

FAQs for Stationing

Answers provided by members of the Stationing Committee



The Candidate

1. Why are there a limited number of pastors available for stationing and an even smaller number available for our church?

This is because we can only station pastors that have been approved by the Conference Relations Committee and then we will only offer those pastors who fit the requirements of the receiving church. The Stationing Committee acts as the screening committee by presenting you with pastors that match your needs. This can save your committee much time in the pastoral selection process.

2. May we hear a candidate preach?

Yes, but only with the approval and arrangement by your stationing elder. Sometimes we can only provide tapes of sermons. Each situation is unique.

3. May we ask another E.C. pastor if he would like to be our pastor? May we contact non-E.C. pastors and ask them to apply to become our pastor?

“Pastors are assigned by a Stationing Committee through a cooperative process (Stationing Committee, pastor and local church) rather than called to pulpit ministries by a local congregation” (901 Defining Stationing . . . National Conference Rules).

Our process and procedure of stationing is conducted at the direction of the Stationing Committee. Therefore, if a church were to contact a pastor on their own, it would jeopardize the process and thwart the procedure. The Stationing Committee seeks to prayerfully match a church’s needs with a pastor’s gifting. A church may not have that information. National Conference tasks the Stationing Committee to appoint pastors to churches, and so we ask churches not to contact pastors directly regarding a particular congregation.

The answer to the second segment of Question 3 is “No.” Stationed pastors must be credentialed by the E.C. Church (that is licensed or ordained) or approved to serve the E.C. Church with credentials from another denomination. The process of becoming a member and seeking credentialing is spelled out in the National Conference Rules 800 (Ministerial Credentialing and Classification).

The purpose for the procedure for membership and credentialing is to ascertain whether or not a person has a call to pastoral ministry and whether or not they would adhere to our Articles of Faith. Conference Relations Committees in each of the three regions of the National Conference are assigned the responsibility to determine the suitability of a person to be credentialed.

A local church may recommend a person to the Conference Relations Committee or to their Conference Minister for consideration for credentialing in the Evangelical Congregational Church.

4. May we call a candidate's current lay delegate for a reference?

Please talk with your stationing elder before calling anyone for a reference. He will know the situation of the candidate better than anyone else.

It may be that the candidate's current lay delegate is not aware that you are considering him to become the pastor at your church. This can happen when the Stationing Committee asks a pastor to interview at your church but neither he nor his PRC have requested a change. It would not be good for that lay delegate to learn through your phone call that his pastor is under consideration for assignment at your church.

There may be other circumstances that would make a contact with the candidate's current lay delegate unwise. Your stationing elder, should be able to give you direction about who might be appropriate to contact for a reference.

Most often the candidate's current lay delegate will be someone with whom you should talk, and your stationing elder will do all that he can to facilitate that contact as well as all others that will be of help to you.

5. Why is the congregation not given an opportunity to hear the candidate preach followed by a congregational vote?

Most church members are aware of churches and denominations that follow a process of establishing a search committee that publishes the churches need for a pastor through various sources. The committee reviews applications of pastors who are seeking consideration and then extends an invitation to a pastor who seems like a good fit for their congregation to come and preach. After the pastor preaches the congregation often votes, and if the vote is favorable, the pastor is "called" to the ministry of that church.

It sounds like a reasonable process, so why don't we follow a similar process?

The answer comes in several parts:

- 1. The call system is far from perfect and does not "guarantee" that a pastor who*

presents a good application and preaches well will be the right pastor to move the church forward. There are some intangibles that can only be known through experience. Since it is difficult for the church to circulate all the information from the search committee, the congregational decision is made mostly on first impressions. Not always a good decision.

2. In 1994, the E.C. Church moved from a system where assignments were made by the bishop and district superintendents to an interactive process that begins with the stationing committee. They seek to match the gifts and graces of pastors to the needs of churches seeking pastoral change.

3. Part of the interactive process is information provided by the stationing committee in the form of a Pastoral Information Profile (PIP), a stationing elder or conference minister who is able to answer additional ministry questions and an audio tape or video tape of a candidate's preaching.

4. Finally, having worked with the system of a Pastoral Relations Committee making the decision for the congregation, we believe it can function well with proper guidance. The stationing elder will often recommend that the committee be expanded for the purpose of pastoral change. All information is directed to the PRC and with the guidance of a stationing elder, an interview is arranged. After the interview process, the informed PRC makes the decision for the congregation, and with the agreement of the stationing committee, the pastor is assigned to the new work, following National Conference.

6. What if we don't find the right pastor by June?

It would be better to not have a pastor assigned by June than to have the wrong pastor. An interim or part-time pastor could be arranged until the right full-time pastor can be identified and interviewed.

The Interview

7. I've heard that a church is limited to three interviews and the last pastor interviewed will be assigned. Is that true?

No, every effort will be made to find the best pastor available. However, congregations must realize that only capable pastors will be presented and they must take the interview seriously.

8. Can we reconsider a candidate we initially turn down?

Almost always no. The rejected candidate will immediately be offered another church.

9. May we add persons to our PRC to assist in the stationing process?

Yes, this is actually encouraged. Your expanded PRC should represent a cross-section of your congregation.

10. Does the PRC make the decision for the congregation? What role does the Official Board or Ministry Council play in this process?

Yes. The E.C. Church is still a stationing as opposed to a "call" system church. We consult with a PRC which can be augmented to include the Official Board or Ministry Council or any other individuals from the congregation which the Board senses would make it more representative in the interview process. The "decision" is actually a response to a request by the Stationers for feedback on the candidate proposed by the Stationing Conference. The final "decision" is still made by the National Conference, through the Stationing Committee.

11. When we set the salary for our new pastor, shouldn't we start low since he's new?

No. Only capable and experienced candidates are offered and since they are expected to perform the same level of service as the departing pastor, their pay should be the same.

12. Is our church responsible for the moving expense?

Special rule of National Conference, Section 908, assigns financial responsibility for moving the pastor to the receiving church. However, National Conference provides a subsidy based on the distance of the move and in some cases, the size of the family.

At the present time, the allowances are as follows:

**for moves of 0-40 miles, the allowance is up to \$2,500.00.*

**for moves from 41-200 miles, the allowance is up to \$3,000.00.*

** for moves from 201-350 miles, the allowance is up to \$4,500.00*

**For out of state moves, the allowance is up to \$7,500.00.*

****WHEN THE MOVING EXPENSES EXCEED THE SUBSIDY, THE RECEIVING CHURCH IS RESPONSIBLE FOR THE REMAINING BALANCE.***

2007 COMPENSATION COMMITTEE REPORT

As Adopted by the 2007 National Conference- May 30, 2007
For enactment by the churches for the 2008 salary year



By the acceptance and approval of the Pastoral Compensation Report by the duly elected and voting lay delegates and pastors of the National Conference, the items within this report become mandates for the local churches to enact as they are approved by the National Conference.

1. Each year the Social Security Administration uses the Cost of Living Adjustment (COLA) percentage to set the annual Social Security recipient's increase. The Compensation Committee uses the COLA as its basis for salary increase, but we are always one year behind the Social Security increase. Based upon the Social Security Administrations Cost of Living Adjustment (COLA) rate established by the Social Security Administration for 2007, full-time pastors' salary increase shall be 3.3% for 2008. Consideration should be given for a merit increase in salary for each pastor in addition to the approved percentage salary increase. Thus, the following are the cash salary minimums for 2008:

Licentiates	\$29,355
Deacon/Licentiate II	\$31,318
Elder	\$31,715

2. The Bishop's salary is increased to \$64,121.
3. The Director of Global Ministries salary is increased to \$55,757.
4. The Conference Ministers' salaries are increased to \$55,757.
5. A. The Continuing Education expenses be at a maximum of \$1,200 for the Bishop, Director of Global Ministries, and Conference Ministers.

B. Church are to make at least \$1000 available for Continuing Education for each pastor. (This is a Conference Rule.) This is to be part of every pastor's salary package-no exceptions-whether it is used or not by the pastor.
6. The Stationing Elders' salaries are \$11.50 per hour plus expenses including standard IRS mileage rates. This salary will be evaluated annually.
7. The National Conference Secretary honorarium is \$500, plus \$125 for each assistant.
8. The National Conference Services Coordinator's honorarium is set at \$500 plus travel expenses for 2007 as well as 2008.

9. The housing allowance for the Bishop, Conference Ministers, and Director of Global Ministries is set at \$12,400. This figure will be reviewed every three years by securing appraisals from three local realtors in the Myerstown PA area. These appraisals are to include the average fair rental value of housing in this community, plus furnishings and utilities.
10. Each church that provides a housing allowance will secure appraised values from three local realtors in their area. These appraised value is to include the average fair rental value of housing in this community, plus furnishings and utilities for housing suitable to the size of the pastors' family. Then take the average of the three to determine a fair and equitable housing allowance for their pastor in their locale. These figures must be reviewed and revised every three years.
11. Each church that provides a parsonage will secure appraised value from three local realtors in the area to determine the fair rental value of the parsonage for housing suitable for the pastor's family. Then take the average of the three to determine a fair and equitable rental value of the parsonage in this locale. These figures must be reviewed and revised every three years.
12. The parsonage furnishings allowance for the Great Lakes Conference Minister is set at \$6000.
13. If either a pastor is released from his assigned pastoral position by the National Conference Supervisory Committee or if the pastor resigns his assigned pastoral position of his own volition before the end of the assignment year, effective immediately upon the date of departure of said pastor, the terms of the Statement for Pastor's Salary, as had been approved for that pastor, are considered null and void.

We ask that this be placed in the National Conference Rules.

14. Based on NC Rule 908.7 for moving purposes that retiring pastors be treated the same as active pastors.

908.2 Churches shall be granted a moving subsidy as established by National Conference. The subsidy will be given based on the distance of the move. The following shall be used as the schedule for moving expense given based on the distance of the move. The following shall be used as the schedule for moving expense reimbursement: for intra-state (within the state) moves from 0-40 miles, the following allowance will be up to \$2500.00; for intra-state moves from 41-200 miles the allowance will be up to \$3000.00; for intra-state moves from 201-350 miles, the allowance will be up to \$4500.00; and for inter-state (between states) moves, the allowance will be up to \$7500.00. If the amount exceeds the National Conference subsidy, the receiving church will be responsible for the remaining balance. Pastors receiving a new assignment shall move within 12 months of the effective date of that assignment. Any move beyond the 12 month period at that assignment shall be at the pastor's own expense. The moving schedule for retiring

pastors shall be the same as stated in this rule. Retired pastors who are assigned a church, without a break in service with the E.C. Church, shall have their move covered as per this rule when they fully retire.

15. For information: Churches are responsible to pay the pastor’s health insurance premium. After pastor and Local Conference joint discussion, churches may choose to deduct a portion of the pastor’s salary as payment for that premium according to the schedule below:

Salary Range	Contribution
From To	%
\$ - \$35,000	5.00%
\$35,001 - \$50,000	7.50%
\$50,001 - Unlimited	10.00%

We ask that this be placed in the National Conference Rules.

16. For information: The Pastor Salary Forms will be made available on the Evangelical Congregational Church website www.eccenter.com The new forms can be completed on line and printed for use.

17. For information: These National Conference Rules were approved in 2005. We restate them here for your information and compliance.

1002. Base Compensation Definition. Items which each charge is to provide as base compensation are: in addition to cash salary: one half the actual Social Security payment; medical premiums for the pastor and family; first \$500 of deductible health care expenses (see 1002.7); disability coverage; travel reimbursement for pastoral care at the standard IRS mileage rate; continuing education allowance; vacation according to schedule of years served; and suitable housing (see 1002.a) or housing allowance. After the pastor’s salary has been approved for the next fiscal year, all churches are required to complete the Statement of Pastor’s Salary Form and provide copies of this form to the Pastor, Local Conference Record Book, Local Church Treasurer, Conference Minister, and National Conference Controller. The Controller will annually review the Statement of Pastor’s Salary Form; Worksheet of Pastor’s Salary, the Salary and Medical Reimbursement Agreement Forms and make them available to the churches.

1002.a. Parsonage Requirements. For churches providing a parsonage, the following items are included in the pastor’s compensation/benefit package: utilities including electric, gas/oil, water/sewer, and base telephone; a cooking range and refrigerator; living room carpeting and drapes; smoke detectors and a fire escape ladder. A committee made up of a Steward or member of the Finance Committee or member of the group responsible for setting the pastor’s compensation package and a Trustee and the Lay Delegate shall annually conduct a walk-thru of the parsonage at the time that the pastor’s salary is set. This group shall complete the Annual Church-Owned Parsonage Review Form and provide signed copies to the Pastor, Conference Minister and place a copy in

the official minutes of the church. The walk through committee shall provide a synopsis of the Parsonage Review Form, including the list of immediate needs and priorities, to the congregation at the annual congregational meeting. This form will be reviewed by the Compensation Committee and made available for distribution with the Pastor's Salary Forms as listed in NC Rule 1002.

18. For information: We continue to suggest that each church providing a parsonage, support a Housing Equity Program that would be established by the pastor to allow him to accrue monies toward the purchase of a home upon either an eventual assignment to a church where no housing is provided, or upon retirement. The pastor would own this account. The Lay Delegate from the church should present this proposal annually to their Board or Ministry Council for consideration either to support the establishment of the account or to continue to make contributions to an already existing account. The Conference Ministers will be available for consultation with churches interested in supporting their pastor in his establishment of such an account. The Benefits Corporation will administer these accounts.

19. For information: Full-time and part-time pastors shall be granted vacation based on NC Rule 1002.10

Vacation Schedule:

0-9 years of service	3 weeks
10-19 years of service	4 weeks
20-29 years of service	5 weeks
30+ years of service	At least 5 weeks

20. For information: Based on NC Rule 1002.11 all pastors shall annually be granted a minimum of one week of "Ministry Leave" for the purpose of personal spiritual development, study, service, or global experience. This leave requires prior scheduling approved by the local church Board or Ministry Council and accountability to that body.

21. For information: We expect our pastors to avail themselves to one day off per week. This is in order to exemplify wise stewardship of life to avoid burnout and to obey the biblical injunction of Sabbath.

22. For information: We would like to make pastors aware of Discount Dental Plans. These plans allow you to save 10-60% off of most dental procedures. For more information call 1-800-632-5353 or visit website www.dentalplans.com or call 1-877-698-4825 or visit website www.vitalsavings.com (This is the Aetna optional plan.)

23. For information: Any mistakes found on Salary forms are to be brought to attention of the Compensation/Benefits Coordinator.

New forms for 2008 will be made available by September.

National Conference Pastoral Compensation Rules



1000. Pastoral Compensation

1001. Salary Year. The salary year shall conform to the calendar year, January 1 through December 31. Changes in salary necessitated by a change in pastor shall be approved at a special meeting of the Local Conference. At the time of Pastoral change or termination of ministry, the salary is to continue until June 30. Salary for newly assigned Pastors shall begin on July 1.

1002. Base Compensation Definition. Items which each charge is to provide as base compensation are: in addition to cash salary: one-half the actual Social Security payment; medical premiums for the pastor and family; first \$500 of deductible health care expenses (see 1002.7); disability coverage; travel reimbursement for pastoral care at the standard IRS mileage rate; continuing education allowance; vacation according to schedule of years served; and suitable housing (see 1002.a) or housing allowance. After the pastor's salary has been approved for the next fiscal year, all churches are required to complete the Statement of Pastor's Salary Form and provide copies of this form to the Pastor, Local Conference Record Book, Local Church Treasurer, Conference Minister, and National Conference Controller. The Controller will annually review the Statement of Pastor's Salary Form, Worksheet for Pastor's Salary, the Salary and Medical Reimbursement Agreement Forms and make them available to the churches.

1002.a. Medical Salary Deductions. After the pastor and Local Conference joint discussion regarding salary, churches may choose to deduct a portion of the pastor's salary as payment for the medical premium according to the following schedule:

<u>Salary Range</u>	<u>Contribution</u>
\$0 - \$35,000	5.0%
\$35,001- \$50,000	7.5%
\$50,001- Unlimited	10.0%

1002.b. Parsonage Requirements. For churches providing a parsonage, the following items are included in the pastors' compensation/benefit package: utilities including electric, gas/oil, water/sewer, and base telephone; a cooking range and refrigerator; living room carpeting and drapes; smoke detectors and a fire escape ladder. A committee made up of a Steward or a member of the Finance Committee or a member of the group responsible for setting the pastor's compensation package and a Trustee and the Lay Delegate shall annually conduct a walk-thru of the parsonage at the time that the pastor's salary is set. This group shall complete the Annual Church-Owned Parsonage Review Form and provide signed copies to the Pastor, Conference Minister and place a copy in the official minutes of the church. The walk-thru committee shall provide a synopsis of the parsonage review form, including the list of immediate needs and priorities, to the congregation at the annual congregational meeting. This form will be reviewed by the Pastors' Compensation Committee and made available for distribution with the Pastors' Salary Forms as listed in NC Rule 1002.

1002.1. Minimum Cash Salaries. For the calendar year, the minimum cash salary of full time pastors shall be those recommended by the Compensation Committee and approved by the Conference. Probationers shall receive a minimum cash salary of \$1,000 less than Licentiate.

The lay delegate shall call together the stewards of the charge immediately following the National Conference to acquaint them with any pertinent actions or recommendations of the Conference concerning salary matters. See also **DISCIPLINE**, par.405.8 and 315.2.1.

1002.2. Multiple Staff Salaries. Charges with the second full time pastoral assignment should meet at least the minimum recommended salary range. In the case of an Elder, the initial salary shall be negotiated between the local church, the Stationing Elder, as requested, and the man to be assigned, based on his abilities and years of service.

1002.3. Student Pastor Salaries. A pastor enrolled in the four year program at the Evangelical School of Theology or its equivalent and living on the field is a student pastor and shall receive a minimum remuneration according to the scale fixed above based on his classification.

1002.4. Part-time Pastor Salaries. Part-time pastors, defined as those pastors serving on a limited basis because they are also employed in secular work, because they are superannuated or because they are students serving on a more limited basis than a regular student pastor, shall be paid a salary negotiated by the Stationing Elder, the local church and the man to be assigned.

1002.5. Housing Allowance. Pastors and congregations who want to consider a housing allowance should in all cases advise the respective Conference Minister and seek his consultation regarding the pertinent details.

1002.6. Social Security Benefit. The yearly Social Security allotment to the pastor shall be prorated in monthly payments to him based on the calendar year and figured as follows: one-half the sum of the cash salary and the rental value of the parsonage and utilities/housing allowance, or the allowed maximum, whichever is smaller, times the required federal percentage for the period in which the monthly payment to the pastor is paid.

1002.7. Medical Deductible. The first \$500.00 of deductible health care expenses incurred by the pastor and/or his family shall be paid to the pastor. If it is a single policy, the first \$250 shall be paid.

1002.8. Disability Coverage. Local churches shall provide disability coverage for the pastors in accordance with the regulations of the Board of Benefits by the payment of the established amount per year to the Board of Benefits. Payments are to be made in January.

1002.9. Continuing Education Benefit. All full time ministers are required to earn 6 C.E.U.'s or the equivalent in graduate study every five years through continuing education courses and seminars. One continuing education unit is defined as equaling 10 hours of instruction. These are for personal enrichment and the improvement of pastoral skills. Each charge shall make funds available to the pastor, in addition to the cash salary, as a fringe benefit to be used for continuing education such as attendance at seminars and/or the purchase of books, tapes and professional journals for an amount beginning at \$1000.00. These funds may also be applied to a student pastor's tuition at college or seminary.

1002.10 Vacation Schedule. Full-time and part-time pastors serving up to nine years in the active ministry of the Evangelical Congregational Church shall receive a minimum of three weeks; pastors serving the tenth to nineteenth years, a minimum of four weeks; pastors serving the twentieth to twenty-ninth years, a minimum of five weeks; and pastors having completed thirty years, at least five weeks. Vacation time shall be counted on the basis of the year of pastoral assignment, not the calendar year.

1002.11 Ministry Leave. Pastors shall annually be granted a minimum of one week of "Ministry Leave" for the purpose of personal spiritual development, study, service, or global

experience. This leave requires prior scheduling approval by the local church Board or Ministry Council and accountability to that body.

1002.12 Release from Assignment. If either a pastor is released from his assigned pastoral position by the National Conference Supervisory Committee or if the pastor resigns his assigned pastoral position of his own volition before the end of the assignment year, effective immediately upon the date of departure of said pastor, the terms of the Statement for Pastor's Salary, as had been approved for that pastor, are considered null and void.

1003. Expenses. Local churches shall assume travel expenses for the pastor at the IRS rate established at the beginning of the calendar year for mileage logged covering local pastoral care and administration.

1004. Other Employment. (1) A fulltime pastor desiring to seek employment outside his pastorate is required to first consult his Conference Minister and then the local church's Pastoral Relations Committee before approval can be granted for the pastor to be so involved. (2) A pastor receiving less than the minimum salary for a fulltime pastor established by the National Conference is permitted to seek other employment.

1005. Miscellaneous Benefits.

1005.1. Death Benefit. At the death of a full-time pastor who was assigned by appointment, a cash sum in the amount of \$5,000 shall be paid to the surviving wife and/or dependent children living in the residence. This amount shall be paid from the Disability Fund.

1005.2 Severance. In the event that an active pastor with EC credentials awaiting reassignment is unable to be assigned, the National Conference will appeal to our churches for funds to provide the third quarter health insurance for the pastor and his family. If the pastor has made every effort to secure employment but is unable to do so, an appeal may be made to our churches for funds to pay additional quarters.

National Conference

Ministerial Classification Rules



800. Ministerial Credentialing and Classifications

801. Ministerial Credentialing and the Conference Relations Committee

801.1. CRC Teams. There will be a Conference Relations Committee system that will be composed of three CRC teams to carry out the credentialing and disciplining tasks among the pastors and ministerial candidates in the districts of the National Conference of the Evangelical Congregational Church. The CRC team will be elected by and from among the itinerant elders of the districts assigned to the respective Conference Minister.

Each CRC team will be composed of five (5) elected itinerant elders, the Conference Minister, and advisory members added as needed. The bishop will be an ex officio member of each CRC team. The itinerant elders will be elected for a five year term with a limit of two consecutive terms.

801.2. CRC Leadership Team. Each CRC team will elect a chairman, vice chairman and secretary at its first meeting following the close of the National Conference sessions. A Committee of Examiners should be selected from each CRC team.

801.3. CRC Joint Meetings. These three CRC teams will together form the National Conference Relations Committee as a whole. The Committee as a whole shall meet only if requested by a member of the CRC Leadership Team or the Bishop. The three CRC Leadership Teams, along with the Bishop and Conference Ministers, shall meet together annually to review and formulate procedures for the operation of the Conference Relations Committee teams.

801.4. Applications. All applications shall be presented to the National Conference only through the appropriate CRC team. The appropriate team would be the team of the district in which the applicant's church membership is held.

801.5 Approvals. CRC Teams are authorized to grant Approved Candidate Status to those who apply from their district.

802. Ministerial Credentialing and the National Conference

802.1. Executive Session. Candidates for the credentials of Licentiate, Local Preacher's License, Elder, and Itinerancy as well as candidates for the transfer of credentials from other E. C. Conferences or other denominations and those men to be employed under the Conference Minister shall be considered in Executive Session.

802.2. Ballot Vote. Election to Elder's orders and admission into the Itinerancy shall be by ballot with Itinerant ministers voting. A two-thirds vote of the members of the Itinerancy present is required. The result of the ballot shall be announced in the open session of the Conference.

802.3. Credentials and Stationing. The Conference Relations Committee shall present a partial report on the opening day of National Conference to consider necessary items relating to stationing, i.e., consideration of applicants for work.

803. Applicants for the Ministerial Credentials

803.1. Requirements for ALL candidates

803.1.1. A person applying as a ministerial candidate shall be a member of a local Evangelical Congregational Church for a minimum of one year. Candidates will be required to participate in the Pastoral Assessment Center evaluation (except for certified lay preachers) and the CRC interview process, prior to approval by the Local Conference and the recommendation by that local congregation. During this time the individual shall give evidence of his call by participation in the life and activity of that congregation.

803.1.2. The Conference Relations Committee shall consider only male applicants for pastoral ministry.

803.1.3. A person applying as a ministerial candidate shall:

803.1.3.1 Present a copy of his high school diploma or credits equivalent from an accredited institution to the CRC team.

803.1.3.2 Acquire the appropriate application from the Conference Minister, returning the form to the same by March 1 of the Conference year. Only those forms received by the deadline date will be processed, unless a special exception has been granted. Pastoral Assessment Center application forms shall be obtained from the Conference Minister.

803.1.3.3. Meet with the appropriate CRC team and receive their recommendation to the National Conference.

803.1.3.4. Secure approval of the Local Conference and submit the minutes to the secretary of the CRC team.

803.1.3.5. Preach a trial sermon and receive the recommendation of the majority of the members and friends of the local congregation (par. 511.1.3) prior to May 15 and submit same to the secretary of the appropriate CRC team.

803.1.3.6. Answer the disciplinary questions in a National Conference session and receive approval from that body.

804. Ministerial Credentials

804.1. Approved Candidates

804.1.1. Purpose - guidance in training for and clarification of the call to ministry.

804.1.2. Requirements

804.1.2.1. Must be a member of and a participant in the activities of a local Evangelical Congregational Church for a minimum of one year.

804.1.2.2. A high school graduate, or its equivalent.

804.1.3. Procedure

Acquire the appropriate application from the Conference Minister and return same to him.

Secure a letter of reference from the candidate's pastor regarding his calling, character and competency.

804.1.3.3. Meet with the appropriate CRC team.

804.1.3.4. Local conference ratification of the applicant's call to ministry and submission of the minutes to the Secretary of the CRC team.

804.1.3.5. Preach a trial sermon and receive the recommendation of the majority of the members and friends of the local congregation (par. 511.1.3) prior to May 15 and submit same to the Secretary of the appropriate CRC team. Answer the Disciplinary questions at the time of the CRC interview. If approved, the CRC team will grant Approved Candidate Status.

804.1.4. Privileges

804.1.4.1. To preach in any of our churches on invitation.

804.1.4.2. To assist the local pastor as directed by him.

804.1.4.3. Annual renewal as long as engaged in training toward fulfilling the Conference requirements.

804.1.5. Restrictions

804.1.5.1. No right to officiate at weddings or administer the Sacraments of Baptism or Holy Communion.

804.1.5.2. No use of the title “Reverend”.

804.2. Licentiate - Subject to annual renewal

804.2.1. Purpose - for the person fully persuaded of his call to pastoral ministry but who is not assigned to a church.

804.2.2. Requirements

804.2.2.1. Must be a member of and participating in the life of a local Evangelical Congregational Church for a minimum of one year.

804.2.2.2. Three years of college or seminary training.

804.2.3 Procedure

804.2.3.1. Acquire the appropriate application form from the Conference Minister and return same to him.

804.2.3.2. Secure a letter of reference from the candidate’s pastor or coach regarding his calling, character and competency.

804.2.3.3. Meet with the appropriate CRC team and receive its recommendation to the National Conference.

804.2.3.4. Receive the approval of the National Conference.

804.2.3.5. In the event the candidate has not been an Approved Candidate, he must complete the Pastoral Assessment Center evaluation before securing the Local Conference ratification. Then he must preach a trial sermon and receive the local congregation recommendation and appear before the National Conference to answer the Disciplinary questions.

804.2.4. Privileges

804.2.4.1. To preach in any of our churches on invitation.

804.2.4.2. To assist the local pastor as directed by him.

804.2.4.3. Availability for appointment to an E. C. Church.

804.2.4.4. Annual renewal of license as long as one is continuing in education to fulfill the conference requirements. If no longer pursuing education, a limit of four years is placed on the renewal.

804.2.5. Restrictions

804.2.5.1. No right to officiate at weddings or administer the Sacraments of Baptism or Holy Communion.

804.2.5.2. No use of the title “Reverend.”

804.3. Traveling Licentiate

804.3.1. Purpose - pastors who are stationed but have limited or no ministerial experience and/or have not completed educational requirements for ordination.

804.3.2. Requirements

804.3.2.1 Must be a member of and participating in the life of a local Evangelical Congregational Church for a minimum of one year.

804.3.2.2 A high school graduate or equivalent and active pursuit of training for ministry through college or seminary.

804.3.3. Procedure

804.3.3.1. As listed in 804.1.3 unless moving from that category to this category.

804.3.3.2. Secure a letter of reference from the candidate's pastor or coach regarding his calling, character and competency.

804.3.3.3. If moving from Licentiate - Subject to Annual Renewal to Traveling Licentiate, an oral examination by the appropriate CRC team may be required.

804.3.3.4. Approval by the National Conference for this transfer of status.

804.3.4. Privileges

804.3.4.1. As a stationed pastor special permission is granted to administer the Sacraments of Baptism and Holy Communion and to perform weddings, as long as the assignment continues.

804.3.4.2. Use the title "Reverend" as long as the assignment continues.

804.3.4.3. A stationed assistant/associate may perform the full pastoral functions under the direction of his senior pastor.

804.3.4.4. Annual renewal of license is automatic as long as he continues to serve as pastor or associate/assistant pastor of a congregation.

804.3.4.5. After two (2) years of service as a Traveling Licentiate, he will be regarded as Licentiate II with regard to salary.

804.3.5. Restrictions

When no longer assigned he reverts back to Licentiate - subject to annual renewal, and no longer is permitted the use of the title "Reverend" nor the privilege of administering the Sacraments and officiating at weddings.

804.4. Elder

804.4.1. Purpose - full ordination.

804.4.2. Requirements

804.4.2.1. The call to pastoral ministry is first sensed in the individual's heart, and then shared with his pastor. The pastor makes the appropriate recommendation to the Conference Minister who connects the applicant with the Pastoral Assessment Center (section 803 National Conference Rules). Following confirmation of the individual's call to ministry by the Pastoral Assessment Center, the candidate begins the process of preparation for ministry. Successful preparation and proficiency demonstrated in: passionate spirituality, preaching the Word, evangelism, pastoral care, healthy interpersonal relationships, personal integrity, agreement with Evangelical Congregational theology, empowering leadership, and administration as reflected in our Denomination's Core Values and Natural Church Development. Pastoral ministry does require specific preparation. A Master of Divinity degree from Evangelical School of Theology or similar approved institution is strongly encouraged as this will help provide men with the training to evidence these necessary abilities and proven skills. If, in the considered judgment of the appropriate Conference Relations Committee (CRC) team and the national Conference, a candidate for our ministry possesses a degree of maturity and experience and has training equivalent to a Master of Divinity degree, he may be ordained provided that he takes such courses through Evangelical School of Theology which shall acquaint him with our history, doctrine and polity.

804.4.2.2. A candidate must have a minimum of three full years of service in a pastorate or as a full time employee of a Board or Agency within the Evangelical Congregational Church. In the case of those who do not have a Master of Divinity Degree, there will be a five year minimum review before ordination. Each year of service at half time or less will be counted as a half year of service (Section 906.2 National Conference Rules).

804.4.3. Procedure

804.4.3.1. The process that leads to becoming an elder requires that one is duly called, prepared, examined, ordained, and authorized to represent the ministry of the Gospel through the Evangelical Congregational Church to the world.

804.4.3.2. Acquire the appropriate application from the Conference Minister and return same to him by the specified deadline.

804.4.3.3. The candidate shall secure a letter of reference from his Pastoral Relations Committee or his employing agency regarding his character and competency which will then be sent to his Conference Minister.

804.4.3.4. Meet with the CRC team at its convenience to review his application and receive its recommendation to the National Conference. The candidate is expected to evidence these necessary abilities and proven skills, articulate and defend the doctrinal distinctives of the Evangelical Congregational Church and to inform and satisfy the CRC team regarding his ministry objectives and ministry work performance.

804.4.3.4.1 Examination of a candidate for ordination goes beyond completing an educational degree. The necessary abilities in all of the areas enumerated above and in the application for ordination must be demonstrated to the satisfaction of the appropriate CRC team.

804.4.3.5. Receive the approval of two thirds of the Itinerant Elders of the National Conference present and voting by ballot.

804.4.3.6. Candidates who have been approved will be ordained by the Bishop on behalf of the whole church in an EC Church or EC Location (e.g. seminary chapel, mission field) of the ordinand's choice. Full consultation with the Bishop must be made prior to scheduling the ordination service.

804.4.4. Privileges

804.4.4.1. The privileges and prerogatives of Elders do not begin until the ordination vows have been assumed and the candidate is ordained. A Bible, properly inscribed, shall be given to each Elder at the time of his ordination.

804.4.4.2. Priority consideration for an open pastoral assignment shall be given above other categories of the ministry. Permanent authority for pastoral functions and title, including dispensing the Word and the sacraments as well as performing weddings are granted through ordination.

804.4.5. Accountability

804.4.5.1 Being ordained carries with it the obligation to stand accountable and responsible before God and the Church for the apostolic tradition and EC distinctives the ordinand is charged to protect and defend.

804.5 Itinerancy

804.5.1. Purpose - defines the ministerial membership of the National Conference.

804.5.2. Requirements

804.5.2.1. At least two full years of service as an ordained Elder in an Evangelical Congregational Church or full time employee of an E.C. Board or Agency.

804.5.2.2. Successful completion of the educational requirements.

804.5.3. Procedure

804.5.3.1. Acquire the appropriate application form from his Conference Minister and return the same to him.

804.5.3.2. Meet with the appropriate CRC team at its convenience and receive its recommendation to the National Conference.

804.5.3.3. Receive the required two-thirds vote of the Itinerant Elders of the National Conference present and voting by ballot.

804.5.4. Privileges

804.5.4.1. Full voting privileges in the National Conference.

804.5.4.2. Priority consideration in an open pastoral assignment above those not in the Itinerancy.

804.5.4.3. Eligibility for election to the offices of Bishop, Conference Minister, and Stationing Elder as well as membership on the Conference Relations Committee and the Boards of the Evangelical Congregational Church Retirement Village and Evangelical School of Theology.

804.5.5. Restrictions

804.5.5.1. A minister in the itinerancy is making a commitment to the Evangelical Congregational Church to serve as assigned until released for good and sufficient reason by the Conference.

804.5.5.2. Any minister resigning from service before the conclusion of the Conference year shall be considered to have withdrawn irregularly, unless an agreement has been negotiated with the Stationing Committee concerning an early release.

804.6. Ministers from other Denominations - Transfer of Credentials

804.6.1. Requirements

804.6.1.1. A ministerial member in good standing of his denomination

804.6.1.2. At least three (3) references attesting to his godly character and competency in pastoral ministry.

804.6.1.3. Consideration for credentials as an Elder requires prior full time service as an accredited pastor in another denomination for at least four (4) years.

804.6.2. Procedure

804.6.2.1. Acquire from the Conference Minister the appropriate application form which shall be completed and returned to him with current valid credentials.

804.6.2.2. Meet with the appropriate CRC team and receive their recommendation to the National Conference.

804.6.2.3. Answer the required Disciplinary questions during the sessions of National Conference and receive approval from that body.

804.6.3. Privileges

Availability for appointment to an E C Church.

804.6.4. Restrictions

804.6.4.1. The applicant is subject to the requirements of the National Conference as stated in 803.1.3.7. If the candidate has a Master of Divinity degree or its equivalent, he shall be required to take such courses through Evangelical School of Theology which shall acquaint him with Evangelical Congregational history, doctrine and polity. If he does not have a Master of

Divinity or its equivalent, he shall be required to complete the Master of Divinity course or its equivalent in order to be considered for ordination and/or itinerancy.

804.6.4.2. Admission into the Itinerancy requires at least two additional years in a full-time capacity in the EC Church.

804.7. Ministers from other denominations - Maintain non-EC credentials

804.7.1. Requirements

804.7.1.1. A ministerial member in good standing of his denomination.

804.7.1.2. At least three (3) references attesting to his godly character and competency in pastoral ministry.

804.7.2. Procedure

804.7.2.1. Meet with the appropriate CRC team and receive their recommendation to the National Conference.

804.7.2.2. Receive approval from the National Conference.

804.7.2.3. In cases of emergency, the Stationing Committee shall have the authority to employ such persons between sessions of the National Conference and report same to the appropriate CRC team.

804.7.3. Privileges

Availability for appointment to an EC Church.

804.7.4. Restrictions

He shall serve under the Conference Minister and shall be listed as such in the Conference Journal.

804.8. Local Preacher

804.8.1. Purpose - availability to be used in a limited capacity by the local pastor or at the direction of the Stationing Committee.

804.8.2. Requirements

804.8.2.1. A member of a local Evangelical Congregational Church for a minimum of one year, during which time he shall have given evidence of his call by participation in the life and activity of that congregation.

804.8.2.2. A graduate of high school or its equivalent.

804.8.2.3. A willingness to be assigned by the Stationing Committee to pastoral responsibilities.

804.8.2.4. Pursuit of the Conference course of study.

804.8.2.5. A local Preacher-in-Training shall be assigned a coach and shall be required to renew his credentials annually when not assigned to serve in an EC Church. A trained Local Preacher is a Local Preacher who has completed the course of study or its equivalent and has three years of full time Evangelical Congregational pastoral experience. A full year of service in a part time supply work shall be counted as one half year of service. He shall be granted a permanent license. When he is not assigned to a congregation, he shall be under the authority of the pastor of the EC Church where he holds his membership. He shall be permitted to administer the sacraments and perform marriages in that congregation under the authority of the assigned pastor. He shall not be a voting member of the national Conference when not assigned to a congregation.

804.8.2.6. To advance toward ordination, he must transfer to the Licentiate classification and be subject to the requirements of the National Conference.

804.8.3. Procedure

804.8.3.1. Acquire from the Conference Minister the appropriate application form and return same to him.

804.8.3.2. Secure a letter of reference from the candidate's pastor regarding his calling, character and competency.

804.8.3.3. Meet with the appropriate CRC team and receive its recommendation to the National Conference.

804.8.3.4. Local Conference ratification of his call.

804.8.3.5. Preach a trial sermon and secure the recommendation of members of the local congregation prior to May 15.

804.8.3.6. Answer the required Disciplinary questions during the sessions of National Conference and receive approval from that body.

804.8.4. Privileges

804.8.4.1. The right to preach in any of our churches on invitation.

804.8.4.2. To assist the local pastor as directed by him, but not administer the Sacraments or perform weddings.

804.8.4.3. When assigned to pastor a congregation, he shall be privileged to perform all functions and exercise the privileges of a Traveling Licentiate (see 804.3.4). This includes special permission to administer the Sacraments of Baptism and Holy Communion and to officiate at weddings and use the title, "Reverend". He shall be classified as a Traveling Local Preacher.

804.8.4.4. Automatic annual renewal of Local Preacher's License as long as he is assigned to a congregation as pastor.

804.8.5. Restrictions

804.8.5.1. When not assigned to pastor a congregation he shall not use the title "Reverend" nor officiate at weddings or administer the Sacraments of Baptism or Holy Communion.

804.8.5.2. When not assigned to a congregation as pastor he must renew the Local Preacher's License annually. Upon completion of the Local Preacher's Course of Study, he shall be considered for a permanent local preacher's license by the appropriate CRC team.

804.9. Preacher -In- Charge

804.9.1 An elder shall be so designated by the Stationing Committee when he is entrusted with the oversight of a church to which no regular pastoral appointment has been made.

804.9.2 When an interim or permanent pastor is not immediately available, laymen may be used to supply the pulpit and meet basic pastoral care needs.

804.9.3 A preacher-in-charge shall be designated and shall administer the sacraments of the Church and conduct other such services that require a licensed pastor.

804.9.4 A preacher-in-charge may also be designated when a church has been planted or restarted and a permanent church planter has not yet been appointed by the Church Planting Commission. The preacher-in-charge shall be designated by the Stationing Committee in consultation with the Church Planting Commission and shall give pastoral oversight to the plant/restart including the administration of the sacraments and other such services that require a licensed pastor.

804.10 Probationer

804.10.1. Purpose - To provide a limited ministerial credential to a man who is not a member of the EC Church and has no ministerial credentials with other denominations but is deemed acceptable for pastoral ministry.

804.10.2. Requirements

804.10.2.1. A member in good standing of an evangelical church where he has given evidence of his call by participation in the life and activity of the congregation.

804.10.2.2. A graduate of high school or its equivalent and active pursuit of training for ministry through college, seminary or an appropriate course of study.

804.10.2.3. At least three references regarding the candidate's calling, character and competency.

804.10.2.4. Whenever possible, successful completion of the Pastoral Assessment Center.

804.10.2.5. A willingness to be assigned by the Stationing Committee to pastoral responsibilities.

804.10.2.6. A willingness to apply for a license to preach after one year of effective service as a probationer. The Conference Minister shall give direction in this matter, determining whether the probationer should make application for license.

804.10.3 Procedure

804.10.3.1. Acquire the appropriate application from the Conference Minister.

804.10.3.2. Meet with the appropriate CRC team and receive its recommendation to the National Conference.

804.10.3.3. Answer the Disciplinary questions during the sessions of National Conference and receive approval from that body.

804.10.4. Privileges

Availability for appointment to an E. C. Church.

804.10.5. Restrictions

804.10.5.1. The probationer shall serve for one year on a trial basis, being permitted to perform all pastoral duties except administering the Sacraments and performing weddings.

804.10.5.2. The Conference Minister will meet with the congregation immediately following the appointment of a probationer to explain the responsibilities and restrictions of this classification of ministry.

804.11. Certified Lay Preacher

804.11.6. Purpose - for the person who is called and gifted to preach the Word but not to serve as a pastor.

804.11.7. Requirements

804.11.7.1. A member of a local Evangelical Congregational Church for a minimum of one year, during which time he shall have given evidence of his call by participation in the life and activity of that congregation.

804.11.7.2. A graduate of high school or its equivalent.

804.11.7.3. Pursuit of the Conference course of study.

804.11.7.4. A willingness to be used for pulpit supply by the Supervisory Committee.

804.11.8. Procedure

804.11.8.1. Acquire the appropriate application from the Conference Minister and return same to him.

804.11.8.2. Secure a letter of reference from the candidate's pastor regarding his calling, character and competency.

804.11.8.3. Meet with the appropriate CRC team and receive its recommendation to the National Conference.

804.11.8.4. Local Conference ratification of his call.

804.11.8.5. Preach a trial sermon and secure the recommendation of members of the local congregation prior to May 15.

804.11.8.6. Answer the required Disciplinary questions during the sessions of National Conference and receive approval from that body.

804.11.9. Privileges

The right to preach in any of our churches on invitation of the local pastor or the Supervisory Committee.

804.11.10. Restrictions

804.11.10.1 He shall not use the title "Reverend," nor officiate at weddings or administer the Sacraments of Baptism or Holy Communion.

804.11.10.2. The Lay Preacher's license must be renewed annually.

804.12. Alternatives to Pastoral Ministry - Licentiate

804.12.1. Purpose - Qualified men and women can be granted denominational credentials in areas of Alternatives to Pastoral Ministry. Areas of ministry included (but not limited to) in this category are Evangelism, Christian Education, Youth Ministry, Prison Ministry, Visitation Ministry, Counseling, Nursing Home and Industrial Chaplaincy.

804.12.2. Requirements

804.12.2.1. Must be a member of and participating in the life of a local Evangelical Congregational Church for a minimum of one year.

804.12.2.2. A high school graduate or its equivalent and active pursuit of training for ministry in the field they intend to enter.

804.12.3. Procedure

804.12.3.1. Acquire the appropriate application form from the Conference Minister and return same to him.

804.12.3.2. Secure a letter of reference from the candidate's pastor regarding his calling, character and competency.

804.12.3.3. Meet with the appropriate CRC team and receive its recommendation to the National Conference.

804.12.3.4. Local Conference ratification of the applicant's call to ministry and submission of the minutes to the secretary of the CRC team.

804.12.3.5. Give a testimony to the local church outlining his/her call from God to a specialized ministry and receive the recommendation of the members and friends of the local church prior to May 15 and submit same to the Secretary of the appropriate CRC team.

804.12.3.6. Receive approval from the National Conference.

804.12.4. Privileges

804.12.4.1 Those licensed will be permitted to administer the Sacraments and perform marriages only on those occasions that their particular position requires them to do so and as approved by the Conference Minister.

804.12.4.2. Annual renewal of license based on a mid-year status report to the Conference Minister on a form provided for that purpose.

804.12.5. Restrictions

804.12.5.1. Upon approval by the National Conference, each candidate shall be classified as a Licentiate for Alternative Ministry. The candidate shall specify the church or organization where the license will be used and must seek approval from the appropriate Conference Relations Committee when changes are necessary.

804.12.5.2. He/she may not use the title “Reverend.”

804.13. Alternatives to Pastoral Ministry - Ordinand

804.13.1. Purpose - After a Licentiate for Alternative Ministry has successfully served in the ministry for three full years, he/she may apply for the permanent alternative ministry credential of ordinand.

804.13.2. Requirement

A minimum of three full years of service in a specialized ministry. A full year of service in a part-time or supply work will be counted as a half year of service.

804.13.3. Procedure

804.13.3.1. Acquire the appropriate application form from the Conference Minister and return same to him.

804.13.3.2. Secure a letter of reference from the candidate’s pastor regarding his calling, character and competency.

804.13.3.3. Meet with the appropriate CRC team and receive their recommendation to the National Conference.

804.13.3.4. Receive the approval of two-thirds of the ministerial and lay members present and voting by ballot at the National Conference sessions.

804.13.3.5. Candidates who have been approved will be ordained in the local E. C. Church of the ordinand’s choice in consultation with the Bishop.

804.13.4. Privileges

804.13.4.1. Permission to administer the sacraments and perform weddings only on those occasions that their particular position requires them to do so and as approved by their Conference Minister.

804.13.4.2. Annual renewal of this credential is not necessary.

804.13.5. Restrictions

804.13.5.1. When the ministry location changes, the Conference Minister must be notified.

804.13.5.2. He/she shall not use the title “Reverend.”

804.14. Former Credentials

804.14.1. Deacon. In the past, the office of Deacon was a preliminary ordination leading to full ordination as an Elder and acceptance into the Itinerancy. Since the Annual Conferences voted to have a single ordination, the office of Deacon is no longer applicable in the Evangelical Congregational Church. The only men who presently have the title of Deacon are those who were serving in this position before the decision was made to move to a single ordination. Deacons who wish to be ordained as elders shall follow the procedures set forth in section

804.14.2. Local Preacher's Ordination. At one time, local preachers had the privilege of seeking ordination to the offices of deacon and elder. Once ordained, they were classified as "Local Deacons" or "Local Elders." The men who presently have the title of Local Deacon are those who were serving in this position before the decision was made to phase-out this credential. Local Deacons who wish to be ordained as elders shall follow the procedures set forth for the traditional office of Elder.

805. Ministerial Classifications

805.1. Active Ministers in Related Fields

805.1.1. Missionaries. A credentialed minister of the Conference who desires to serve in a full-time capacity as an E.C. missionary shall make the request known to the Conference Minister and the Director of Global Ministries. He must successfully complete the interview process of the Global Ministries Commission and receive the approval of the Stationing Committee for appointment to the field.

805.1.2. Military Chaplains. An ordained minister of the Conference who desires to serve in a full-time capacity as a chaplain in the U.S. Armed Forces shall make the request known to the Conference Minister and the Bishop, who serves as the official endorser for military chaplaincy. He must successfully complete the interview process of the denomination's Chaplaincy Committee, the chaplain candidacy program of his branch of the armed forces, and receive the approval of the Stationing Committee for appointment to the chaplaincy.

If a minister of another denomination desires to transfer his credentials to our Church, he shall produce from his judicatory approved credentials of his Christian character and standing in office and present them to that Conference to which he makes application for reception. He shall also make a statement or answer to the fourth, fifth, sixth, and seventh questions in paragraph 512 of the Discipline, and if he is an ordained minister, he shall assume, either verbally or in writing, the vows contained in the form for ordaining ministers. If the Conference considers his credentials and statements satisfactory, he may be received as an Elder, if this corresponds to the rank he held in his former judicatory. He may become a candidate for the Itinerancy after he has served two (2) years in our denomination.

805.1.3. Other ministries. Credentialed ministers who desire to serve in a full-time capacity in a Christian ministry or institution that is not related to the Evangelical Congregational Church shall make their plans known to the Conference Minister who shall inform the CRC team.

805.1.4. Designation. Credentialed ministers serving on the mission field, in military chaplaincy or in Christian ministries not related to the Evangelical Congregational Church shall be classified as "Active Ministers in Related Fields" with the added notation of "In the Itinerancy" or "Not in the Itinerancy."

805.2. Superannuated. This classification is reserved for itinerant ministers who retire from the active pastorate. When a pastor decides to retire, he shall make his intention known to the Conference Minister by January 1 of the year he plans to retire. He shall also notify the Board of Benefits through the Controller. The Conference Minister shall inform the appropriate CRC team and a recommendation for retirement shall be made to the National Conference. If the minister is not a member of the itinerancy, he shall be classified as "Retired - Not in the Itinerancy."

The National Conference shall give a gift of \$25 per year of service to each retiring minister. The National Conference shall also provide for the moving expense of retiring ministers and for

ministers' widows whose husbands at the time of their death were in the active ministry provided that the distance is within the boundaries of the National Conference (see rule 908.2 for schedule).

805.3. Supernumerary. Any itinerant minister of this Conference who has withdrawn from pastoral ministry due to bodily infirmities or who accepts a full-time position in any other sphere of service, other than those listed under the classification, Active Ministers in Related Fields, and is, in honor, so bound by the other commitment that he cannot meet the requirements of an active pastor, shall be placed in supernumerary relationship. Any non-itinerant ordained minister of this Conference who withdraws due to bodily infirmities or who accepts a full time position in any other sphere of service, other than those listed under the classification, Active Ministers in Related Fields, and is, in honor, so bound by the other commitment that he cannot meet the requirements of an active pastor, shall be placed in a located relationship, e.g. Elder located.

805.4 Under Suspension. The Bishop and Conference Ministers, acting jointly or individually, have the authority to act immediately to suspend the credentials of any individual holding credentials with the National Conference when in their judgment credible evidence exists that the individual has violated Biblical Standards of conduct to the extent that the individual in question cannot continue in pastoral ministry. The Conference Relations Committee team of the region having jurisdiction shall then meet as soon as is practical to consider further action. This classification will not appear in the Conference Journal.

805.5 Under Disciplinary Care. A pastor who has been removed from active ministry because of sinful conduct may be placed under the disciplinary care of the CRC team which will assign a Committee of Concern from among its members to work toward spiritual restoration. The pastor's credentials will be held by the CRC team. This classification will not appear in the Conference Journal.

806. Ministerial Personnel Not Serving Pastoral Appointments. All ministerial personnel not serving pastoral appointments shall give active support to the local E.C. congregation in which membership is held and loyal cooperation to the pastor of that congregation. The Conference Minister shall secure a report regarding these persons concerning their relationship to the local church and their adherence to the moral and spiritual principles of the denomination and shall report same to the appropriate CRC team annually.