

Handbook
for
Local Pastors
&
Associate Members

2018-2019



Center for Clergy Excellence
www.vaumc.org/LocalPastors

Local Pastor's Handbook

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Local Pastor's Handbook

This handbook is a guide for the Local Pastor who is licensed for pastoral ministry, to assist in the call to serve God and to carry out the ministry of Jesus Christ through the local church. In addition, this handbook can assist District Superintendents and District Committees on Ordained Ministry in working with Licensed Local Pastors.

This handbook is divided into sections to allow and facilitate updating and improvement. It is *not* intended to be the final authority on a situation or condition, but it is to serve as a practical and understandable resource in the ministry of the Local Pastor.

1. Definition of Local Pastor (see 2016 Book of Discipline, ¶315, 316, 318)

All persons not ordained as elders who are appointed to preach and conduct divine worship and perform the duties of a pastor shall have a license for pastoral ministry. Local pastors who have completed the following may be recommended to the executive session of the annual conference to receive the license for pastoral ministry:

- The conditions for candidacy for licensed and ordained ministry (certified candidacy) (¶310)
- Been interviewed and recommended by the District Committee on Ordained Ministry
- Attended Licensing School, held annually in May
- Been approved by the Board of Ordained Ministry

A local pastor is approved annually by the District Committee on Ordained Ministry and licensed by the Bishop to perform all the duties of a pastor, including the sacraments of baptism and Holy Communion as well as the service of marriage, burial, confirmation, and membership reception, while appointed to a particular charge.

Licensed local pastors may be appointed to an extension setting if approved by the Board of Ordained Ministry and the Bishop (¶316.1). Granting of the license for pastoral ministry is made when an appointment to a pastoral charge is made. In the Virginia Conferences, licenses are presented at the session of the annual conference.

2. Responsibilities and Duties of the Local Pastor (see 2016 Book of Discipline, ¶316)

- A. *The Local Pastor* is licensed by the Annual Conference to serve only to the charge or extension setting to which they are appointed.
- B. A local pastor receives the *License for Pastoral Ministry*, which is valid only to the charge or extension ministry to which the pastor is appointed. The charge/extension ministry is defined as “people within or related to the community or ministry setting being served.” (¶316.1)
- C. The license must be renewed annually by the District Committee on Ordained Ministry and the conference Board of Ordained Ministry. An interview is required every year. The licensed must be signed annually by the District Superintendent.
- D. For the performance of marriage, a license shall be obtained through the District Court of the county of residence, after receiving the license for pastoral ministry from the Bishop. Note the limitations stated above in “B”. Since the Discipline makes the definition of ministerial authority based on persons involved, not geography, the local pastor is allowed to officiate at a wedding for a church member when the ceremony is in

another state or location (but not another local church). But the local pastor may not officiate at weddings for friends and relatives who are not part of the church/ministry setting to which the local pastor is appointed (see Cabinet policy).

- E. The Licensed Local Pastor relates to the District Committee on Ordained Ministry on the district where he/she is appointed.
- F. The Local Pastor is supervised by the District Superintendent and is supported by a Clergy Mentor, usually in a Mentor Covenant Group, who will support the Local Pastor's work in Course of Study or seminary and in the performance of duties as a local pastor.
- G. The Local Pastor shall attend each session of the Annual Conference and is responsive to the directives of the Annual Conference.
- H. Membership of the Full-time and Part-time Local Pastor is in the Annual Conference. Local pastors may vote on all matters presented to the Annual Conference, except constitutional amendments and matters of ordination, character, and conference relations of clergy. Local pastors who have completed the educational requirements and served under appointment for two full conference years immediately prior to voting, may vote on delegates to General and Jurisdictional Conference. When first licensed, one's local church membership will be transferred to the annual conference.
- I. Full-time and Part-time Local Pastors may serve on any board, commission, or committee with voice and vote, except on matters of clergy character, qualifications, status, and ordination. However, local pastors who have completed the Course of Study may serve on the District Committee on Ordained Ministry with voice and vote. Full-time local pastors who have completed the Course of Study may serve on the Board of Ordained Ministry with voice and vote. (§318.5)
- J. Those licensed for pastoral ministry may be appointed to an extension ministry with the approval of the Bishop and the conference Board of Ordained Ministry. Contact the Center for Clergy Excellence for an application packet.
- K. All local pastors shall receive written communication about decisions made regarding their relationship with the annual conference.
- L. Local pastors who have completed the Course of Study may upon retirement annually request from the District Committee on Ordained Ministry and the Bishop a license to continue to serve in the local church where they hold membership for the purpose of providing sacramental rites of baptism and Holy Communion, at the request of the appointed pastor. (§316.8) See the section in this handbook on Retired Local Pastors.

3. Categories of Local Pastor (see 2016 Book of Discipline, §318)

In recommending to the Annual Conference those who have met the requirements to serve as local pastors for the ensuing year, the Board of Ordained Ministry shall classify them in three categories under which one may serve:

A. Full-time Local Pastor:

1. Serves under appointment to a charge on a full-time basis
2. Is paid at least the minimum salary and benefits as established by the Annual Conference
3. Has completed or is in the process of completing the Course of Study by taking four courses per year
4. Following completion of the Course of Study, maintains a continuing education program as directed by the Annual Conference

5. May not be a full-time student in any school, university, or seminary.

B. Part-time Local Pastor:

1. Has met the requirements for licensing
2. Does not devote their entire time to ministry in the local church
3. Does not receive in cash support per year from all Church sources a sum equal to or larger than the minimum base compensation established by the annual conference for full-time local pastors
4. Is enrolled in a school of higher education or seminary approved by the University Senate and appointed in their home conference (per Judicial Council Decision #895). The Board of Ordained Ministry expects completion of undergraduate work within 6 years (exceptions could be requested to the District Committee on Ordained Ministry). In addition, DCOM's may recommend specific continuing education events related to pastoral ministry for local pastors completing their undergraduate work.
5. Shall complete two courses per year in a Course of Study school or the correspondence curriculum prescribed by the General Board of Higher Education and Ministry, until they complete the Course of Study, unless enrolled in undergraduate education (see #4 above).

C. Students Appointed as Local Pastors:

1. Students enrolled in pre-theological or theological studies in a college, university or school of theology listed by the University Senate who are certified candidates may be appointed as part-time or full-time local pastors in a conference other than the conference in which they are certified candidates.
2. Such students must meet the requirements of ¶315 and be recommended for licensing by a Virginia Conference District Committee on Ordained Ministry.
3. Such students continue to relate to the District Committee on Ordained Ministry in the conference in which they are certified candidates and shall be responsible to them for the continuation of their certified candidacy.

4. Continuance of the Local Pastor (see 2016 Book of Discipline, ¶319))

It is the responsibility of the District Committee on Ordained Ministry to annually interview and recommend for continuance all persons who are licensed local pastors. The following guidelines (¶319) will be used:

1. Persons licensed as local pastors who are not provisional members shall continue in college, in a program of theological education at an approved seminary, or in the Course of Study. The Discipline requires "appropriate progress" in meeting the educational requirements, and the VA Board of Ordained Ministry expects completion of undergraduate work within 6 years (exceptions could be requested). In addition, DCOM's may recommend specific continuing education events related to pastoral ministry for local pastors completing their undergraduate work.
2. Be interviewed and recommended annually for continuance by the District Committee on Ordained Ministry, completing and submitting the following requirements prior to the interview:
 1. Report of annual evaluation by P/SPRC
 2. Transcripts from undergraduate school, Course of Study or Seminary
 3. Written Mentor Report (if applicable)
 4. Written responses to the questions below (minimum of 3 and maximum of 5 pages, typed and double spaced, for all questions per year):

Year 1 - Leadership

- What are the local church committees required by the *Book of Discipline* and what is the function of each? How is your church structured for mission and ministry?
- How are you using the distinctive Wesleyan emphases and characteristics of The United Methodist Church to lead your church in making disciples of Jesus Christ?
- Describe leadership qualities which you demonstrate in your ministry and the strengths and weaknesses of those qualities?

Year 2 - Theology

- How do you apply United Methodist theology in your teaching?
- Describe ways your congregation lives out the theology of grace.
- In what ways has your theology of grace shaped your understanding of the Sacraments?

Year 3 - Practice of Ministry

- How has your preaching improved since you were licensed?
- In what ways have your spiritual disciplines affected your practice of leadership in ministry?
- Describe ways you lead your congregation in offering pastoral care?
- Bring a recent worship bulletin and be prepared to talk about your order of worship.
- Describe ways that, in partnership with laity, you make disciples of Jesus Christ, and train and empower these disciples to produce tangible fruits of love of God and love of neighbor.

Year 4 and beyond

- In years 4 and 5, talk with the local pastor about how they apply their education to their ministry setting.
 - For those who have completed COS or M.Div., track continuing education requirements and review progress.
3. Upon recommendation by the District Committee on Ordained Ministry, and by the conference Board of Ordained Ministry, the clergy members in full connection may approve the continuance as a licensed local pastor.
 4. For local pastors who do not have an M.Div. degree from an approved seminary, the following educational requirements apply: full-time local pastors shall complete the five-year Course of Study curriculum within eight years; part-time local pastors shall complete the Course of Study curriculum within twelve years, unless family or other circumstances preclude the local pastor's ability to meet these requirements. An extension beyond the prescribed limit may be granted annually by a three-fourths vote of the District Committee on Ordained Ministry, recommendation by the conference Board of Ordained Ministry, and the vote of the clergy members in full connection.
 5. A local pastor may choose to remain in a local relationship with the annual conference upon having completed the five-year Course of Study. Full-time local pastors are required to receive a minimum of one CEU per year and eight CEU's per quadrennium. Part-time local pastors are encouraged to do continuing education. (See Appendix A for policies and financial assistance available.)
 6. All local pastors who have not completed the educational requirements and/or are in the first three years of ministry, shall be assigned to a Mentoring group with a clergy mentor. Their District Committee on Ordained Ministry along with the District Superintendent will assign

this mentor group. This group will gather until the local pastor has completed the five-year Course of Study or a Master of Divinity. The group includes a clergy mentor and other local pastors.

Clergy mentors may be local pastors who have completed the five-year Course of Study, associate members or elders. A curriculum has been created for the mentoring groups.

Resources and materials for the clergy mentor and mentoring groups may be found at www.vaumc.org/DCOMResources.

5. Discontinuance of the Local Pastor (see *2016 Book of Discipline*, ¶320.1)

Refer to the *2016 Book of Discipline* for information regarding discontinuance and surrendering of license and credentials. When a local pastor retires or the District Committee on Ordained Ministry does not recommend continuation of license, license and credentials are surrendered to the District Superintendent for deposit with the Secretary of the Annual Conference (deliver in c/o Center for Clergy Excellence). After consultation with the pastor, the former local pastor shall designate the local church in which membership shall be held.

Reinstatement takes place only upon recommendation by the District Committee on Ordained Ministry from which their license was discontinued, the Board of Ordained Ministry, and the cabinet. Persons seeking reinstatement shall provide evidence that they have been members of a local United Methodist church for at least one year prior to their request for reinstatement. A recommendation from the charge conference where membership is held is required in addition to other documents determined by the district committee and Board of Ordained Ministry.

6. Retirement of the Local Pastor (see *2016 Book of Discipline*, ¶320.5)

A local pastor who has made satisfactory progress in the Course of Study, as recommended by the District Committee on Ordained Ministry, may be recognized as a retired local pastor. Retirement provisions for local pastors shall be the same as those for clergy members (see ¶358).

Retired local pastors are no longer members of the annual conference, are no longer clergy, and shall move their membership to a local church as a lay member. Retired local pastors may attend annual conference sessions with voice but not vote. A retired local pastor may be appointed by the Bishop to a charge and licensed without any additional claim upon the conference minimum compensation nor further pension credit. Note the following two paragraphs in the 2016 Book of Discipline regarding retired local pastors:

¶316.8 Retired local pastors serving in the local church where they hold membership

Local pastors who have completed the Course of Study may upon retirement annually request from the District Committee of Ordained Ministry and the Bishop a license to continue to serve in the local church where they hold membership for the purpose of providing sacramental rites of baptism and Holy Communion, at the request of the appointed pastor.

- Requires the annual request by the pastor in charge to the Bishop and District Committee on Ordained Ministry
- Requires annual approval by the DCOM and Bishop
- An interview is not necessarily required but action (and an action report) is required by the DCOM.

¶320.5 Retirement of local pastors and status

Retirement of Local Pastor—A local pastor who has made satisfactory progress in the Course of Study as specified in ¶ 318.1 or .2 may be recognized as a retired local pastor. Retirement provisions for local pastors shall be the same as those for clergy members in ¶ 358.1, .2, .4, with pensions payable in accordance with ¶ 1506.5a. Retired local pastors may attend annual conference sessions with voice but not vote. A retired local pastor may be appointed by the Bishop to a charge and licensed upon recommendation by the District Committee on Ordained Ministry without creating additional claim upon the conference minimum compensation nor further pension credit.

- In Virginia, an initial recommendation regarding “satisfactory progress in the COS” for retirement is required by the DCOM. An interview is required.
- An action report is submitted to the Center for Clergy Excellence.
- A recommendation by the Retirement Committee of BOM is also required.
- For licensing and appointment as a retired local pastor, an annual interview and recommendation by the DCOM is required (and reported on an action report form).

7. Course of Study Schools (see 2016 Book of Discipline, ¶318, 319)

Persons licensed as local pastors who are not provisional members shall continue in college, in a program of theological education at an approved seminary, or in the five-year Course of Study. (¶319) The Course of Study in The United Methodist Church is provided and administered by the General Board of Higher Education and Ministry for persons:

- Who are certified candidates for ordained ministry,
- Who have successfully completed the Virginia Conference Licensing School,
- Who have been licensed by the Bishop after approval by the District Committee and Board of Ordained Ministry,
- Who are unable to attend an approved school of theology.

The Course of Study is a basic theological education program of the General Board of Higher Education and Ministry. It is provided for those who are licensed as Local Pastors who are unable to attend an approved seminary. Participants in the program should have completed candidacy for ordained ministry and the Virginia Conference Licensing School.

The Course of Study is offered at regional Course of Study schools held each summer on the campuses of United Methodist theological seminaries. Extension courses for part-time local pastors are held throughout the year at certain locations. These extension centers usually offer courses in a two or three weekend format which allows bi-vocational local pastors to participate without taking a lot of time away from their work. Only with special permission of the Virginia Conference Board of Ordained Ministry may a full-time local pastor take a weekend Course of Study course.

Care should be taken when making the decision as to which school to attend. There are many factors to consider, including geographic location, facilities, class periods, and individual needs. District Superintendents, mentors, and the Center for Clergy Excellence can offer advice as to particular circumstances. One option is to contact a present or past student to learn of the particulars that are most important to you.

The curriculum at each school discussed is reasonably close to identical. It is important for the student to arrange for substitute preachers while in school. Weekend time is needed for study and rest during the summer COS. Travelling home to preach adds to the stress of school (not to mention the added time needed for sermon preparation). Your District Superintendent may

be able to assist you with suggestions for substitute preachers. Also work with the laity in your church(es) for pulpit help.

The Course of Study includes a five-year curriculum with four courses per year (see chart in Appendix B).

In case of emergency or unusual circumstances, with the approval of the Virginia Conference Board of Ordained Ministry through the registrar, courses may be also taken through a correspondence curriculum provided by the General Board of Higher Education and Ministry. ¶1421.3d on the Course of Study states "Upon approval of the Conference Board of Ordained Ministry, a candidate may complete up to one-half of the work through online courses developed by the Division of Ordained Ministry." Since the Virginia Conference Board of Ordained Ministry allows only 1/3 of seminary work to be completed on line or hybrid, the same standard of 1/3 for Course of Study by correspondence/on line/hybrid is the policy of the Virginia Conference. Financial aid is not available for the on-line courses.

A candidate who has attended an accredited theological seminary but not listed by the UMC University Senate may request that work completed in the school of theology be evaluated by the General Board of Higher Education and Ministry for transfer to the Course of Study. The request for evaluation must come from the Virginia Conference Board of Ordained Ministry through the Center for Clergy Excellence and an official transcript must be supplied.

No credit is recognized in the Course of Study for work completed on the undergraduate level.

It is the policy of the General Board of Higher Education and Ministry to limit students to four courses per year in the Course of Study while enrolled in the basic five-year curriculum. The reason for the limitation is that Course of Study students are expected to participate in a program of supervised ministry with a pastoral mentor who will assist in the preparation of assignments and the integration of what has been learned with the practice of pastoral ministry. In addition, licensed local pastors in Virginia do not usually attend the Course of Study the first summer they are appointed.

When attending the Course of Study, pastors should make arrangements for their pastoral duties and preaching/worship responsibilities to be covered by someone else during that month. All one's time during the School should be devoted to studies. Travel home should be for personal and family reasons only.

Where to go and how to register:

Tuition for the four-week summer residential Course of Study Schools is paid by the General Board of Higher Education and Ministry. For other expenses, the Virginia Conference Board of Ordained Ministry offers scholarship assistance based on the following policy:

*Scholarships for Course of Study are available to licensed local pastors serving as **pastors in charge** in the local church. The amount of scholarship is based on "household income" as follows:*

- i. Local pastors with a household income of over \$60,000 will receive \$680 scholarship for four courses in the Summer Course of Study (\$170 per course individually).*
- ii. Local pastors with a household income of under \$60,000 will receive \$1,080 scholarship for four courses in the Summer Course of Study (\$270 per course individually).*
- iii. Local pastors with a household income of over \$60,000 will receive \$680 scholarship for four courses in the Weekend Course of Study (\$170 per course individually).*
- iv. Local pastors with a household income of under \$60,000 will receive \$1,080 scholarship for four courses in the Weekend Course of Study (\$270 per course individually).*

Scholarship for a hybrid course (part in residence, part on-line) is one-half of the amount for a course in full-time residence.

The scholarship funds are sent directly to the student to use as payment for COS expenses. A Virginia Conference Course of Study Enrollment and Scholarship Request form is available at www.vaumc.org/LocalPastors. Local Pastors who cancel, withdraw, or fail from a registered class will be asked to refund the applicable portion of any scholarship received.

Two Course of Study schools best serve the needs of Local Pastors in the Virginia Conference:

- Wesley Theological Seminary in Washington, D.C.
- Duke Divinity School in Durham, North Carolina

Wesley Seminary

Wesley offers full-time local pastors four courses each summer during July. Two courses are offered each two week period. Full-time local pastors complete one full year by taking both two week terms. Part-time local pastors have the option of completing one-half year of the course of study by completing two courses (or one term). In addition, Wesley offers a weekend Course of Study for part-time local pastors; see more information below.

Registration forms are obtained from their website at www.wesleyseminary.edu. Instructions for Virginia students can be found at www.vaumc.org/LocalPastors. Registration requires approval by both the District Superintendent and the Board of Ordained Ministry Registrar (the Director of Clergy Excellence).

Wesley offers on campus housing (dormitories) and in house (cafeteria) meals. Facilities are not available for families and pets.

Wesley Weekend Course of Study

Wesley Seminary also offers weekend course of study classes for part-time local pastors. A course consists of two weekends (Friday and Saturday) on two consecutive months. A registration fee and a tuition fee are charged in addition to expenses for books, lodging and meals.

Tuition for the weekend Course of Study is paid by the student, in addition to lodging, meals, and travel. The Virginia Conference scholarship policy is stated above and applies to the Weekend Course of Study as well as the Summer COS.

The address for Wesley is:

Wesley Theological Seminary
4500 Massachusetts Avenue, N.W.
Washington, DC 20016
202-885-8688
Registrar: Sarah Sheppard
ssheppard@wesleyseminary.edu
Web: www.wesleyseminary.edu

Duke Divinity School

Duke offers full-time local pastors four courses each summer during July. Two courses are offered each two week period. Full-time local pastors complete one full year by taking both two week terms. Part-time local pastors have the option of completing one-half year of the course of

study by completing two courses (or one term). Duke also offers courses in the “Advanced Course of Study.” In addition, Duke offers a weekend Course of Study for part-time local pastors.

Registration is on line at the Duke Summer COS web site (<http://divinity.duke.edu/events/summer-course-study>). Instructions for Virginia students can be found at www.vaumc.org/LocalPastors. Registration requires approval by both the District Superintendent and the Board of Ordained Ministry Registrar (the Director of Clergy Excellence).

On campus housing in dormitories is available in single or double rooms. Meals are the responsibility of the student. Campus cafeterias are available as are numerous local restaurants. Each dormitory has facilities for storage and cooking of food. Off- campus housing is available. Apartments are available for one person or families.

Duke Weekend Course of Study

Duke Divinity School also offers week-end course of study classes for part-time local pastors. One course is offered over three consecutive weekends per period, from September to March. Registration is on line at the Duke Summer COS web site (<http://divinity.duke.edu/events/weekend-course-study>). Instructions for Virginia students can be found at www.vaumc.org/LocalPastors. Registration requires approval by both the District Superintendent and the Board of Ordained Ministry Registrar (the Director of Clergy Excellence).

Tuition for the weekend Course of Study is paid by the student, in addition to lodging, meals, and travel. The Virginia Conference scholarship policy is stated above and applies to the Weekend Course of Study as well as the Summer COS.

The address for Duke is:

Leadership Education at Duke Divinity
312 Blackwell St. Suite 101
Durham, NC 27701
Phone: (919) 613-5323
Fax: (919) 613-5333
Email: leadership@div.duke.edu

Hispanic Course of Study Schools

The General Board of Higher Education and Ministry sponsors at least four Hispanic Course of Study Schools. The Hispanic Course of Study schools are held at Wesley Theological Seminary in Washington, D.C., Perkins Course of Study School in Dallas, TX, the North Central Jurisdictional Course of Study School at Garrett-Evangelical in Evanston, Illinois, and the Course of Study School at Claremont in California. Students interested in taking the Course of Study in the Spanish language may apply to the director of the Course of Study school at any of these schools. The General Board of Higher Education and Ministry underwrites both the tuition and the transportation costs of students attending these schools. For more information, contact the Center for Clergy Excellence. If you have other specific language needs, contact the Center for Clergy Excellence for assistance and options.

8. Associate Membership (see 2016 Book of Discipline, ¶321, ¶322)

Associate members of an annual conference are in the itinerant ministry and are available on a continuing basis for appointment by the Bishop. They shall be granted the same security of appointment as provisional members and members in full connection.

Requirements for election as Associate Members:

1. Annual renewal of license for pastoral ministry with service as a full-time local pastor for four years.
2. Reached the age of 40.
3. Completed the five year Course of Study
4. Completed a minimum of sixty semester hours toward the Bachelor of Arts or equivalent degree in an accredited college or university.
5. Declared their willingness to accept continuing full-time appointment.
6. Been recommended by the District Committee on Ordained Ministry.
7. Completed the application process, been examined, interviewed, and recommended by the Conference Board of Ordained Ministry.

Rights of Associate Members:

1. Vote in the annual conference on all matters except constitutional amendments and all matters of ordination, character, and conference relations of clergy.
2. Serve on any board, commission, or committee of the annual conference. They shall not be eligible for election as delegates to the general or jurisdictional or central conferences.
3. Shall be subject to the provisions governing sabbatical leave, leave of absence, location, retirement, minimum salary, and pension.

Associate members may be received as provisional members in the annual conference upon completing all the requirements in ¶324.6, upon receiving a three-fourths majority vote of the clergy members of the annual conference in full connection, present and voting.

Application deadline for interviews with the Board of Ordained Ministry is September 1 for the following Annual Conference. An application packet is available from the conference website (<http://vaumc.org/BOMApplications>) beginning July 1. Interim deadlines to keep on track toward an interview are included in the packet.

9. Local Pastors Preparing For Provisional Membership and Elder's Orders (see 2016 Book of Discipline, ¶324.6, ¶335)

Local pastors may fulfill the requirements for provisional membership and commissioning when they have:

- Reached forty years of age;
- Completed the five-year Course of Study for ordained ministry, of which no more than four courses may be taken by correspondence or Internet;
- Completed a bachelor's degree from a college or university recognized by the University Senate. Exceptions to the undergraduate degree requirements may be made in consultation with the General Board of Higher Education and Ministry in some instances, for missional purposes, for persons who have a minimum of sixty semester hours of Bachelor of Arts credit (see ¶324.3 for details);
- Completed an Advanced Course of Study consisting of thirty-two semester hours of graduate theological study or its equivalent as determined by the General Board of

Higher Education and Ministry, including a minimum of twenty-four semester hours of the basic graduate theological studies of the Christian faith including the areas of: Old Testament, New Testament, theology, church history, evangelism, mission of the church in the world, worship/liturgy, and at least two semester or three quarter hours in each of the areas of United Methodist doctrine, polity, and history. Note that the Virginia Conference has additional course requirements for ordination as an elder, including a course in preaching and at least ½ unit of C.P.E. Four to six semester hours of credit may be earned each summer in the Advanced Course of Study (see below). Credit may also be obtained through courses at an approved seminary.

- Once commissioned and elected to provisional membership, all requirements for full membership and ordination as an elder must be met, including serving three years as a provisional member. See ¶333 & ¶335, *2012 Discipline* and Virginia Conference policies.
- Application deadline for interviews with the Board of Ordained Ministry is September 1 for the following Annual Conference. An application packet is available from the conference website (<http://vaumc.org/BOMApplications>) beginning July 1. Interim deadlines to keep on track toward an interview are included in the packet.

Advanced Course of Study

The purpose of the Advanced Course of Study for Ordained Ministry is to provide a curriculum which will enable a local pastor to meet the educational requirements for provisional membership.

- The courses chosen will not duplicate those included in the basic five-year curriculum.
- Four to six semester hours of credit may be earned each summer in the Advanced Course of Study.
- Advanced Course of Study students may enroll in the Master of Divinity curriculum courses.
- Each student shall have courses approved and recorded by the General Board of Higher Education and Ministry, working through the Center for Clergy Excellence.
- Graduate studies not taken in a theological school, which parallel courses offered for advanced studies, may be approved by the General Board of Higher Education and Ministry to a maximum of nine semester hours. Such studies must have been taken within the last 10 years.
- One basic unit of Clinical Pastoral Education may be recognized as the equivalent of six semester hours in the Advanced Course of Study.
- Important to note: Virginia Conference students must meet the educational requirements set by the Board of Ordained Ministry for provisional membership (see [Appendix C](#)). These are identical to the “basic graduate theological studies” in the *Discipline* with the addition of a course in preaching and ½ unit of CPE.

Advanced Course of Study Courses are offered during the summer sessions with the regular Course of Study Schools. See the section in this handbook on Course of Study Schools for registration information.

Scholarships for the Advanced Course of Study are available as a “Service Loan” from Ministerial Education Funds of the Board of Ordained Ministry. A Service Loan application form can be downloaded from the conference website (<http://vaumc.org/SeminaryStudents>). Application deadlines are July 1 and October 1. Service loans are paid back in years of service

to the annual conference. Service loans are based on financial need and are paid back in years of service after ordination and election to full membership.

10. Fellowship of Associate Members And Local Pastors (§323, 2012 Discipline)

The *Discipline* says that each annual conference may organize a Fellowship of Associate Members and Local Pastors. All licensed local pastors and associate members may be members of and participate in the fellowship. The fellowship will provide mutual support for its members for the sake of the life and mission of the church. The Discipline outlines the functions of the fellowship to include providing for regular gathers of local pastors and associate members, encouraging local pastors to continue study beyond the Course of Study, developing a bond of unity and common commitment among the members, and enabling the creation of relationships that allow mutual support and trust.

The Virginia Conference Fellowship of Associate Members and Local Pastors has developed the following purpose:

The purpose of the Fellowship of Local Pastors is to provide support, love and encouragement to each other through the encouragement of self-care and spiritual growth, and to create a sense of unity and fellowship. The Fellowship will serve all local pastors and the Board of Ordained Ministry as an advisory/resource group on issues and needs of local pastors and associate members. It will serve as a voice for local pastors in the Virginia Conference, will sponsor retreat time, and encourage small group participation with elders and associate members on the district level.

The Board of Ordained Ministry provides financial support for the fellowship. A Steering Committee with elected officers provides leadership for the fellowship. Various events are held annually, including a meal together at annual conference.

11. Licensed Local Pastors and The Walk To Emmaus

Effective 4/25/2008 as in the Upper Room Guidelines

Clergy persons are critical elements in The Walk to Emmaus and in Chrysalis. The two programs depend on the partnership between laity and clergy. This partnership is a model that can be used in churches to enhance the ministry of the church. It is important to have a thorough understanding of the role of the clergy in Emmaus and Chrysalis. In addition, it is important to have clarity about what is expected of the clergy who serve Emmaus and Chrysalis. It is also important to have a good understanding of how men and women are recognized as clergy and those things that qualify them to be called clergy. Below you will find the qualifications for the various clergy positions in Emmaus and Chrysalis.

Community Spiritual Director

The ministry and mission of The Upper Room Walk to Emmaus and The Upper Room Chrysalis depend on the Community Spiritual Director for leadership and oversight of the spiritual life of the community. The Community Spiritual Director serves as the moral, ethical, and spiritual conscience of the Board, the community and the teams. The Community Spiritual Director assists the Board in the development and nurture of clergy leaders and also assists in selecting those to serve on Emmaus/Chrysalis teams. The Community Spiritual Director shall be recognized as a competent spiritual leader within his or her church or denomination and by other church leaders in the area. This person should also represent the best Emmaus/Chrysalis has to offer. Only persons who meet all the following criteria can serve as the Community Spiritual Director. Those who:

- are ordained as UMC elders or the equivalent in other denominations/churches who have completed a four year undergraduate degree and have received a Master of Divinity degree from a seminary accredited by the Association of Theological Schools (ATS, www.ats.edu);
- Or,
- are ordained as UMC elders or the equivalent in other denominations/churches who have completed an undergraduate degree and The United Methodist Church (UMC) Basic Course of Study Program, and the Advanced Course of Study Program, (or the equivalent in other churches or denominations).

In addition the following criteria must be met:

- able to maintain theological balance and be sensitive to the variety of perspectives in this ecumenical setting.
- have showed commitment to the Upper Room Walk to Emmaus and Chrysalis models as stated in the Letters of Agreement.
- have served as Weekend Spiritual Director.
- are actively engaged in full-time professional ministry (or retired while in good standing).
- are able to be a role model of a servant leader in a team environment.
- are able to guide and coordinate the full participation of other clergy.
- are authorized to consecrate the elements of Holy Communion in Emmaus and Chrysalis settings.

Weekend Spiritual Director

The Weekend Spiritual Director (WSD) is the primary clergy leader of the Emmaus or Chrysalis event. The Weekend Spiritual Director is selected by the Board of Directors with the recommendation of the Emmaus or Chrysalis Community Spiritual Director. The WSD is responsible to the board as the spiritual leader of the Walk, Flight or Journey. As with the Lay Director, the weekend Spiritual Director must have sufficient experience, training, and ability for the job.

Only persons who meet the following criteria can serve under this category. Those who:

- are ordained as UMC elders or the equivalent in other denominations/churches who have completed a four year undergraduate degree and have received an Master of Divinity degree from a seminary accredited by the Association of Theological Schools (ATS, www.ats.edu);
- Or,
- are ordained as UMC elders or the equivalent in other denominations/churches who have completed an undergraduate degree and The United Methodist Church (UMC) Basic Course of Study Program and the Advanced Course of Study Program (or the equivalent in other churches or denominations).

Or,

- are United Methodist Licensed Local Pastors; or, their equivalent in other churches or denominations, who are current in their Course of Study or seminary; or, who have completed their Course of Study Program or seminary, are serving a local church under the appointment of the Bishop, or other supervisory body or person, and who are not ordained. These persons need to secure written authorization from the Bishop, District Superintendent, or supervisory body to consecrate the elements of Holy Communion in Emmaus or Chrysalis settings. This letter of authorization must be on file with the local Community Spiritual Director, and the Emmaus/Chrysalis International Office prior to serving as the WSD. This letter must be renewed annually (or for each walk, journey or flight if the authorization is event specific).

Or,

- are Upper Room Certified Clergy (see Upper Room Certification Process attached).

12. Who's Who

District Superintendent: Your primary relationship is with your District Superintendent. The District Superintendent is your supervisor.

District Committee on Ordained Ministry: Your primary relationship related to your credentials for ministry. The chair of the DCOM is your primary contact.

Clergy Mentor: A person assigned by the District Committee on Ordained Ministry in cooperation with the District Superintendent. Clergy mentors may be full-time local pastors who have completed the five-year Course of Study or Master of Divinity, associate members, or elders in full connection. This person will facilitate group mentoring for the District.

Registrars for the Board of Ordained Ministry: The chair of the Fellowship for Associate Members and Local Pastors and the Director of the Center for Clergy Excellence, provide help to district committees and District Superintendents in working with local pastors, coordinate registrations for the Course of Study, Licensing School, and work with local pastors who are seeking ordination.

Chair, Board of Ordained Ministry: Rev. John R. Hall, Sr. (JohnHall@vaumc.org) is the chair of the Board of Ordained Ministry, 2016-2020.

Chair, Fellowship of Association Members and Local Pastors: Rev. Michael T. Davis (MikeDavis@vaumc.org) is the chair of the FAMLPL.

Pensions and Health Insurance: John Fuller (JohnFuller@vaumc.org) is the Executive Director of Virginia United Methodist Pensions and Benefits, Inc. Nancy Blair (NancyBlair@vaumc.org) is the contact for pension questions, and Judy Astrella (JudyAstrella@vaumc.org) is the contact for health insurance questions.

Center for Clergy Excellence: Mrs. Kristen Seibert serves as the Program & Administrative Coordinator; Rev. Lindsey Baynham serves as Associate Director, and Rev. Meredith McNabb as the Director, Center for Clergy Excellence. Contact them at 1-800-786-6040, ext. 126 or 1-804-521-1126. You may reach them by email at ClergyExcellence@vaumc.org, or use individual email address as found in the Clergy Directory.

UMCARES+: UMCARES+ is a secure, web-based record management software program designed by The United Methodist Church. UMCARES+ is a document sharing tool for active candidates, local pastors, and certified lay ministers as they relate to the DCOM. Required documents, written materials, and forms for each conference relationship are detailed on specific tracks within this system. Contact your DCOM Chair for fist-line assistance with this tool. Further technical assistance by the Center for Clergy Excellence may be available as necessary.

Virginia Conference Board of Ordained Ministry

Education and Continuing Formation for Clergy

“Throughout their careers, clergy shall engage in continuing education for ministry, professional development and spiritual formation and growth in order to lead the church in fulfilling the mission of making disciples for Jesus Christ.” (§350.1 of the *2016 Book of Discipline*)

Connectional Accountability

Clergy will make an annual report to the district superintendent on continuing education completed during the year. The district superintendent shall review the clergyperson’s continuing education in light of the annual evaluation by the Pastor/Staff Parish Relations Committee or supervisor if in an extension appointment. In their annual meeting, the district superintendent and clergyperson shall discuss improvements made toward effectiveness in ministry and future needs for continuing education. See §419.7 of the *2016 Book of Discipline*

The following persons are required to receive a minimum of 1 CEU per year and at least 8 CEU’s per quadrennium.

- Associate Members under appointment
- Diaconal Ministers under appointment
- Full Members (Deacons and Elders) under appointment
- Local pastors who have completed the Course of Study or an M.Div. degree
- Certified Lay Professionals.

Persons in the above relationships involved in ongoing education (including enrollment in college, seminary, Course of Study, D.Min. and Ph.D. programs), those who are appointed in retirement, provisional members, and clergy on Leave of Absence are not required to gather or report CEUs.

Standards for Continuing Education

The measuring unit shall be a Continuing Education Unit (CEU).

A Continuing Education Unit is defined by ten contact hours of instructional session, or its equivalent, under qualified leadership. It is assumed that programs sponsored by an agency of the general church, jurisdiction, conference, district, ecumenical, or community service institution or covenant study groups will have qualified leadership.

- If the event does not offer a CEU, equivalency can be made based on the number of contact hours under qualified leadership in units of 5 contact hours. For example, 5 contact hours equals 0.5 CEU, 10 contact hours equals 1.0 CEU, 15 contact hours equals 1.5 CEU’s, etc.
- For on line continuing education, the sponsoring agency shall offer an official CEU. No more than three (3) CEU’s a quadrennium may be completed on line.
- Twenty hours of reading and reflection in areas related to the *Characteristics of Effective Clergy in the Virginia Conference* is equivalent to 1.0 CEU. No more than 1.0 CEU defined as reading and reflection may be credited toward the eight for the quadrennium.

- For professional study-travel, only trips that provide the required contact hours (lectures, discussions under qualified leadership) are acceptable. Repeat trips to the same place will not qualify. An additional “Professional Study-Travel” form is required.
- For United Methodist Volunteers in Mission Trips, only one VIM trip per quadrennium is allowed. An additional “Professional Study-Travel” form is required.
- CPE beyond the minimum requirement for ordination may be used for continuing education.

Approved Program Areas for Continuing Education

Areas approved for continuing education shall be related to *Characteristics of Effective Clergy in the Virginia Conference* approved by the Virginia Conference Cabinet and Board of Ordained Ministry. Additionally, specific areas for continuing education will be identified as a result of the annual evaluation by the Pastor/Staff Parish Relations Committee and district superintendent as outlined in ¶419.7 of the *2016 Book of Discipline*.

Continuing Education Funding

The Clergy Effectiveness Committee of the Board of Ordained Ministry administers the following policies for continuing education funding. Applications are considered regularly throughout the year. More information is available from the Center for Clergy Excellence at www.vaumc.org/ClergyContinuingEducation.

1. Continuing Education funding is available to persons required to receive CEU’s. Refer to “Connectional Accountability” above for details on conference relationships which meet this requirement. Persons not required to receive CEU’s may request funding and awards will be determined on a per case basis.
2. Funds are available for events that meet the “Standards for Continuing Education” and “Approved Program Areas for Continuing Education” as listed above.
3. Funding will be awarded for the calendar year in which the event is held, as follows:
 - For qualified persons with a base salary of \$50,000 or less, funding of up to **\$400** during any one calendar year and depending upon availability of funds.
 - For qualified persons with a base salary above \$50,000, funding of up to **\$200** during any one calendar year and depending upon availability of funds.
 - Base Salary includes Accountable Reimbursement but does not include housing or utility allowances.
 - Funding requested for an event which may run into another calendar year will be awarded for either the year applied or for the year in which it is completed, but not both years.
4. Persons receiving continuing education funds must send a verification of the Continuing Education Unit awarded to the Center for Clergy Excellence. A copy of the CEU report or a letter from the sponsoring agency is acceptable. If no CEU is received, due to a cancellation of the event or lack of participation, the recipient must return the grant in full.

The Clergy Development Program, also administered by the Clergy Effectiveness Committee, offers larger grants for more in-depth professional development and education opportunities. These applications are reviewed and awarded quarterly. More information is available from the Center for Clergy Excellence at www.vaumc.org/ClergyContinuingEducation.

Course of Study
Basic Five-Year Curriculum
(Provisional Approval August 8, 2013)

FOCUS	Year One- Foundation	Year Two	Year Three	Year Four	Year Five- Integrative
Bible	121 Bible I: Introduction	221 Bible II: Torah & Israel's History	321 Bible III: Gospels	421 Bible IV: Prophets, Psalms & Wisdom Lit	521 Bible V: Acts, Epistles & Revelation
Theology	122 Theological Heritage I: Introduction	222 Theological Heritage II: Early Church	322 Theological Heritage III: Medieval- Reformation	422 Theological Heritage IV: Wesleyan Movement	522 Theology in the Contemporary Church
Congregational Life	123 Formation & Discipleship	223 Worship & Sacraments	323 Congregational Care	423 Mission	523 Evangelism
Pastoral Identity	124 Transformative Leadership	224 Administration & Polity	324 Preaching	424 Ethics	524 Theological Reflection: Practice of Ministry

Board of Ordained Ministry
Virginia Conference of The United Methodist Church
Educational Requirements for Provisional Membership

One course in each area listed below must be included in graduate theological education in preparation for provisional membership in the VAUMC, and the Basic Graduate Theological Studies, noted with an asterisk *, must equal at least 27 semester credits total. Please note: the Virginia Conference requires completion of all educational requirements prior to commissioning and provisional membership. In addition, completion of an undergraduate bachelor's degree is required.

- *Old Testament
- *New Testament
- *Theology
- *Church history
- *Mission of the church in the world
- *Worship/liturgy
- *Evangelism
- *A minimum of two semester or three quarter hours in each of the fields of United Methodist history, doctrine, and polity.
- A course in preaching is required by the Virginia Conference. This requirement is currently effective only for provisional elder candidates, but will be required for provisional deacon candidates for the 2020 interviews.

In addition to the above requirements, the Virginia Conference Board of Ordained Ministry requires that all candidates for ordination complete **at least ½ unit of Clinical Pastoral Education (CPE) by the application deadline for ordination as a deacon or elder and/or full membership in the conference.** The Board strongly encourages completion of CPE prior to provisional membership. CPE must be taken at a CPE site that is accredited by the Association for Clinical Pastoral Education (ACPE). Online CPE programs are not accepted.

The Virginia Conference Board of Ordained Ministry strongly encourages completion of United Methodist doctrine prior to applying for provisional membership. The Board recommends courses in Christian education and systematic theology for all candidates.

The Virginia Conference Board of Ordained Ministry allows **up to 1/2 of all course work** to be completed through distance education, with no more than 1/3 of the course work to be completed by fully asynchronous methods. The United Methodist Church allows online courses to be taken only at one of the 13 official United Methodist seminaries or Asbury Theological Seminary. Distance education includes all correspondence, online and hybrid courses in which the students and faculty are not in the same physical location. “Fully Asynchronous” courses are those in which students and faculty are neither in the same physical location nor online at the same time.

Although each seminary has the responsibility to designate which basic courses meet the core requirements and advise students of these courses, the conference Board of Ordained Ministry will have the final authority to approve academic studies. Questions should be addressed to the Registrar, Meredith McNabb at MeredithMcNabb@vaumc.org.