should be directed to semfso@calvinseminary.edu or [616-957-8681](tel:616-957-8681). It is the responsibility of each student to make payments on time according to the following schedule:

Summer & Fall tuition: due September 30

January term & Spring tuition: due February 28

May term tuition: due May 31

The chart below outlines costs for the EPMC program

Program Feature	Cost	Payment Due
Tuition (2017-2018 academic year)	\$484 per credit hour	September 30 or February 28
Vocational Formation (Psychological Evaluation, Vocational Formation Assessment & Reflection Paper)	\$1,500	October 31
Books (estimate)	\$400	n/a

B. Financial Aid

EPMC students are not eligible to receive institutional financial aid from Calvin Seminary. Students may seek financial support or scholarships from their own classis' student fund or other sources at their own initiative.

V. Candidacy in the Christian Reformed Church

In order to be a Minister of the Word in the Christian Reformed Church in North America, students must meet the synodical requirements for candidacy through demonstrating academic, personal and professional readiness for ministry via the process described below. Students who meet the candidacy requirements will be presented to the CRCNA Synod in June and are henceforth eligible for a call to ministry.

Students may begin the candidacy process if they are on track to complete all academic coursework (including learning plans) and vocational formation components by June of the following year. (Students with 4 or fewer outstanding units by the time Synod meets may be considered delayed candidates - see section B below). The GPA requirement for candidacy is 2.85 taking into account all seminary coursework, including EPMC grades.

A. Candidacy Process & Required materials

An informational meeting will be held in September at Calvin Seminary to outline candidacy requirements and deadlines. An audio recording of the meeting is available for non-residential students.

By October 15, 2017 students who are on track and interested to candidate, must express their intent to Kenzie Krumm (kck065@calvinseminary.edu). She will notify students of their assigned sermon text (see details below) and will compile a Candidacy Applicant List for all future communications.

All potential candidates must submit the following items:

(Note: Detailed instructions about content, formatting and submission protocol for all required materials are made available to students upon declaring their intent to candidate.)

- Personal Disclosure and Background Check
- Biographical Sketch (due October 15, 2017) – brief form containing contact information, educational and internship experiences, and ministry intentions (see Appendix C).
- Authorization to Release information (due October 15, 2017) – allows Calvin Seminary to release biographical sketches for the denominational website (see Appendix D).
- One sermon and notes from the assigned text (due January 20, 2018) – Three printed copies of a sermon manuscript and exegetical notes from the assigned text. In addition, two DVDs of the sermon preached, ideally from an actual worship service (see Appendix E)
- One sermon and notes from a text from the alternate Testament (due January 21, 2018) – Three printed copies of a sermon manuscript and exegetical notes that was written from a student-selected text and NOT a class assignment (see Appendix E).
- Council recommendation (due February 18, 2018) – the student's minister or clerk of the council must complete this recommendation (see Appendix F).
- Written faith journey (due February 18, 2018) – a one-page statement about what the student believes and his/her process of faith formation.
- Statement of reason (due February 18, 2018) – a one-paragraph statement of reason for seeking candidacy in the Christian Reformed Church.

- Minister's profile (due February 18, 2018) – an important personal profile submitted to the denomination's Ministerial Information Service that facilitates the exchange of information between pastors and congregations (see Appendix G).
- Photograph (due February 18, 2018) – a color, wallet-sized headshot to appear in The Banner and booklet for Synod. Professional dress is recommended.

In the spring, all aspiring candidates must interview with the denominational Candidacy Committee. Interviews are conducted in Grand Rapids and in regional areas as arranged by David Koll, Director of Candidacy.

B. Delayed Candidacy

- The delayed candidacy policy allows students who cannot complete ALL requirements before June to still participate in the candidacy process (cf. Church Order Supplement, Art. 6). They must meet the following criterion:
 - Must have four or fewer incomplete units in their seminary program as of the synodical meeting where candidates are presented. Each course and internship is considered a “unit”.
- Students anticipating a 3.5-year program must work with their Vocational Formation leader, the Director of Vocational Formation and the Candidacy Committee chair to determine priority and complete requirements that are crucial to demonstrating readiness for ministry. Such requirements include a congregational internship, CPE credits, or any other recommendation from the candidacy committee.
- By synodical regulation, any student who does not complete the remaining required units by March 1 of the year following the Synod where they were approved for candidacy must reapply for candidacy. (Church Order Supplement, Article 6 C.4).
- Upon completion of all remaining requirements, the Registrar will inform the Executive Director of the CRC, who will announce the candidate's eligibility for call.

C. Communicating with churches

The denominational web site (crcna.org) compiles information regarding candidates and potential candidates as part of the Ministerial Information Service (part of Pastor-Church Resources). In the spring of each year, basic information taken from candidate profiles is presented on a webpage of Potential Candidates. After Synod meets and officially declares the candidates for ministry, this information is transferred to the web page for Candidates.

Potential candidates may talk with congregations, exchange information and discuss ministry philosophies. However, students may NOT make a commitment to a church before Synod officially declares the candidates for ministry in June, nor are churches allowed to extend a call prior to Synod's approval.

D. Frequently Asked Questions

What is the timetable for synod declaring candidates and being eligible for call?

Synod usually declares candidates on Tuesday or Wednesday morning (usually the second Tuesday/Wednesday in June). Students are asked, but not required, to be present for the Presentation of Candidates. The president of the seminary and of synod each make fitting congratulatory remarks, and delegates express their congratulations and joy both during the synodical session and at an informal reception held after the session. After this presentation at Synod, candidates are immediately eligible for a call.

What if I don't receive and/or accept a call within 1 year of being declared a candidate?

You should contact David Koll of the denominational Candidacy Committee before April 15 and he will help you process a request for extension of candidacy.

Should I apply for candidacy if I know I can't accept a call in the year of eligibility?

If you are contemplating activity in the year after synod declares you a candidate that will preclude you from taking a call (eg. pursuing an advanced academic degree) you should wait until the following year to apply for candidacy. If you're not sure about future plans, it is recommended that you begin the candidacy process so that you can keep your options open. You can always discontinue the process and begin again the following year.

Who are the members of the Candidacy Committee?

There are actually two committees. The denominational Candidacy Committee is presented on the CRCNA website (<http://www.crcna.org/candidacy/about-committee>). The seminary Spiritual Care and Candidacy Committee has the following members: Seminary President Rev. Jul Medenblik chairs the committee, Rev. Dr. Geoff Vandermolen serves in his capacity as Director of Vocational Formation, and Dr. Danjuma Gibson serves in his capacity as Professor of Pastoral Care. The other committee members currently include faculty members Dr. Mariano Avila, Dr. John Bolt and Dr. John Rottman and Board of Trustees members Teresa Renkema and Curtis Walters. Finally, Rev. David Koll, Director of Candidacy, attends most committee meetings and enhances communication between the seminary and denomination.

VI. Checklists

ADMISSION REQUIREMENTS

- Online application due June 1 (Fall start) or Nov. 15 (Spring start) including:
 - \$50 non-refundable fee
 - Three brief essays: autobiography, summary of ministry experiences, statement of Christian commitment
 - Names and contact info for 4 references: church council, pastor, classis/regional body, and personal
- Four completed recommendations
- Submit all official transcripts
 - Currently enrolled students: submit unofficial seminary transcripts each summer and final transcript after degree is posted
 - Transcripts are reviewed for GPA (2.67 minimum) and liberal arts foundation. Applicants who do not meet these expectations may be provisionally admitted and required to create a learning plan
- Recent photo (email to admission@calvinseminary.edu with name in subject)
- TOEFL or IELTS scores (non-native English speakers only)
- Declaration of Finances (International students only) due May 1, to obtain an I-20

PROGRAM REQUIREMENTS

- Enroll and Participate in the “24 Month Candidacy” Program (*for 2018 graduates and beyond)
- Required Courses
 - Preaching the Word (2 credits)
 - Hermeneutics (1 credit)
 - Christian Theology in Reformed Confessions (3 credits)
 - Christian Reformed Church Polity (1.5 credits)
 - Christian Reformed Church History (1.5 credits)
 - Digital Tools for Preaching and Teaching (1 credit)
- Bible Survey Course (3 credits) or Bible Survey Exam
- Completion of personal Learning Plan, if required
- Biblical Language Competency
 - Two courses in Old Testament Hebrew (6 credits)
 - Two courses in New Testament Greek (6 credits)
 - One exegetical elective (3 credits)

- Preaching
 - Apply for License to Exhort in the CRC through Vocational Formation office
 - Submit four sets of sermon evaluations in at least 3 distinct settings, due March 1 of candidacy year
- Psychological Assessment and completion of any recommendations
- Vocational Formation experiences
 - Vocational Formation group participation (residential students) or mentorship in local community (non-residential students)
 - Congregational internship: 600 hours of supervised ministry experience and any additional requirements per the Director of Vocational Formation
 - Review with the Director of Vocational Formation
 - Vocational Formation Reflection Paper, due March 1 of candidacy year
- Faculty Panel Interview

CANDIDACY REQUIREMENTS

- Attend informational meeting in September (audio recording available for non-residential students)
- Express intent to candidate to Kenzie Krumm (kck065@calvinseminary.edu)
- Submit all forms and paperwork
 - Personal Disclosure and Background Check
 - Biographical sketch
 - Authorization to release information
 - Sermon manuscripts, notes, and DVDs of assigned text
 - Sermon manuscripts and notes for text of own choice
 - Council recommendation
 - Written faith journey
 - Statement of reason
 - Minister's profile
 - Photograph
- Interview with the Denominational Candidacy Committee in Spring
- Complete all academic, Vocational Formation, and program requirements
- Attend presentation of candidates at Synod in June (optional)

C. Contacts

Name	Contact Info	Send questions regarding
Rev. David Koll Director of Candidacy, CRCNA	616-901-7784 dkoll@crcna.org	Unique situations/exceptions Any areas not addressed below
Aaron Einfeld Calvin Seminary Admissions	616-957-7035 admissions@calvinseminary.edu	Application for Admission Application deadlines Recommendation forms Submitting transcripts
Rev. Dr. Geoff Vandermolen Director of Vocational Formation	616-957-6045 gav016@calvinseminary.edu	Vocational Formation components Psychological Evaluation
Denise Mokma Academic Administrative Assistant	616- 957-6083 drm046@calvinseminary.edu	Schedule Bible Survey exam
Kenzie Krumm Academic Services Coordinator	616-957-6173 kck065@calvinseminary.edu	Schedule Psych. Assessment Candidacy process & deadlines
Calvin Seminary Financial Services	616-957-8619 semsfo@calvinseminary.edu	Payment amounts & deadlines
Tim Bruinsma Housing Manager	616-957-8618 housing@calvinseminary.edu	On-campus housing
Joan Beelen Registrar	616-957-6027 jrb44@calvinseminary.edu	Transcript evaluation Learning plans Registering for courses

D. Calendar

May 1	Declaration of Finances due (International applicants)
June 1	Admission deadline for Fall start
June 6-Aug 5	Online Summer Courses
Aug 26	Bible Survey exam given
Aug 29-Sept 2	Gateway to Seminary
FALL SEMESTER 2017	
Aug 28	Orientation
Sept 5	Classes begin
Sept 6	Convocation (Monday course schedule)
Sept 8	Faculty Retreat (no classes)
Sept 15	Last day to change courses or registration status
Oct 9-13	Canadian Thanksgiving & Reading Week; Skill Development courses
Oct 15	Last day to drop a course
Nov 10	Residential EPMC interviews
Nov. 14	Admission deadline for Spring start
Nov 20-24	US Thanksgiving break
Dec ??????	Bible Survey exam given
Dec 12	Last day of classes (Friday course schedule)
Dec 13	Reading Day
Dec 14-18	Course examinations
Dec 19 – Jan 2	Christmas break
2018	
Jan ???	Bible Survey exam given
Jan 24	Non-residential EPMC interviews
Jan- Feb	Candidacy Materials due
March 1	Vocational Formation reflection paper due 4 sermon evaluations due
Spring	Candidacy Committee Interviews
May ???	Bible Survey exam given
May 19	Commencement
June	Synod Presentation of Candidates

Vocational formation Program Goals

Vocational Formation Program Goals

The Vocational Formation component of the EPMC program seeks to achieve the following three Program Goals:

I. Pastoral Identity

In the context of supervised congregational ministry, students will grow in their (a) personal spiritual formation, (b) understanding and confirmation of call to ministry, and (c) theological reflection upon ministry, pastoral identity, and the church.

II. Ministry Practice Competencies

The 16 ministry practice areas listed below serve as a guide for congregation, supervisor and student as they assess the student's strengths and weaknesses, set goals and provide ministry leadership opportunities for the student, and evaluate the student's readiness for ministry.

A. Preaching and Teaching

- a. Preach sermons that are biblically faithful, creative, authentic, contextually sensitive, and life changing
- b. Teach using a variety of methods so that the message will be clearly received and understood by particular audiences

B. Evangelizing

- a. Tell the story of God's grace at work in my life in a lively and engaging way
- b. Model a life of hospitality within a community, welcoming people and paying attention to their needs in ways that communicate God's grace
- c. Model outreach as a way of life in a local congregation and communicate a vision and strategy for church planting
- d. Engage inquirers and people from other faith traditions with a clear biblical explanation and defense of the Gospel and Christian worldview

C. Pastoral Care

- a. Offer compassion, exhortation, forgiveness, and Christ's presence to people at all stages of faith formation so that they become more fully devoted followers of Jesus
- b. Assess, guide, and counsel people within the boundaries of a pastor's expertise, referring them to other professionals as appropriate
- c. Guide people in a moral way of life and hold them accountable

D. Worshipping

- a. Prepare and lead worship that glorifies God and helps people to encounter God
- b. Collaborate with others in the process of preparing for, leading, and evaluating worship

E. Seeking Justice and Serving

- a. Model a life that embodies principles and practices of biblical justice
- b. Educate and mobilize people to serve as advocates for peace, racial reconciliation, and benevolence, both locally and globally

F. Leading

- a. Lead a congregation, local community, and/or individuals through ordinary and celebratory times and through times of crisis, transition, conflict, and loss
- b. Provide alternative styles of leadership according to various needs and settings
- c. Encourage and train others to use their gifts in appropriate ministry practices

III. Accountability

In the context of specific structures of accountability provided by mentor and/or supervising pastor, and congregational leaders or committees specifically charged with supervisory responsibility, students will demonstrate their ability to (1) honestly assess their own strengths and weaknesses; (2) graciously receive feedback from their mentor, supervising pastor and/or congregation, and respond appropriately; (3) work effectively within given structures of authority and accountability; and (4) set realistic formation goals and achieve them.

[Self-Assessment Form on Six Ministry Practice Areas](#) (pdf)

Appendix B

Sermon Evaluation Form

You can download the Sermon Evaluation Forms from the Calvin Theological Seminary Website at <http://www.calvinseminary.edu/ministry-connections/for-churches/pulpit-supply/>

Appendix C

Biographical Sketch also found at <https://goo.gl/forms/UTLfe2jpe2o4FriA3>

Part 1. Personal Information

Name:		Date of Birth:	
Place of Birth:			
Name of spouse:			
Number of children:			
College(s) and Seminary(s) attended & dates and degrees received:			
List any special honors you may have received:			
Internships: List internships completed as part of your seminary degree program. Include the name of the church or ministry and its location. Also, include beginning and ending dates for the internship.			
Sample Oskaloosa CRC, Oskaloosa, IA June 2006 – Aug 2006			
Have you pursued any graduate study after your M.Div. (either at Calvin or at another school if you have graduated in the past few years)? How far have you progressed or have you already obtained a further degree?			
Other languages spoken?			

Phone number:		Email address:	
---------------	--	----------------	--

Part 2. Ministry Preferences (check as many as apply)

Position Type

- | | |
|-------------------------------|---------------------|
| Senior Pastor (of team) | Pastor of Education |
| Sole Pastor | Pastor of Outreach |
| Staff Ministry | Pastor of Youth |
| Co-Pastor | Home Missions |
| Pastor of Congregational Care | Chaplaincy |
| Pastor of Preaching | World Missions |

Geographic Areas

- | | |
|---------|-------------|
| US West | Canada West |
|---------|-------------|

Ethnic (specify)

Appendix D

Authorization to Release Information

Authorization to Release Information

I hereby authorize Calvin Theological Seminary to release Biographical Sketch information to a CRCNA website that lists “potential candidates” for ministry for the coming year.

(Student Signature)

(Printed Name)

Date

(If you have any questions about this form, please contact Kenzie Krumm.)

Appendix E

Guidelines for Candidacy Sermon

Guidelines for Candidacy Sermon Preparation

PREAMBLE:

The CC desires to impress upon those applying for candidacy to the ministry in the Christian Reformed Church, the importance of satisfactory sermonic material. The following requirements become guidelines for the preparation of sermons and also for judging the acceptability of the sermon.

GUIDELINES:

- The candidate shall submit three (3) double-spaced manuscript copies of the assigned sermon text (ask Kenzie Krumm for text if you don't have one). Please feel free to adjust the assigned pericope (either more verses or fewer verses) as you judge appropriate. Please inform [Kenzie Krumm](#) of any such adjustments.

- A. The sermon shall include the following supporting materials:
 1. An exegetical study to include word study, grammar, and contextual analysis (minimum of two pages).
 2. A summary of the major moves of the sermon [(what some would call an outline) minimum of one page].
 3. List of commentaries consulted.
- B. The sermon shall meet the following criteria:
 1. Sermons will be judged by the standards set forth in the [Faculty Working Statement on the Nature of Excellence in Preaching](#).
 2. Sermons should be typed, double-spaced, printed with no less than one inch of margin all around, and 12 pt. font size.
 3. Sermons should be faced with a title page, giving the title or theme; the textual reference; the author's name; and the date.
 4. All pages, exclusive of the title page, must be numbered – 1,2,3, etc.
 5. The minimum length of the manuscript is 2,000 words.
- The candidate shall also submit three (3) double-spaced manuscript copies of a sermon from a text of his/her choice. The sermon of choice must be based on a text from the testament of the Bible **other** than the assigned text. **Points A. and B. under I. also apply to this sermon of choice.**
 - A. The sermon shall be one prepared for and delivered in public worship.
 - B. The sermon shall not be one prepared for and delivered as a class assignment.
- The assigned sermon must also be submitted on DVD of such quality that the evaluator can evaluate the student's delivery readily. **Two copies of the assigned sermon, on two DVDs are required** with the sermon manuscripts.
- The above requirements must be fulfilled by **January 22** of the year in which candidacy is applied for. All materials must be submitted to [Kenzie Krumm](#).

CANDIDATES

PLEASE be sure to type out both texts in their entirety as part of the sermon manuscript. Also, **DENOTE WHICH OF THE TWO IS THE ASSIGNED TEXT!** Do not put sermons in folders. Please staple in upper left corner.

Appendix F
Council Recommendation

COUNCIL RECOMMENDATION FOR CANDIDACY

To the Council:

I, _____, hereby request a council recommendation for the ministry of the Word in the Christian Reformed Church. The form of the recommendation is as follows:

“We recommend _____ to candidacy in the ministry of the Christian Reformed Church.”

We offer **the supporting evidence noted below and on the reverse side** for the candidate’s leadership ability, demonstrated gifts for ministry, religious and moral integrity, love for Christ and his people, and Reformed commitment. This information is essential for a full evaluation of the applicant’s readiness for candidacy. **If not provided, the form will be returned to you for completion.** Without a documented recommendation, the candidacy cannot move forward.

The Council of

(church)

(signature)

(address)

Processed in Council _____

(date)

Please return this form to the Candidacy Office at Calvin Theological Seminary,
3233 Burton Street SE, Grand Rapids, MI 49546

Appendix G

Minister's Profile

MINISTERIAL PROFILE

Introduction

As part of the process of "matching" clergy and congregations, the Christian Reformed Church in North America has set up the Ministerial Information Services as part of Pastor-Church Resources. It is our task to help provide resources and advice to both pastors and congregational search committees. To that end, we ask congregations and clergy to complete profile forms as an introduction to each other, and a first step in the process of calling a minister for a congregation. For both the individual pastor and the congregation, this is an opportunity for self-study, evaluation of current ministry and goals. This calls for honesty, effort, and commitment to open communication.

The Ministerial Profile form presents the unique skills, gifts and experiences of a pastor. Search committees are encouraged to approach this information respectfully and prayerfully. It is our hope that this will be of help in facilitating the search process. It is also important to keep in mind that the profiles are an initial introduction. The second phase of the process will be more in-depth interviews with those pastors who appear to be most compatible with the congregation's vision.

Norm Thomsma, Director
Pastor-Church Resources

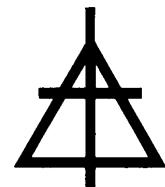
Contents

Part I - Statement of Consent	Part IV - Ministry Preferences and History
Part II - Personal Information	Part V - Appraisal
Part III - Narrative	Part VI - Background Disclosure

Developed by the office of Pastor-Church Resources
of the Christian Reformed Church in North America

Please return the completed document to:

Ministerial Information Services
Pastor-Church Resources
The Christian Reformed Church in North America
1700 28th Street SE
Grand Rapids, MI 49508
or email: lpalsrok@crcna.org
or FAX: 616-224-0834



Part I: Statement of Consent*

We are called to honesty and a commitment to open communication as we seek to build the body of Christ. In that spirit, we ask that you confirm your agreement to the following statements by your signature below:

1. I attest that the information contained in my Ministerial Profile is true and complete to the best of my knowledge.
2. I authorize the persons and entities, such as members of search committees of a prospective calling body or appropriate staff persons, to make inquiries regarding all statements contained in my Ministerial Profile. I also authorize all persons referred to in the Profile as references, members of congregations I have served, or personal/professional colleagues to supply verification of the information provided in the Ministerial Profile. I understand that such persons may comment on and state their opinions regarding all matters addressed in the profile, including without limitation, my background and character. To encourage such persons to speak openly and responsibly, I hereby release them from any claims or liabilities arising from their responses and comments if made in good faith and without malice.
3. I authorize staff of the Ministerial Information Service to circulate, distribute, and otherwise share information gathered in connection with my Ministerial Profile to representatives of calling bodies. I hereby release the Christian Reformed Church in North America, its agencies, and all contractors or employees of the Christian Reformed Church or its agencies from any claims or liabilities in connection with the Profile or its distribution.
4. I understand that I may receive copies of all written information, which is submitted to the Ministerial Information Service in connection with the Profile, if I make a request in writing. I may submit additions to my file to supplement or reply to any matters included in my file.

*A copy of this consent form will be available to reference sources.

Date Signed: _____ Signature: _____

Please print or type name: _____

I am in a position to consider a call at this time.

Yes No * Possibly*

It is unlikely I will consider a call before _____

**No need to sign Statement of Consent*

Personal Information - continued

8. Community and Civic Activities:

9. Classical and Denominational Activities (boards, synod, etc.):

10. Ecumenical Activity:

11. Special Interests, Hobbies:

12. Languages you can speak (and level of proficiency):

13. Types of supervision/accountability you have found helpful in your ministry:

Part III: Narrative

Life Story (In one page, describe your life's journey. Include key incidents that were significant in your formation as a person. State your personal ideals and goals.)

Narrative - continued

Please describe briefly (Confine your answers to two pages):

My Leadership Style: (How you include others in decision-making, administrative style, ways you deal with conflict, etc.)

My Worship Emphases: (preaching style, preferred worship emphases and style, etc.)

Narrative - continued

My Ministry Skills/Strengths:

My Vision for Ministry:

Part IV: Ministry Preferences and History (check as many as apply)

<u>Size of a Church</u>	<u>Would Serve</u>	<u>Have Served</u>
Up to 150 members	___	___
150 to 300 members	___	___
300 to 450 members	___	___
More than 450 members	___	___

Position Type

Senior Pastor (of team)	___	___
Sole Pastor	___	___
Staff Ministry	___	___
Co-Pastor	___	___
Pastor of Congregational Care	___	___
Pastor of Preaching	___	___
Pastor of Education	___	___
Pastor of Outreach	___	___
Pastor of Youth	___	___
Home Missions	___	___
Chaplaincy	___	___
World Missions	___	___

Community Type

Rural (Country/Farming)	___	___
Suburban	___	___
Town/Village	___	___
Urban (Metropolitan)	___	___
Urban (Inner City)	___	___
Multi-Cultural	___	___
Ethnic (specify: _____)	___	___

Geographic Areas

US West	___	___
US Midwest	___	___
Illinois/Indiana/Michigan	___	___
US East	___	___
No Preference in US	___	___
Canada West	___	___
Canada Central	___	___
Canada East	___	___
No Preference in Canada	___	___
If above categories are too broad, specify your choice: _____	___	___

Part V: Appraisal

A. Self-Appraisal

The purpose of this form is to provide search committees with a view of how you see yourself. Your references will be receiving the same items to consider. Try to be as candid as possible and indicate as honestly as you can what you believe your capabilities are in ministry.

Identify a maximum of 12 ministry emphases which you believe best describe you and your current ministry. Obviously, you have more than these. Please try to identify those which are strongest as you are now carrying out your calling. Write the 12 numbers for the characteristics you believe are strongest in the blanks provided at the end of this list. An item not chosen should not be deemed an indication of weakness. **Do not rank them.**

Write no more than 12 numbers in the blanks at the end of this list

I...

- | | |
|---|---|
| 1. am an effective preacher/speaker. | 23. work regularly at bringing new members into the church. |
| 2. continue to develop my theological and biblical skills. | 24. regularly encourage support of the CRC's missions and outreach. |
| 3. help people develop their spiritual life. | 25. reach out to inactive members. |
| 4. help people work together in solving problems. | 26. work regularly in the development of stewardship growth. |
| 5. am effective in planning and leading worship. | 27. am active in ecumenical relationships and encourage the church to participate. |
| 6. have a sense of the direction of my ministry. | 28. am a person who cultivates a close, devotional relationship with God. |
| 7. regularly encourage people to participate in denominational activities and programs. | 29. write clearly and well. |
| 8. help people understand and act upon issues of social justice. | 30. work well on a team. |
| 9. am a helpful counselor. | 31. am effective in working with youth. |
| 10. minister effectively to people in crisis situations. | 32. organize people for community action. |
| 11. make pastoral calls on people in hospitals and nursing homes and those confined to their homes. | 33. am skilled in planning and leading programs. |
| 12. make pastoral calls on members not confined at home or in hospitals. | 34. plan and lead well-organized meetings. |
| 13. am a good leader. | 35. encourage people to relate their faith to their daily lives. |
| 14. am effective in working with children. | 36. am accepting of people with divergent backgrounds and traditions. |
| 15. build a sense of fellowship among the people with whom I work. | 37. encourage others to assume and carry out leadership. |
| 16. help people develop their leadership abilities. | 38. am mature and emotionally secure. |
| 17. am an effective administrator. | 39. have strong commitment and loyalty to the Christian Reformed Church in North America. |
| 18. am effective with committees and officers. | 40. maintain confidentiality. |
| 19. am an effective teacher. | 41. am a compassionate and caring person, sensitive to others' needs. |
| 20. have a strong commitment to the educational ministry of the church. | 42. deal effectively with conflict. |
| 21. am effective in working with adults. | |
| 22. inspire a sense of confidence. | |

Comments:

Appraisal - continued

As part of the Appraisal, you are also asked to choose five (5) persons who will take the appraisal form and give their response. We request that at least one of these respondents represent your current/last congregation and one your current/last council. Please send the form and an envelope to each reference person, asking that they return the completed form to the Ministerial Information Service.

1. Name: _____

Address: _____

2. Name: _____

Address: _____

3. Name: _____

Address: _____

4. Name: _____

Address: _____

5. Name: _____

Address: _____

Appraisal - continued

B. Telephone References

The persons listed here will be contacted for a personal interview by the search committee. This will take place as part of the second stage of the preparatory process for calling a pastor, after the gross list has been narrowed. It is important that this list be kept current -- probably updated every two years, or when you are actively interested in making a move.

In this list of references, please include a person who has been part of the executive committee or an officer of the council of the current/last congregation during your tenure.

1. Name: _____

Office Telephone: _(____)_____

Home Telephone: _(____)_____

Address: _____

How long and in what relationship have you known this person? _____

2. Name: _____

Office Telephone: _(____)_____

Home Telephone: _(____)_____

Address: _____

How long and in what relationship have you known this person? _____

3. Name: _____

Office Telephone: _(____)_____

Home Telephone: _(____)_____

Address: _____

How long and in what relationship have you known this person? _____

Updated _____

Part VI: Background Disclosure

To the Person completing these statements:

It was noted in the introduction to this Ministerial Profile form that the process of filling out this material "calls for honesty, effort, and commitment to open communication." Congruent with the concern for ethical performance of ministry in the Christian Reformed Church, and openness about issues which are sensitive to functioning in the public role of pastor in a congregation, you are asked to respond to the following statements. There is opportunity for explanation if you so desire.

To the Search Committee or Council of a calling church:

It was also noted that those receiving these profiles for consideration "approach this information respectfully and prayerfully." Any practice of routinely rejecting profiles on a perfunctory basis, without a complete and thoughtful review of the explanations offered by the candidate, is strongly discouraged. The information presented here is meant to provide an occasion for open, honest dialogue.

This disclosure statement will only be shared with an interested congregation as part of the second phase of the search process.

1A. Have you ever been the subject of official discipline by a consistory or classis of the Christian Reformed Church where you pastored?

- | | | |
|--------------|------------------------------|-----------------------------|
| 1. Suspended | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| 2. Deposed | <input type="checkbox"/> Yes | <input type="checkbox"/> No |

1B. Is any official disciplinary action pending at the present time?

Yes No

1C. Have you ever been the subject of official disciplinary proceedings by another denomination that resulted in disciplinary action?

Yes No

1D. Are any official disciplinary proceedings by another denomination pending regarding you at the present time?

Yes No

Explanation:

2. Has your relationship with a congregation ever been terminated by you, by the governing board or jointly?

Yes No

Explanation:

REFERENCE FORM

for Ministerial profile

Reference for _____

You have received this reference form from a person who values your opinion. The material you provide will be placed with other materials to form a ministerial profile for use in the Christian Reformed Church in North America. Ministerial Information Services encourages persons regularly to update or prepare a new profile. **Therefore, being asked to provide a reference does not necessarily imply that the person is interested in a change in position.** The material you provide may be used in the future by committees if the person seeks a change.

You are being asked to provide as clear a picture of this person as possible through a forced-choice checklist and an opportunity to comment. Indicate the qualities evidenced in this person's ministry at this time as you have encountered them. Bear in mind that other congregations and/or ministries may rely on the completeness and accuracy of the information that you provide.

For your information, the pastor for whom you are completing this reference form has signed the following statement of consent -- which is in the Ministerial Information Services file:

I authorize the persons and entities, such as members of search committees of a prospective calling body or appropriate staff persons, to make inquiries regarding all statements contained in my Ministerial Profile. I also authorize all persons referred to in the Profile as references, members of congregations I have served, or personal/professional colleagues to supply verification of the information provided in the Ministerial Profile. I understand that such persons may comment on and state their opinions regarding all matters addressed in the profile, including without limitation, my background and character. To encourage such persons to speak openly and responsibly, I hereby release them from any claims or liabilities arising from their responses and comments if made in good faith and without malice.

When you have completed the information, please use the enclosed envelope to send it directly to:

Ministerial Information Services
Pastor-Church Resources
The Christian Reformed Church in North America
1700 28th Street SE
Grand Rapids, MI 49508

Your prompt reply will be appreciated.

Reference for: _____ Date: _____

Name of person providing reference (Please print): _____

Signature of person providing reference: _____

Address: _____

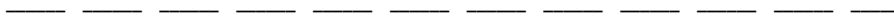
How long and in what relationship have you known the above-named person? _____

This part of the appraisal form is for you to identify the 12 strongest qualities in this person's ministry as you have experienced it. There should be no assumptions that items not chosen are a sign of weakness in those areas. **Choose no more than 12.** Many more characteristics will be apparent to you. Please indicate the strongest qualities from those on this sheet by writing the numbers in the blanks provided at the end of this list. **Do not rank the 12.** Because of the variety of items, read through them before beginning to mark items.

Write no more than 12 numbers in the blanks at the end of the list

This person...

- | | |
|--|--|
| 1. is an effective preacher/speaker. | 23. works regularly at bringing new members into the church. |
| 2. continues to develop his/her theological and biblical skills. | 24. regularly encourages support of the CRC's missions and outreach. |
| 3. helps people develop their spiritual life. | 25. reaches out to inactive members. |
| 4. helps people work together in solving problems. | 26. works regularly in the development of stewardship growth. |
| 5. is effective in planning and leading worship. | 27. is active in ecumenical relationships and encourages the church to participate. |
| 6. has a sense of the direction of his/her ministry. | 28. is a person who cultivates a close, devotional relationship with God. |
| 7. regularly encourages people to participate in denominational activities and programs. | 29. writes clearly and well. |
| 8. helps people understand and act upon issues of social justice. | 30. works well on a team. |
| 9. is a helpful counselor. | 31. is effective in working with youth. |
| 10. ministers effectively to people in crisis situations. | 32. organizes people for community action. |
| 11. makes pastoral calls on people in hospitals and nursing homes and those confined to their homes. | 33. is skilled in planning and leading programs. |
| 12. makes pastoral calls on members not confined at home or in hospitals. | 34. plans and leads well-organized meetings. |
| 13. is a good leader. | 35. encourages people to relate their faith to their daily lives. |
| 14. is effective in working with children. | 36. is accepting of people with divergent backgrounds and traditions. |
| 15. builds a sense of fellowship among the people with whom he/she works. | 37. encourages others to assume and carry out leadership. |
| 16. helps people develop their leadership abilities. | 38. is mature and emotionally secure. |
| 17. is an effective administrator. | 39. has strong commitment and loyalty to the Christian Reformed Church in North America. |
| 18. is effective with committees and officers. | 40. maintains confidentiality. |
| 19. is an effective teacher. | 41. is a compassionate and caring person, sensitive to others' needs. |
| 20. has a strong commitment to the educational ministry of the church. | 42. deals effectively with conflict. |
| 21. is effective in working with adults. | |
| 22. inspires a sense of confidence. | |



Comments: