

**Personal Qualifications for the Order of Ministry  
(including the 16 Ministerial Areas of Practice)**

(from Theological Foundations and Policies and Criteria for the Ordering of Ministry of  
the Christian Church (Disciples of Christ))

The church expects to find within the women and men it receives into the order of  
ministry:

1. Faith in Jesus Christ, commitment to a life of Christian discipleship and nurturing spiritual practices;
2. A sense of call to the ministry affirmed by the church;
3. An understanding of pastoral identity;
4. Capacity to engage in theological reflection;
5. Strong moral character and personal integrity;
6. Commitment to spiritual, physical and emotional wellness sufficient for healthy ministry;
7. Care and compassion for all people with appropriate relational skills;
8. Responsible personal financial management;
9. Wise and generous stewardship in the use of God's gifts;
10. Skills and abilities necessary for the rigorous, pastoral tasks of ministry (as demonstrated in meeting the **16 Ministerial Areas of Practice**)
  - a. **Biblical Knowledge:** Be rooted and grounded in scripture and able to interpret and apply the scriptures in ways that are appropriate to original and contemporary contexts.
  - b. **Church Administration and Planning:** Be able to practice the principles of good administration, planning and implementing short and long-range goals to enhance Congregational life in collaboration with teams and committees.
  - c. **Communication:** Be an effective communicator and be able to facilitate effective communication within and on behalf of the church.
  - d. **Cross Cultural and Anti-Racism Experience:** Be sensitive to the different manifestations of racism and prejudice in the culture and be committed to confronting and overcoming them.
  - e. **Ecumenism:** Exhibit a commitment to working with other Christians and denominations and with other faiths in programs of common witness and service, and to articulating the vision of the ecumenical and global church as a starting place for mission.

- 37 f. Education and Leader Development: Know the foundations of Christian  
38 education and the principles of leader development. Show competency in  
39 teaching children, youth, and adults, including lay leaders and staff.
- 40 g. Ethics: Be able to help parishioners think critically about the relationship  
41 of their faith to issues of justice, ethics and morality
- 42 h. Evangelism: Be able to motivate Congregational members to share their  
43 faith through word and action.
- 44 i. Mission of the Church in the World: Be able to understand and articulate  
45 the centrality of the call to mission given by Jesus Christ and the prophets.  
46 Be able to empower congregations to engage in mission from our  
47 doorsteps to the ends of the earth.
- 48 j. Pastoral Care: Be able to engage other persons with empathy and assess  
49 situations and relationships with the compassion of Christ, with sensitivity  
50 to culture and context. Be able to convey the healing power of God to those  
51 who suffer.
- 52 k. Proclamation of the Word: Know the practice and theory of Christian  
53 preaching. Be able to proclaim the Word of God, share the Good News of  
54 Jesus Christ, and help Congregational members apply their faith to daily  
55 life.
- 56 l. Spiritual Development: Establish and maintain spiritual disciplines that  
57 lead to personal growth and help others develop a rich spiritual life.
- 58 m. Stewardship: Be able to develop and encourage healthy stewards who  
59 recognize and share generously God's abundant gifts for all creation.
- 60 n. Theology: Be able to articulate a coherent view of God's nature and activity  
61 in relation to the Christian tradition, to critically engage human situations  
62 from a perspective of faith, and to help persons recognize theological  
63 issues in their daily lives.
- 64 o. Understanding of Heritage: Have knowledge of and appreciation for the  
65 history and thought of Christianity and of the history, structure, practices,  
66 and ethos of the Christian Church (Disciples of Christ).
- 67 p. Worship: Know the purpose and elements of Christian worship. Have the  
68 ability to plan and lead meaningful worship by working with the worship  
69 team, musicians, and Congregational members.