

Appendix 3: Assembly Requirements for Ordained Ministry Formation.

Uniting Church in Australia

FORMATION AND EDUCATION FOR A MINISTER

2.4.1 A candidate for Minister:

(a) shall undertake formation and education requirements in accordance with the standards set by the Ministerial Education Commission, and as prescribed by the faculty or theological college council to which the candidates is referred by the Ministerial Education Board;

(b) may request a leave of absence or deferral of studies from the Ministerial Education Board (See Reg 3.7.4.3(c)(ii)).

PASTORAL CARE OF CANDIDATES AND CERTIFICATED CANDIDATES

2.4.2 (a) The Presbytery which commended the applicant who has been accepted as a candidate shall arrange for the pastoral care and oversight of the candidate in consultation with the faculty or theological college council.

(b) A candidate who has satisfactorily completed the prescribed course shall remain under the pastoral care and oversight of the Presbytery until the candidate is ordained or otherwise admitted to a specified form of service of the Church or resigns or has the candidature terminated as provided for under these Regulations or is transferred to the pastoral care and oversight of another Presbytery.

(c) When a Presbytery transfers a candidate or certificated candidate to the pastoral care and oversight of another Presbytery, it shall provide the latter Presbytery with a report on progress towards readiness for the ministry intended.

COMPETENCY DEVELOPMENT FOR MINISTRY OF PASTOR

2.4.3 Core competencies means those competencies determined by the Ministerial Education Commission as essential for all persons that exercise the Ministry of Pastor.

Appendix 4: MEC Rules for Education & Formation for Ministry of the Word and Ministry of Deacon

Programme of Education & Formation for the Ministry of the Word and the Ministry of Deacon, Accepted by the ASC November 2008, Modified by MEC July 2010

Preamble

'The Uniting Church affirms that every member of the Church is engaged to confess the faith of Christ crucified and to be his faithful servant. It acknowledges with thanksgiving that the one Spirit has endowed the members of Christ's Church with a diversity of gifts, and that there is no gift without its corresponding service: all ministries have a part in the ministry of Christ.'" (Basis of Union Para 13).

For the sake of fidelity to the church's apostolic beginnings and continuing its apostolic mission, the Uniting Church orders its life and ministry through a twofold ordained ministry; The ministry of the Word and the ministry of Deacon. In addition, it has instituted the ministry of Pastor, comprising a variety of ministries for which people are not ordained, and has continued the ministry of Lay Preacher.

The Ministerial Education Commission has responsibility on behalf of the Church for the oversight of education and formation of candidates for the ministry of the Word and the ministry of Deacon, including the determination and oversight of standards to be attained (Reg. 3.7.5.3).

Programmes of education and formation shall reflect the commitment of the Uniting Church to work and witness within the fullness of the Catholic faith in loyalty to its Reformed and Evangelical traditions, in accordance with the Basis of Union.

Programmes of education and formation for the ministry of the Word and the ministry of Deacon shall be fourfold:

Phase 1 – Period of Discernment

Phase 2 – Core Phase

Phase 3 – Third Phase

Phase 4 – Continuing Education

This document sets out the rules for the core phase of the programmes of education and formation for candidates for the ministry of the Word and the ministry of Deacon. The theological colleges recognized by the Assembly's Ministerial Education Commission (MEC) must adhere to these rules, varying them only with the explicit approval of the MEC. At the same time, the colleges have considerable freedom within these rules to determine the shape and content of the units of study that comprise the courses in the core phase.

Rules for the Core Phase

1. The Core Phase of education and formation for ministry comprises general and cultural Studies, theological studies, supervised field education and ministerial formation. Subject to Rule 7 below, it shall be structured and taught so that these elements are integrated. The duration of the Core Phase will normally be three years full time or the equivalent.
2. The Faculty to which candidates are referred shall, consist with these rules, determine the appropriate programme for each candidate's Core Phase. At the completion of the Core Phase, the Faculty shall advise the MEC that all requirements of the course have been satisfactorily met.
3. Wherever these rules specify which is 'normally' required, the Faculty may determine appropriate equivalent requirements for particular candidates, taking into account their circumstances and experience. Departures from the normal pattern should be exceptional.
4. Consist with the Basis of Union, Faculties are required to equip candidates for the ecumenical context of ministry.

General and Cultural Studies

5. The aims of general and cultural studies are to develop candidates, critical thinking, to better equip them for theological study through exposure to disciplines other than theology, and to enrich their appreciation of the world in which the Gospel is to be proclaimed'
6. General and cultural studies may be undertake either prior to or concurrently with theological studies.

Theological Studies

7. Theological studies shall normally be undertaken at one of the Uniting Church's recognized Theological Colleges. Credit for unites undertake at other institutions shall be granted only when the Faculty regards such units as being of a satisfactory standard and theologically acceptable within the Uniting Church.
8. Within the Core Phase, candidates shall normally undertake a course of theological studies at degree level and must be offered the opportunity to undertake such study as part of an accredit programme.
9. Faculties and MEBs should, where possible, provide the opportunity for graduate and postgraduate theological study to suitable candidates. Such study may be undertaken within the Core Phase where appropriate.
10. In order to successfully complete the Core Phase, a candidate must show knowledge and understanding in at least the following areas, normally by completing relevant units of study:
 - a) Systematic Theology, including Christology, Trinitarian theology and ecclesiology;
 - b) Biblical Studies, including Old and New Testament theology;
 - c) Church History, including patristic and Reformation theology;
 - d) Missiology, liturgical, pastoral studies and theological ethics.

An appropriate programme of theological study will be broader than this minimal list, but will include all these elements.

Supervised Field Education

11. Supervised Field Education shall be provided to develop skills in the practice of ministry and theological reflection and, under the oversight of accredited supervisors, to help candidates integrate the various elements of their formation for ministry.

12. Supervised Field Education placements shall take into account candidates' particular prospective ministry (Ministry of the Word or Ministry of Deacon).

Ministerial Formation

13. The Faculty shall provide for its candidates an integrated Formation Programme to assist in the development of spiritual maturity, ministerial identity, theological understanding and the skills and capacities needed for their ministry.

14. The formation Programme shall take into account the different focuses of the ministries of the Word and Deacon.

15. In order to successfully complete the Core Phase, candidates must show evidence of ability to embody the gospel through the following skills and capacities:

- a) Proclaiming the gospel;
- b) Leading worship;
- c) Pastoral care;
- d) Teaching the faith;
- e) Leadership in the mission of the church;
- f) Demonstrate an understanding of the history, polity procedures and Basis of Union of the Uniting Church.
- g) Satisfy the Faculty that their spiritual maturity and ministerial identity are sufficiently developed to begin their first placement.

Appendix 4: Uniting Church in Australia Assembly MEC Rules for Specified Ministry of Lay Preacher

Ministerial Education Commission Rules, approved by the Commission, 8/7/94, approved by Assembly Standing Committee March 1995.

Course of Study for the Specified Ministry of Lay Preacher

1. There shall be a Course of Study for the specified ministry of Lay Preacher.
2. The Course shall comprise studies as specified by the Ministerial Education Commission which shall determine and oversee standards.
3. The Course shall reflect the emphases of the Uniting Church as expressed in the Basis of Union.
4. The Course shall take account of the various competencies and gifts of applicants and shall keep in mind the inter-relatedness of the ministry of Elder, the ordained ministries and the ministries of all persons.
5. The Course shall include a course of basic studies and demonstrated competency in language, preaching and liturgical leadership.

(a) Basic studies shall include

- i. Biblical studies. The historical and literary understanding of the Old and New Testaments and their contemporary interpretation.
- ii. Theological studies. Christian doctrine as received by the Uniting Church in Australia in the Basis of Union, the historic creeds and contemporary interpretation; including the doctrines of the Trinity, Person and Work of Christ, Holy Spirit, creation, church and sacraments, and the relation of theology to mission and contemporary issues.
- iii. Worship and Preaching. The theology and practice of community worship and the use of traditional and contemporary forms; the theology and practice of preaching, including traditional and contemporary models of preparation and presentation.

(b) Competency in preaching and the presiding at worship services shall be supervised and assessed by those designated by the Presbytery concerned consultation with the Synod Lay Preachers Committee or its equivalent.

(c) Language competency shall be demonstrated in the language in which the person is to preach and may require a course in comprehension and expression in that language.

6. On the recommendation of the Synod Lay Preachers Committee, the Ministerial Education Commission may grant exemption from particular components of the course provided evidence is submitted that the person has training and/or experience which are at a satisfactory standard.

(a) Credit for not more than one biblical topic and one theology topic may be granted for courses done outside a Uniting Church context.

(b) Where any exemption is given from the course, the remaining study shall reflect the emphases in Clause 3 above.

7. The course of study will be administered by a committee appointed by each Synod for the purpose. The committee shall determine the appropriate form of the course for persons from that Synod which may include course components offered by the National Network for Distance Theological Education. Such courses of study shall be submitted to the Ministerial Education Commission for approval.

8. The Ministerial Education Commission shall exercise its responsibility through a committee on the specified ministry of Lay Preacher set up for this purpose and responsible to the Executive of the Commission.

Appendix 5: Competencies for Ministry for Ministry of Pastor, Uniting Church in Australia

Approved by MEC July 2010

The Ministry of Pastor – Summary of Core Competencies

Core Competencies are those areas determined by the UCA Assembly as essential minimum requirements for an appointment for the ministry of Pastor. The Assembly has determined that these Core Competencies address two areas: The Basis of Union and UCA ethos, and the UCA Code of Ethics and Ministry Practice. Competencies include knowledge, skills and other abilities. In assessing Core Competencies, Presbyteries will be asking applicants for evidence of their understanding and ability in the areas listed. Such evidence may be provided in a range of ways including an interview, written statement, or a record of assessment conducted by and training body. Some assessment tools are provided by the MEC to assist with this task. The Presbytery is responsible for determining whether the evidence is sufficient as entry-level competency.

It is also important to note that these Core Competencies are entry-level competencies designed to be applicable to all Pastors, regardless of their role. However some Pastor roles will require higher levels of competency with regard to preaching and teaching. Such responsibilities will be outlined in a Pastor's job description and reflected in the General Competencies related to their particular role. A Pastor's suitability for a particular appointment should be assessed in relation to the job responsibilities of the appointment.

Core Competency 1: Work within the doctrine, ethos and polity of the Uniting Church

1. Articulate the key theological foundations of the Basis of Union: identify and explain the key theological themes expressed in the Basis of Union (in particular paras 1 to 4) and the Creeds, in particular
 - a. God as Trinity
 - b. the person and saving work of Jesus Christ
 - c. the nature and mission of the church as a pilgrim people
 - d. Christian hope in the coming reconciliation and the renewal of Creation
2. Describe key historical elements contributing to the formation of the Uniting Church
 - a. describe key characteristics of the Methodist, Congregational and Presbyterian churches
 - b. describe the key documents in the formation of the Uniting Church
 - c. describe the key main events in the process of church union
3. Articulate the place and role of key aspects of the Church's life and witness, in particular
 - a. Scripture
 - b. Creeds and Confessions
 - c. the Sacraments
 - d. Christian witness to the Word, including preaching
 - e. Christian service
 - f. commitment to scholarly enquiry and an informed faith
 - g. the place of ecumenism within the UCA's history and vision
4. Understand the Councils and Ministries of the UCA
 - a. explain the UCA understandings of church membership, ministry and service

- b. identify the key documents that describe UCA polity and procedures
- c. identify the Councils of the church; their functions and interrelationships
- d. describe the forms of ministry within the UCA and their inter-relationships

Core Competency 2: Work within the Uniting Church Code of Ethics and Ministry Practice

5. Articulate and practice key elements of the UCA understanding of gifts, ministry and service
 - a. seek to care for all people regardless of age, gender, ethnicity, or other personal characteristics
 - b. encourage and respect the giftedness and ministry of other people and be willing to learn from them
 - c. teach in a manner that seeks to represent faithfully the Scriptures and the teachings and practices of the UCA
 - d. work effectively in a team setting with appropriate accountability and responsibility
 - e. engage others in respectful dialogue and decision-making and respect the decisions of the councils of the church
6. Identify the behavioural and boundary issues involved in ministry conduct and accountability in both personal discipleship and professional ministry
 - a. identify the parts of key documents which relate to the ordering of ministries within the UCA
 - b. explain the nature and responsibilities of pastoral ministry and pastoral relationships
 - c. the potential for conflict in responsibility and accountability and appropriate means to resolve this
 - d. explain and give examples of
 - i. the nature and boundaries of power in ministry relationships
 - ii. the nature and boundaries of confidentiality
 - iii. appropriate reasons for referral of pastoral issues
7. Identify and practice appropriate standards of professional conduct at a level appropriate to the ministry in which the Pastor is engaged
 - a. accurately represent one's competencies and commit to developing one's knowledge, skills, and spiritual disciplines
 - b. explain UCA expectations regarding gifts, fees and financial gain
 - c. exercise responsible self-care
 - d. explain the purpose of supervision and give evidence of willingness to be subject to supervision
 - e. identify current legal and other regulatory requirements and procedures relevant to the particular area of ministry, including Duty of Care and Mandatory Reporting
 - f. explain the ethical and organisational responsibilities of ministry in other organisations as appropriate
 - g. explain the responsibilities of persons in ministry regarding breaches of the Code of Ethics, including sexual misconduct complaints.

Summary of General Competencies (Continuing Education)

Community Development

1. Identify community development principles
2. Develop community information and relationships
3. Develop community leadership and networks
4. Develop community programs
5. Support community action

Education

1. Identify foundations and approaches for education
2. Plan learning programs
3. Conduct and evaluate learning programs

Evangelism

1. Identify foundations and approaches for evangelism
2. Articulate an understanding of other faiths and cultures
3. Engage in culturally appropriate conversations about faith and life
4. Plan and conduct an evangelism process
5. Foster new faith communities

Leadership

1. Provide leadership and guidance within a congregation, faith community or agency
2. Provide leadership of a group
3. Mentor others
4. Evaluate effectiveness in ministry

Organisation & Administration

1. Organise ministry priorities
2. Undertake ministry tasks
3. Communicate effectively with people
4. Organise ministry information

Pastoral Care

1. Identify foundations and approaches for pastoral care
2. Identify pastoral care issues or needs
3. Provide pastoral care
4. Review pastoral care
5. Foster a caring community

Worship & Preaching

1. Prepare and lead worship services
2. Prepare and present sermons
3. Preside at sacraments
4. Preside at funerals