

# Pacific Southwest Mennonite Conference

## Ministerial Policies

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1 In keeping with various previous policy statements<sup>1</sup>, it is the policy of the Pacific Southwest  
2 Mennonite Conference (PSMC) that:  
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4 **1. Affirmation of Denominational Polity** PSMC affirms the document, *A Shared*  
5 *Understanding of Church Leadership: Polity Manual for Mennonite Church Canada and Mennonite*  
6 *Church USA (Working Document) (MennoMedia: 2014)* as the foundational document for  
7 understanding ministerial credentialing in the PSMC.  
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9 **2. Affirmation of Sexual Misconduct Policy** PSMC reaffirms the document  
10 *“Ministerial Sexual Misconduct Policy and Procedures”*<sup>2</sup> as the foundational document for  
11 ministerial sexual ethics. A minister shall not enter into sexualized behavior with a person  
12 with whom the minister has a professional relationship. A minister is always responsible to  
13 prevent such behavior. The Conference takes disciplinary action against ministers who  
14 engage in such misconduct. The Conference Minister is authorized to bring allegations of  
15 sexual and other kinds of misconduct<sup>3</sup> he/she believes to have taken place to the attention  
16 of the Pastoral Leadership Committee for investigation and action.  
17

18 **3. Definition of All Other Policies in this Document** All other policies  
19 contained in this document represent amendment or elaboration of either or both of these  
20 documents.  
21

22 **4. Defining the Credentialing Process** Through careful and prayerful  
23 discernment, the church confirms God’s call to people to leadership ministry. Ministerial  
24 credentialing in the PSMC is granted only through a collaborative process that involves the  
25 candidate, a PSMC congregation, the Conference Minister, and the Pastoral Leadership  
26 Committee. Credentialing to ministry is not a “right.” Ministerial credentialing is a privilege  
27 and a responsibility. All persons under consideration for ministerial credentials and holding  
28 credentials in the PSMC need to demonstrate exemplary Christian character and a  
29 commitment to a relationship of mutual accountability within the framework of the PSMC,  
30 and a growing professional competence. The PSMC defines this character, commitment, and  
31 competence as:

- 32 a. Taking personal responsibility for knowing the ministerial credentialing policies of  
33 the PSMC, and staying abreast of changes in these policies<sup>4</sup>.
- 34 b. A stated affirmation of Anabaptist values as articulated in *What is an Anabaptist*  
35 *Christian?* (Palmer Becker, *Missio Dei* #18, Mennonite Mission Network) and the  
36 *“Confession of Faith in a Mennonite Perspective”* (Herald Press: 1995).

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<sup>1</sup> This document replaces PSMC Policies #1994-09, 1996-15, 2000-22, 2005-30, 2006-03-22 and all Pastoral leadership Committee polices with respect to operations and District Elders. It also amends the Ministerial Sexual Misconduct Policy and Procedure Document (version 9.12.00)

<sup>2</sup> Version 9.12.00, which was adopted by the PSMC delegates in 2003.

<sup>3</sup> See *A Shared Understanding of Church Leadership* (Menno Media: 2014), pp. 68-69, for a representative list of pastoral misconduct

<sup>4</sup> See Section 5, *Types of Credentials and How They Are Received*, contained below in this policy document.

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- c. A demonstrated commitment to live out the values articulated in the document, “*Agreeing and Disagreeing in Love*” updated by Mennonite Church USA Delegate Assembly at Phoenix, Ariz. July, 2013).
- d. Active participation in the life and welfare of the PSMC, including regular attendance at PSMC delegate assemblies, pastor peer groups and other PSMC activities.
- e. An active stance of learning, measured by willing completion of all steps toward licensing and ordination, and maintaining the ministerial credential by completing required Continuing Education Units including mandatory ethics training as prescribed by PSMC policy.
- f. Submitting an Annual Personal Growth and Self-Care Plan to the Conference Minister.
- g. Participating in a credential review every five years.

### 5. Types of Credentials and How They Are Received

**Licensing toward Ordination (LTO).** This ministerial license is issued for a two-year period for the purpose of testing the inner and outer call to ministry. Further discerning of ministerial gifts, abilities, and aptitude may or may not lead to ordination. The license may be extended for another period of time if more discernment time is needed. The license credential ends when the person is ordained or is no longer serving in the present ministry assignment. A license for ministry is not transferable to another area conference or denomination. A person may be affirmed for a License toward Ordination by the PSMC Pastoral Leadership Committee upon completion of the following:

- a. A letter of request for licensing, addressed to the Conference Minister, from the governing board of a PSMC member congregation that has agreed to sponsor the candidate for ministerial credentialing. This letter shall include a description of the candidate’s responsibilities in his/her ministry position.
- b. The completion of the Ministerial Leadership Information (MLI) form by the candidate.
- c. Interview of the candidate. This interview is conducted by two or more members of the PSMC Pastoral Leadership Committee and the Conference Minister.
- d. Following the interview, the Pastoral Leadership Committee shall determine whether to proceed with licensing the candidate.
- e. The chair of the Pastoral Leadership Committee shall inform the candidate and the congregation of the decision made by the Committee. Should the Pastoral Leadership Committee not approve the request for license, the candidate and congregation shall be provided, in writing, the reasons approval was withheld, and the steps, if any, that may be taken to allow for a reconsideration of the request for licensing.
- f. A licensing service, officiated by either the Conference Minister or their designee shall take place in the congregation following approval by the Pastoral Leadership Committee.

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81 *Formation Process:* Candidates for ordination will participate in a formation process  
82 described below in the Ordination section of this document.  
83

84 *Mentor:* An experienced pastor or other ordained person in PSMC will be assigned to  
85 serve as a mentor to the candidate for the length of the licensing period. Mentors will  
86 assist with the formation process described below in *Ordination* in consultation with the  
87 Pastoral Leadership Committee and the Conference Minister. Mentors will be given  
88 guidelines for their meetings with mentees. (See Attachment #1.) Mentors will provide  
89 semi-annual reports on the mentoring process to a member of the Pastoral Leadership  
90 Committee or the Conference Minister.  
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92 **Ordination (Active with Charge – OAC).**<sup>5</sup> Ordination is an act of the church that  
93 confirms those whom God and the congregation have called to particular roles of  
94 leadership ministry. Ordination is designated for persons in pastoral ministries in the  
95 congregation, as well as other leadership ministries in specialized settings. Ordination is  
96 “a one-time event, kept active by continuing service in and for the church.”<sup>6</sup> Ordination  
97 is a joint act of the congregation, the area conference, and the denomination, which call  
98 and appoint a member to ongoing leadership ministry in the life and mission of the  
99 church. Ordination follows a period of licensing, and needs to be completed before the  
100 license expires.<sup>7</sup> Ordination is the appropriate credential for pastors in leadership roles  
101 (lead, associate, assistant, youth, and co-pastor), area-conference leadership staff and  
102 persons engaged in ministries connected to other organizations (chaplains, teachers,  
103 counselors, mission workers). This credential is granted by PSMC only for those who  
104 have a place of service. A person ordained for a ministry outside of the congregation is  
105 considered a *Ministry Associate* of the congregation requesting their ordination. This  
106 recognizes their ministry as an extension of the congregation and their ongoing  
107 relationship with the congregation. The credential is recognized by Mennonite Church  
108 USA and Mennonite Church Canada congregations and by area-conference and church  
109 wide organizations. The credentialed person is accountable to PSMC for their ministry  
110 credential. A person may be approved for ordination by the Pastoral Leadership  
111 Committee no sooner than twelve months following the conferring of a Ministerial  
112 License by the PSMC, and upon completion of the following:

- 113 a. Prior to Licensing and during the period the candidate for ordination is seeking  
114 ordination, the candidate for ordination shall be engaged in a ministry recognized  
115 by the sponsoring congregation, the Conference Minister and the Pastoral  
116 Leadership Committee.
- 117 b. The candidate for ordination will complete academic requirements for ordination  
118 as outlined elsewhere in this policy<sup>8</sup>.

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<sup>5</sup> See pages 18-22 in *A Shared Understanding of Church Leadership* for a discussion of ordination.

<sup>6</sup> *Confession of Faith in a Mennonite Perspective* (Herald Press, 1995) p. 61.

<sup>7</sup> See Section 6b below for discussion of license extension possibility.

<sup>8</sup> See Section #7, *Educational Standards and Academic Expectations for Ordination*, contained below in this policy document

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- c. The candidate for ordination will complete the Ordination Statement. This document is to be presented in a neatly typed format, 5-7 pages in length. The candidate for ordination may write this document in the language of their choice, but they must present the Pastoral Leadership Committee with an accurate English translation. Options other than writing may be considered by the Pastoral Leadership Committee if necessary and approved on a case-by-case basis. The Ordination Statement responds to the following questions:
    - i. Describe your experience in ministry since you have been licensed. What have you learned about yourself through your ministry? How do you feel about your gifts and your call to ministry at this point? What would others say about your gifts and your call to ministry?
    - ii. What do you plan to do over the next five years to nurture your walk with God?
    - iii. What are the central themes of the Anabaptist movement and why are those themes important for today? How are those themes expressed in your ministry? Have your theological understandings changed in any way through your experience of ministry?
    - iv. Reflect on Mennonite Church USA and Pacific Southwest Mennonite Conference:
      - Describe the ethos of Mennonite Church USA and PSMC
      - Give your perceptions about strengths and weaknesses of the structure and relationships in MC USA and PSMC
      - Reflect on your compatibility with MC USA and PSMC
    - v. What does ordination mean to you?
  - d. The candidate for ordination will participate in a formation process as determined by the Pastoral Leadership Committee and the Conference Minister. The six core competencies<sup>9</sup> (biblical story, Anabaptist theology, Christian spirituality, self-awareness, contextual awareness, and leadership) will be considered in assigning reading, academic courses, or other requirements to be completed during the licensing period, prior to ordination. The mentor assigned to the candidate will assist with this formation process.
  - e. Upon completion of these steps, the governing board of the congregation shall reaffirm their desire for ministerial credentialing of the candidate by sending the Conference Minister a letter reaffirming their commitment to, and requesting, the candidate's ordination.
  - f. Second interview of the candidate. An interview committee, led by the Conference Minister, and including at least two members of the Pastoral

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<sup>9</sup> See page 37 in *A Shared Understanding of Church Leadership*.

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Leadership Committee, two members of the candidate's congregation and the candidate's mentor shall interview the candidate. Others may be invited to attend this interview by the Conference Minister.

- g. The Pastoral Leadership Committee may approve ordination or decline ordination. Should the Pastoral Leadership Committee not approve the request for ordination, the candidate and congregation shall be provided, in writing, the reasons ordination was withheld, and the steps, if any, that may be taken to allow for a reconsideration of the request for ordination.
- h. An ordination service, officiated at by the Conference Minister shall take place, and a Certificate of Ordination shall be presented at that time. Ordination becomes effective at the ordination service and upon receipt of the Certificate of Ordination.
- i. At the next delegate assembly of the PSMC, the chairperson of the Pastoral Leadership Committee shall lead in a service of consecration for those who have been ordained since the last delegate assembly.

**Licensing for Specific Ministry (LSM)** – This credential is time specific, location specific, or ministry role specific. It is usually not intended to move toward ordination. The person is called from within a PSMC congregation to serve in a specific leadership assignment and may receive this credential. The credential is granted by the Pastoral Leadership Committee and continues as long as the person is engaged in a leadership-ministry assignment within the congregation, or another specialized leadership ministry. This credential is not transferrable to another area conference. A person licensed for a specific ministry outside of the congregation is considered a *Ministry Associate* of the congregation requesting their licensing. This recognizes their ministry as an extension of the congregation and their ongoing relationship with the congregation. A person may be affirmed for a Licensing for a Specific Ministry by the PSMC Pastoral Leadership Committee upon completion of the following:

- a. A letter of request for licensing, addressed to the Conference Minister, from the governing board of a PSMC member congregation that has agreed to sponsor the candidate for ministerial credentialing. This letter shall include a description of the candidate's responsibilities in his/her ministry position.
- b. The completion of the Ministerial Leadership Information (MLI) form by the candidate.
- c. Interview of the candidate. This interview is conducted by two or more members of the PSMC Pastoral Leadership Committee and the Conference Minister.
- d. Following the interview, the Pastoral Leadership Committee shall determine whether to proceed with licensing the candidate.
- e. The chair of the Pastoral Leadership Committee shall inform the candidate and the congregation of the decision made by the Committee. Should the Pastoral Leadership Committee not approve the request for license, the candidate and congregation shall be provided, in writing the reasons approval was withheld, and the steps, if any, that may be taken to allow for a reconsideration of the request for licensing.

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- 205 f. A licensing service, officiated by either the Conference Minister or their designee  
206 shall take place in the congregation following approval by the Pastoral Leadership  
207 Committee.  
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209 *Mentor:* An experienced pastor or other ordained person in PSMC may be assigned to  
210 serve as a mentor to the candidate for a period of two years. Mentors will assist with  
211 the formation process (described above in *Ordination*) in consultation with the Pastoral  
212 Leadership Committee and the Conference Minister. Mentors will be given guidelines for  
213 their meetings with mentees. (See Attachment #1.) Mentors will provide semi-annual  
214 reports on the mentoring process to a member of the Pastoral Leadership Committee  
215 or the Conference Minister.  
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217 **Commissioning** – Commissioning is a blessing given by a congregation for persons  
218 performing specialized tasks in the congregation, for missionaries, or for Christian  
219 service workers. It is congregation-based, does not require area-conference action, and  
220 is not recognized as a credential by the area conference or Mennonite Church USA.  
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### 223 **6. Transfer of Ministerial Credentials and Other Miscellaneous**

224 **Provisions for Managing Ministerial Credentials** When an ordained person  
225 moves to another area conference, the receiving area conference requests the transfer of  
226 the credential. The area conference in which the pastor has served is responsible to review  
227 the pastor's experience and determine whether the pastor's credential is in good standing  
228 for transfer. Within the MennoData system, the only credential that can be transferred is an  
229 ordination credential with an *active, inactive, or retired* status.

- 230 a. Transfers to and from other denominations – Persons seeking to transfer their  
231 ordination to another denomination are advised to consult the appropriate  
232 authorities of the receiving denomination. Requests for letters of endorsement  
233 and/or file material should be made in a timely manner. Last minute requests may  
234 not be able to be accommodated. Ministers ordained in other Christian  
235 denominations are required to complete the same process as anyone who seeks  
236 credentials for Mennonite ministry.<sup>10</sup>  
237 b. Extension of licenses toward ordination – The standard license toward  
238 ordination in the PSMC is valid for up to twenty-four months. The Pastoral  
239 Leadership Committee or the Conference Minister will notify candidates for  
240 ordination six months prior to the expiration of the license. Sometimes  
241 circumstances prevent a candidate for ordination from completing the  
242 requirements for ordination within the standard twenty four month period. In  
243 such cases, the Conference Minister, in consultation with the Chairperson of the  
244 Pastoral Leadership Committee, has the option of authorizing an extension of the  
245 license for a period of time, normally six to eighteen months. A request for

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<sup>10</sup> See page 45 in *A Shared Understanding of Church Leadership*.

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246 extension of a license toward ordination must be submitted to the Conference  
247 Minister, and must be for at least six months and not to exceed eighteen months.  
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### 7. Educational Standards and Academic Expectations for Ordination

#### a. Background Statements

- 251 i. The completion of certain academic requirements is understood to be  
252 a part of the process of formation for Ordination to the Ministry  
253 within Mennonite Church USA through the credential granting  
254 authority vested in the Pacific Southwest Mennonite Conference.  
255 Completion of academic standards, while required for consideration,  
256 should not be understood as guaranteeing Ordination in and of itself.  
257 ii. Completion of the academic assignment demonstrates certain  
258 competencies and personal disciplines which are important to  
259 ordained ministry. Therefore, all academic work required by the  
260 Pacific Southwest Mennonite Conference must be for academic credit.  
261 No audited work will be considered as adequate for meeting the  
262 academic standards for ordination.  
263 iii. Persons who are ordained or are seeking Ordination to Ministry  
264 within the Pacific Southwest Mennonite Conference are required to  
265 further their training in ministry by availing themselves to continuing  
266 education opportunities. Continuing education requirements and  
267 opportunities are described below in section 8.  
268 iv. The Pastoral Leadership Committee will appoint a subcommittee, the  
269 Pastoral Leadership Initiative (PLI). PLI members include the chair of  
270 the PLC, the Conference Minister, a representative from the  
271 Anabaptist center and two to four other members of PSMC. This  
272 committee is responsible for planning PSMC-sponsored educational  
273 events.

#### b. Approved Pastoral Training Venues

- 276 i. The Master of Arts and the Master of Divinity degrees from a  
277 Mennonite seminary holding active accreditation in the Association of  
278 Theological Schools (ATS) (i.e., Anabaptist Mennonite Biblical  
279 Seminary, Eastern Mennonite Seminary, or Fresno Pacific Biblical  
280 Seminary) are normative educational preparation for ordination within  
281 the Pacific Southwest Mennonite Conference.  
282 ii. The Associate of Arts and Sciences degree in Pastoral Ministries or  
283 Youth Ministries from Hesston College also qualifies as normative  
284 educational preparation for ordination within Pacific Southwest  
285 Mennonite Conference.  
286 iii. A Bachelor's degree in Bible and Religion, Christian Ministry or Youth  
287 Ministry from a Mennonite college or university (Bethel, Bluffton,  
288 Goshen, Eastern Mennonite, Fresno Pacific, Tabor) also qualifies as

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- 289 normative education preparation for ordination within Pacific  
290 Southwest Mennonite Conference.
- 291 c. Minimum Academic Standards for Ordination and Additional Avenues to Achieve  
292 Standards
- 293 i. All other candidates for ordination within the Pacific Southwest  
294 Mennonite Conference shall, as a part of the larger process of pastoral  
295 formation, licensing for ordination, and in order to complete the  
296 process for ordination, show evidence of successfully completing, for  
297 academic credit, the following minimum academic achievements:
- 298 1. A college-level course(s) which provides training Anabaptist-  
299 Mennonite theology, history, confessional tradition, and polity.
  - 300 2. A college-level course(s) which provides training in interpreting  
301 the Bible (Hermeneutics) from an Anabaptist-Mennonite  
302 perspective.
  - 303 3. A college-level course(s) which provides training in addressing  
304 social-ethical issues in mission and peacemaking from an  
305 Anabaptist-Mennonite perspective.
  - 306 4. A college-level course(s) which provides training in  
307 understanding and articulating a theology and practice of the  
308 church (Ecclesiology) from an Anabaptist Mennonite  
309 perspective.
- 310 ii. Candidates for ordination may choose various options for fulfilling  
311 the minimum academic standards. Options approved by the  
312 Pastoral Leadership Committee include:
- 313 1. Completion of a Master's degree at an ATS accredited other-  
314 than-Mennonite seminary provided the course work includes at  
315 least one course in Anabaptist History/Theology.
  - 316 2. Completion of a Certificate in Theological Studies at Anabaptist  
317 seminary provided the course work includes at least one course  
318 in Anabaptist History/Theology, one course in Biblical Studies,  
319 one course in Mission, and one course in Church Ministry.
  - 320 3. Completion of a Bachelors degree from an accredited Bible  
321 Institute, college, or university accredited by an accrediting  
322 organization recognized by the Council for Higher Education  
323 Accreditation (i.e. Higher Learning Commission, WASC Senior  
324 College and University Commission etc.) provided the course  
325 work includes at least one course in Anabaptist  
326 History/Theology, one course in Biblical Studies, one course in  
327 Mission, and one course in Church Ministry.
  - 328 4. Completion of the Pastoral Studies Distance Education program  
329 – a five unit course of study administered by Associated  
330 Mennonite Biblical Seminary. Individual units in this program may  
331 meet requirements of specific classes as needed.

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5. Completion of a Spanish Language theological/biblical training program offered by Mennonite Church USA and approved by the Conference Minister and the Pastoral Leadership Committee.
  6. An independent course of study for academic credit, through an accredited college, university, or seminary, which has been formed by the candidate for Ordination in consultation with the Conference Minister, meets the minimum academic standards articulated in this policy, and is approved in advance by the Pastoral Leadership Committee of the Pacific Southwest Mennonite Conference.
  7. Other options for completing the academic requirements may be determined on a case-by-case basis by the Conference Minister and the Pastoral Leadership Committee.
- iii. Scholarships may be available to assist candidates with academic requirements for ordination. Applications can be obtained from the Conference Administrator. The Pastoral Leadership Committee will review and act on scholarship requests submitted to the Conference Administrator.

### 8. Expectations of Licensed and Ordained Persons

- a. **Active participation in the life of PSMC**, including regular attendance at PSMC delegate assemblies, pastor peer groups and other PSMC activities.
- b. **Exhibiting exemplary Christian character and a commitment to mutual accountability** within the framework of PSMC.
- c. **Personal Growth and Self-Care Plan** All Licensed and Ordained persons will submit a Personal Growth and Self-Care Plan to the Conference Minister. Guidelines for the plan will be provided annually.
- d. **Continuing Education Requirements**
  - i. All Licensed and Ordained persons in Pacific Southwest Mennonite Conference are required to meet the minimum standard of 1.5 CEUs (Continuing Education Units) per year to maintain standing in PSMC, effective January 1, 2017. 1.5 CEUs equals 15 hours of instructional time.
  - ii. CEUs can be earned by attending PSMC and/or Mennonite Church USA sponsored educational events, or by participating in Anabaptist Short Courses and webinars offered by Anabaptist Mennonite Biblical Seminary. Other religious/spiritual educational opportunities not sponsored by PSMC, MC USA or AMBS may also be possible venues for earning CEUs upon approval by the Conference Minister and a member of the Pastoral Leadership Committee. Upcoming CEU opportunities will be announced in PSMC email communications and on the PSMC website.

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- iii. All credentialed persons are required to complete eight (8) hours of ethics training every five years as part of their continuing education. Options for this training will be announced annually.
  - iv. To apply for CEU credit for events not sponsored by PSMC, the online PSMC CEU form may be downloaded, completed, and submitted with proof of completion of instructional hours to the Conference Administrator.
  - v. Financial aid may be available to assist with continuing education. Inquiries about financial aid should be directed to the Conference Administrator.
  - vi. The above continuing education requirements may be waived for the period of time during which an individual is engaged in post-credentialing education, such as a Ph.D or D.Min. degree program.
  - vii. Ordained ministerial leaders serving in roles other than those in congregational settings may fulfill the expectations of these guidelines (with the exception of the mandatory ethics training) through the continuing education requirements of their employment. Records of CEUs earned in this way should be submitted to the Conference Administrator.
  - viii. Review of CEUs earned will be part of the five-year credential review.
- e. **Credential Review** All Ordained and Licensed for Specific Ministry persons will participate in a formal credential review every five years. This review will look at the ministry assignment, involvement in PSMC, Christian character and commitment, reaffirmation of Anabaptist values and completion of continuing education requirements including mandatory ethics training. Guidelines for the credential review will be provided to pastors at least six-months before the review is due. (See Attachment #2)
  - f. **Credential Renewal** Credentials of Ordained and Licensed for Specific Ministry persons will be renewed upon completion of the Credential Review process. Credentials of persons who do not submit required materials for the Credential Review will not be renewed and will be classified as “Withdrawn.”

### 9. The Pastoral Leadership Committee shall follow the below procedures in reviewing all requests for ministerial credentials:

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- a. Consideration for licensing, or recommendations for ordination shall be done, whenever possible, at a face-to-face meeting of the Pastoral Leadership Committee. In the event a face-to-face meeting is not feasible, the Pastoral Leadership Committee shall meet by teleconference for consideration of ministerial credentials and any other business.
  - b. Copies of appropriate documents related to ministerial credentials shall be maintained in the PSMC Office.

### 10. Suspension and Termination of Credentials

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- a. Termination of Credentials for matters of sexual misconduct is addressed in the Sexual Misconduct Policy.
  - b. Other types of misconduct may lead to suspension or termination of credentials based upon a review by the Pastoral Leadership Committee.

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## Attachment I

### Pastoral Mentoring Process for LTO and LSM persons

1. The Pastoral Leadership Committee will assign to all LTO and LSM candidates a pastoral mentor who has been part of PSMC for a significant period of time and who is well-integrated into the Mennonite church. Mentors and mentees can meet in person or by a video chat service. Monthly meetings are encouraged.
2. Meetings of mentors and mentees will include:
  - Getting acquainted
    - mentee's faith journey
    - mentee's call to ministry
  - Review and discussion of MLI
  - Review of mentee's job description
  - Conversations about issues arising out of ministry
  - Encouraging reading and conversation related to the six core competencies identified in *A Shared Understanding of Church Leadership*: biblical story, Anabaptist theology, Christian spirituality, self-awareness, contextual awareness, leadership
  - Guiding mentee in completing any academic or other requirements established by the Pastoral Leadership Committee
    - Persons new to the Mennonite church will read and discuss *What is an Anabaptist Christian?* by Palmer Becker (*Missio Dei* #18, Mennonite Mission Network)
    - Personal Growth and Self-Care plan for conference
  - Help with entering into the culture of the Mennonite church
  - Encouragement to connect with conference and the wider church
  - Prayer for and with mentee
3. Mentors will provide semi-annual reports to a member of the Pastoral Leadership Committee or the Conference Minister.

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425 Attachment 2

426

427

**Pacific Southwest Mennonite Conference  
Five-year Credential Review**

428

429

430

**Name** \_\_\_\_\_ **Date** \_\_\_\_\_

431

432

**Address** \_\_\_\_\_

433

434

**Email** \_\_\_\_\_ **Phone** \_\_\_\_\_

435

436

**Congregation** \_\_\_\_\_

437

438

**Current Ministry Position** \_\_\_\_\_

439

440

**1. Ministry Assignment**

441

a. Tell us about your ministry and identify aspects of your work that are especially fulfilling and areas of challenge or struggle.

442

443

444

b. Provide two letters of reference from members of your congregation reflecting on your ministry of the past five years.\*

445

446

447

**2. Involvement in PSMC**

448

List areas of involvement in the life and work of PSMC in the past five years (i.e. Assemblies, pastor peer groups and other events, committees/board, ministries)

449

450

451

**3. Christian character and commitment**

452

Reflect on your Christian life and commitment. Has it changed over the past five years?  
Are you aware of growth areas?

453

454

455

**4. Reaffirmation of Anabaptist Values**

456

Review *What is an Anabaptist Christian?* (Palmer Becker, *Missio Dei* #18, Mennonite Mission Network) and reflect on the following Anabaptist core values. What do they mean to you at this point in your life and ministry?

457

458

a. Jesus is the center of our faith

459

460

b. Community is the center of our life

461

c. Reconciliation is the center of our work.

462

463

**5. Continuing Education/Lifelong Learning**

464

What have been some of your most significant learning experiences of the past five years?

465

466

467

The following documents will be included in your review packet. If you would like to review them ahead of the interview, please request them from the PSMC Office:

468

# Pacific Southwest Mennonite Conference

## Ministerial Policies

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- 
- 469 a. A record of your attendance at PSMC Assemblies for the past five years  
470 b. A record of your continuing education units (CEUs)  
471 c. A record of Personal Growth and Self-Care Plans that you have submitted in the past  
472 five years  
473
- 474 Please submit this form and required documents to the Conference Minister by \_\_\_\_\_.  
475 The Conference Minister will schedule a time to review these materials with you.  
476
- 477 \*If you have had a congregational-pastoral review in the past three years, you may submit  
478 documents from that review in lieu of letters of reference.