

Section B — Candidacy for Ordained Ministry

B-1 Introduction to Candidacy for Ordained Ministry

Pastors are baptized persons whom the ELCIC calls and ordains to the church's ministry of Word and Sacrament. On behalf of the church, pastors give leadership and vision to Christian communities of faith. Pastors are called to provide faithful preaching, teaching and witness to the Scriptures and the doctrinal teaching of the ELCIC. They work in intentional partnership with bishops, other pastors, diaconal ministers, lay leaders in congregations and synods, synod and national staff, and ecumenical partners in common mission.

Called and accountable to this church, the ordained ministers also extend the ministry of Word and Sacrament beyond congregations into specialized settings such as institutional chaplaincy; colleges and seminaries; camps and missionary fields; and synodical and National offices.

In preparation for service, candidates for ordained ministry complete a four-year Master of Divinity (M.Div.) degree, which includes a supervised internship and a unit of supervised pastoral education. The M.Div. is normally completed at a seminary of the ELCIC or of the Evangelical Lutheran Church in America (ELCA). Under certain circumstances, a candidate may study for a Bachelor of Theology or a Diploma in Theology in place of the M.Div. A candidate for ordained ministry must be endorsed by a synodical Candidacy Committee and will be considered a candidate for service to the whole church.

B-2 Standards for Ordained Ministry

The ELCIC is a church *In Mission for Others*. The ELCIC recognizes the emergence of a renewed emphasis upon God's mission in the world in the 21st century. Christians enter into partnership with God's work in the world through baptism into the body of Christ. Every faith community is part of a mission field. Every baptized Christian is to be an ambassador for God's mission in the world. Through Word, Sacrament and service, individuals and communities are strengthened for mission. Rostered leaders are called *to equip the saints for the work of ministry* (Ephesians 4:12).

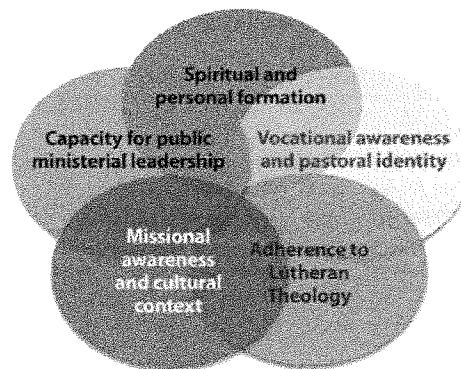
A mission-oriented leader can be defined as someone who:

- is rooted in the gospel;
- is knowledgeable, passionate, able to articulate his or her faith and the confessional teachings of the ELCIC; and
- through the church participates in God's mission of love, redemption, justice and reconciliation.

People who have discerned a call to ordained ministry shall demonstrate and build upon the characteristics of a missional leader. The ELCIC seeks candidates for ordained ministry who demonstrate certain competencies. The candidacy process provides educational and formational opportunities to integrate skills, knowledge and tools for ministry in five interrelated areas:

- Spiritual and Personal Formation
- Vocational Awareness and Pastoral Identity
- Adherence to Lutheran Theology
- Missional Awareness and Cultural Context
- Capacity for Public Ministerial Leadership

It is important to keep in mind that these areas are interrelated, as per the diagram below.



The competencies listed here have been identified to assist committees in the assessment of a candidate's formation throughout the steps in candidacy. The ELCIC values the diverse experiences, gifts and skills that individuals bring to rostered ministry.

B-2.1 Spiritual and Personal Formation

Ordained ministers are expected to demonstrate personal faith and emotional maturity. Formation is an ongoing process before, during and after candidacy that requires practising personal spiritual discipline through prayer, Bible study, worship, reflection and active membership in a congregation or synodically recognized ministry of this church. Ordained ministers shall demonstrate a commitment to leading a life worthy of the gospel of Christ and exemplify faithful service and gracious living.

The ELCIC places a high value on strong interpersonal skills. These skills shall be lived out in the exercise of leadership, in the practice of spiritual care, in public witness and as a public representative of this church.

Key competencies in this area include the skill to:

- Maintain a disciplined life of prayer and personal devotion.
- Demonstrate passion and imagination for sharing the gospel.
- Take responsibility for one's own actions, admit mistakes and take appropriate corrective measures.
- Listen to people's stories and assist them with interpreting their experience in light of the gospel.
- Practice wellness in one's personal life.

B-2.2 Vocational Awareness and Pastoral Identity

The grace of God revealed in Jesus Christ means that all the baptized, as members of a universal priesthood of believers, are called to a vocation of mission in their daily lives. Ordained ministers are called to a public ministry that is accountable to the wider church and offers leadership for helping people engage in God's mission. This calling has internal and external dimensions—both an individual sense of call and an affirmation of call by the wider church. A letter of call to serve in a particular ministry setting is received and accepted prior to ordination.

Ordained ministry is public ministry of Word and Sacrament. Ordained ministers take on a role and identity as pastors and as leaders. This calling includes administering and celebrating the sacraments, proclaiming the gospel, and helping others participate in God's mission. The call to ordained ministry is a lifelong commitment that supports and complements the ministry of Word and Service, and equips the baptized for ministry.

Ordained ministers shall demonstrate a willingness to serve in response to the needs of the church, voluntarily place themselves under the legitimate authority and discipline of this church, and assent to the polity of this church. Ordained ministers must covenant to abide loyally by the constitution, administrative bylaws, and enactments of this church and of the synod under which they serve.⁴ They are called by God through the church for a ministry of servanthood, and not for the exercise of domination or coercive power. Faithfully living out this calling requires a commitment to lifelong learning.

⁴ ELCIC Constitution Article VIII Section 2. The Constitution includes a Confession of Faith (article II) and articulates an understanding of the Nature of the Church (Article III) and of the Mission of the Church (Article IV).

Key competencies in this area include the skill to:

- Reflect theologically on the connection between pastoral and personal self-understanding.
- Reflect theologically on God's mission through the church and in the world.
- Encourage and equip individuals and communities to live out their vocation/calling.

B-2.3 Adherence to Lutheran Theology

Ordained ministers are expected to be committed to the Scriptures as the inspired Word of God and to the Lutheran confessions of this church. This commitment is demonstrated in a life of discipleship. They shall use their understanding of Lutheran theology and history in worship, preaching, teaching, public witness, spiritual care and the practice of ordained ministry.

The ELCIC expects ordained ministers to teach, uphold and interpret both scripture and this church's confession of faith. This requires a broad and comprehensive knowledge of the Scriptures, the Lutheran Confessions and Lutheran theology. It also requires knowledge of the social and institutional history of Lutheran theology and how this history informs mission in the current context. This understanding of Lutheran theology is connected to the wider Christian tradition and to interfaith relationships in our current context.

Key competencies in this area include:

- Broad knowledge of the Scriptures and an ability to interpret scripture using a gospel and missional lens.
- Broad knowledge of the Lutheran Confessions, theology, church history and tradition.
- A demonstrated ability to integrate doctrine and practice.
- Ability to communicate insight from Lutheran theology and tradition.
- Basic knowledge of Christian history and various faith traditions.

B-2.4 Missional Awareness and Cultural Context

Mission occurs in a cultural context. Participating in God's mission includes studying issues in contemporary society in the light of the Word of God and responding publicly to social and moral issues as an advocate for justice and as an agent for reconciliation. The ELCIC expects ordained ministers to be leaders in understanding, studying and engaging contemporary culture and social issues. Reflecting on context, the ordained minister may draw on insights from a variety of disciplines including the arts and humanities, the natural and physical sciences, and the social sciences, along with insights from theology.

Ordained ministers are expected to have an ability to function with respect in diverse cultural contexts and to learn from a variety of people and experiences. This includes an understanding of the history of Indigenous peoples and the work of reconciliation in the Canadian context. Ordained ministers shall help people discern God's activity in various contexts and support communities in identifying possibilities for mission through service, witness and advocacy. The ELCIC values the ability of ordained leaders to carry out ministry in ecumenical and interfaith partnerships.

Key competencies in this area include the skill to:

- Help others reflect on their own context and experience.
- Relate theology with history, context and culture.
- Address cultural differences.
- Foster awareness of community needs and encourage others to participate in action and advocacy, especially with those most vulnerable in society.

B-2.5 Capacity for Public Ministerial Leadership

Ordained ministers shall offer leadership for mission to both the church and the wider community. There is an expectation that they will help people discern God's mission, and equip and send disciples into the world. Ordained leaders shall have knowledge of the ELCIC's structure and governance processes, and carry responsibility for helping church structures to build up the body of Christ through effective communication, reporting, administration and leadership.

Ordained ministry is a public ministry of Word and Sacrament. Ordained ministers shall possess the ability to prepare and lead worship, administer the sacraments and adapt the Lutheran liturgical tradition to local contexts. Skills for preaching and teaching are essential, including the ability to assist people in reflecting on how their own faith experience is connected with the faith experience of others and with God's story. Ordained ministers shall express spiritual care through listening, prayer, conversation, empathy, reflection, accompaniment and advocacy.

Strong professional ethics support the credibility of public ministry, promote trust within communities, and help create a safe space for spiritual care and the sharing of stories. The ELCIC places a high value on maintaining confidentiality and respecting boundaries.

Key competencies in this area include the skill to:

- Lead worship in a way that invokes a sense of the holy, demonstrates a welcoming spirit, and has a view toward God's mission in the world.
- Preach and teach in ways that encourage people to share their faith experiences.
- Visit and offer spiritual care, with a knowledge of community resources for appropriate referrals and participation.
- Communicate and facilitate.
- Manage conflict.
- Lead others to develop vision, make plans and administer organizational accountability.
- Work in partnership.
- Mentor the community to help everyone tell stories of faith and live a Christian life.

B-3 Academic and Practical Criteria for Ordination

In preparation for ordination as a pastor of this church, a candidate is required to engage in a comprehensive program which includes: 1) theological education; 2) formation for ministry; 3) supervised pastoral education; and 4) an internship overseen by an ELCIC seminary. These steps are intended to help individuals develop the skills and character for missional leadership and public ministry as outlined in the Standards for Ordained Ministry. (Section B-2, page 19).

B-3.1 Theological Education

A candidate for ministry in the ELCIC is expected to be a graduate of a recognized college or university and earn a Master of Divinity, Bachelor of Theology or Diploma in Theology at one of the seminaries of this church. The seminaries of the ELCIC offer programs of preparation for ministry that are of the highest academic quality, faithful to Lutheran theology and uniquely suited to meet the challenges facing this church today. The course of theological study is designed to prepare a pastor to express and reflect on this church's understanding of the gospel and the ministry of the church as expressed in the historic Lutheran confessions. This study is also designed to prepare a pastor to understand the mission of this church in today's world, both individually and as a member of society and the world.

With the approval of their Candidacy Committee, students may be permitted to study at an accredited theological school other than one of the ELCIC or ELCA. (See section B-5, page 26, Guidelines for Theological Education at Seminaries other than ELCIC or ELCA.)

B-3.2 Spiritual Formation

All candidates for ordained ministry are expected to engage in spiritual formation through regular worship, prayer and other spiritual disciplines.

It is highly recommended that all candidates engage in a relationship with a mentor, coach and/or a spiritual director. The purpose of this type of relationship is to provide space for personal and confidential reflection and feedback in the areas of vocational identity, emotional maturity, spiritual practices, and self-awareness of how one tends to act in relationships and as a leader.

Resources for mentors are available in Appendices 8 through 11 of this manual. (Pages 111-124.)

As part of the Annual Developmental Interview, the Candidacy Committee will ask candidates to identify their plan for Spiritual Formation. It is understood that the content of sessions with mentors, coaches and spiritual directors is confidential.

B-3.3 Supervised Pastoral Education

ELCIC candidates for rostered ministry are required to complete one quarter of supervised pastoral education. Such a course provides an opportunity to practice the art of spiritual care while converting experience into learning. The usual program to meet this requirement is a unit of Clinical Pastoral Education (CPE) or Pastoral Counselling Education (PCE) accredited by the Canadian Association for Spiritual Care (www.spiritualcare.ca). Any alternative to fill this requirement must be pre-approved by the Candidacy Committee.

B-3.4 Supervised Internship

The ELCIC requires candidates to complete satisfactorily an approved internship which consists of supervision in a context designed to contribute to the formation of pastoral identity and the development of competencies for rostered leadership. Internship facilitates the integration of academic study and theological education with the practice of ministry. A positive endorsement for internship from the Candidacy Committee is required prior to placement in an internship setting.

Appendix 4: *ELCIC Internship Standards and Guidelines for Candidates for Ordained Ministry* (page 93) offers detailed guidelines for internships that will meet the expectations of the ELCIC. The *ELCIC Candidacy Manual* shall be the national standard for internships and shall take precedence over the *Manual for Contextual Ministry* (in the case of Waterloo Lutheran Seminary) or *Manual for Internship and Handbook for Lay Internship Committees* (in the case of Lutheran Theological Seminary, Saskatoon).

B-4 Steps in Candidacy

Persons seeking ordination as pastors in the ELCIC are expected to participate fully in all steps of the candidacy process established by the National Church and administered by a synod Candidacy Committee.

Initial contact begins a process of discernment which explores an individual's potential for rostered ministry and readiness to begin theological study and candidacy in the ELCIC. Two years of active membership in an ELCIC congregation is required prior to endorsement.

A Summary of the Steps to ordination or consecration in the ELCIC is found in Section A-5, page 16.

The process consists of four phases described in subsequent sections of the *Candidacy Manual*;

- B-4.1 Registration** (Section D, page 49) involves completion of the registration application and forms, including recommendations from a variety of sources, a structured interview, and psychological testing including career evaluation.
- B-4.2 Initial Endorsement** (Section D-5, page 59) concludes the registration phase. Generally, candidates do not begin M.Div. studies prior to endorsement. Endorsement by the Candidacy Committee is required in order for theological courses to be credited toward fulfilling candidacy requirements.
- B-4.3 Annual Endorsement** (Section E, page 63) is required for continuation in studies and for internship. Reports of academic and contextual education are required as well as successful completion of the annual developmental interview.
- B-4.4 Final Evaluation** (see Section F, page 71) combines a final evaluation report and recommendation by the Candidacy Committee with self-evaluation by the candidate and reports from a variety of sources. A positive recommendation will bring the candidate to examination (colloquy), consisting of a written examination and interview by the synod Examining Committee. The Examining Committee may then recommend the candidate to Synod Council for first call and ordination.

B-5 Guidelines for Theological Education at Seminaries Other Than ELCIC or ELCA

A decision by a candidate to attend a seminary other than an institution of the ELCIC or ELCA should be made only after approval by the Candidacy Committee.

A non-ELCIC/ELCA seminary accredited by the Association of Theological Schools may offer resources which expand and enrich the opportunities for theological study for persons preparing for ordained ministry. Such a seminary must have a theological stance deemed to be consistent with that of the ELCIC. It is not required that candidates hold a degree from an ELCIC seminary.

A candidate who is considering attending another seminary shall register with the Candidacy Committee and come under the same candidacy requirements as those attending an ELCIC/ELCA seminary. It is expected that the student will register and obtain initial endorsement from the Candidacy Committee prior to beginning theological studies and will co-operate fully with the annual endorsement and final evaluation steps of the candidacy process. Recommendations, in writing, from the faculty of the other seminary shall be required by the candidate's synod Candidacy Committee in order to make fully informed decisions for endorsement and final evaluation.

A candidate who studies at another seminary is required to complete an internship under the supervision of an ELCIC/ELCA seminary (Section B-5.1 page 26) and complete a minimum one year of study at an ELCIC/ELCA seminary for Lutheran formation (Section B-5.2 page 27).

Upon approval by the Candidacy Committee for attendance at another seminary, the candidate is required to apply to be an affiliate student with an ELCIC/ELCA seminary. The seminary shall assign an advisor to guide the candidate in developing an academic program that will meet the requirements for ordination. The advisor will also assist the candidate with designing a program for their Lutheran formation year in an ELCIC/ELCA seminary, determine readiness for internship and assist in the process of arranging an internship. An annual affiliation fee must be paid to the seminary by the candidate and an affiliation agreement shall be signed and filed with the Candidacy Committee. The affiliate seminary shall provide the Candidacy Committee and the ELCIC/ELCA Seminary with a final evaluation of the candidate.

The faculty of the affiliate ELCIC/ELCA seminary will appraise the candidate's theological courses to determine if they meet the standards of the ELCIC/ELCA. Particular attention shall be given to adequate preparation in Lutheran theology, especially in leading Lutheran worship and in systematic theology. This appraisal is to be submitted to the Candidacy Committee.

B-5.1 Internship

All candidates for ordination in the ELCIC are required to complete an internship under the supervision of an ELCIC seminary. The candidate's Candidacy Committee may approve internship supervision by an ELCA seminary for students studying at a seminary of the Evangelical Lutheran Church in America (ELCA).

The internship year is scheduled in consultation with the Candidacy Committee and the affiliate ELCIC/ELCA seminary. Internship for students attending other seminaries may only be scheduled following the minimum Lutheran formation year of residency at an ELCIC/ELCA seminary. In addition, the candidate may be required to return to the ELCIC seminary for an additional term following completion of the internship.

B-5.2 Lutheran Formation Year

A candidate who studies at another seminary is required to complete an equivalent of one year of study at an ELCIC/ELCA seminary for Lutheran formation. Lutheran formation study normally includes full-time course work at an ELCIC/ELCA seminary resulting in at least the equivalent of five courses for each of the two terms.

The candidate must also complete a unit of supervised pastoral education.

The Lutheran formation year may be waived by the Candidacy Committee in consultation with the affiliate ELCIC seminary. If the Lutheran formation year is waived, the Candidacy Committee shall make every effort to ensure adequate Lutheran formation occurs in the candidate's training. The annual fee is set by the ELCIC Program Committee for Leadership for Ministry, in consultation with the seminaries.

This period of Lutheran formation study may be taken at any point during a student's M.Div. program or it may follow the completing of an M.Div. program at a non-ELCIC/ELCA seminary. It must be completed before internship.

The Lutheran Formation Year has the following purpose and objectives:

- to provide the candidate with a solid grounding in Lutheran systematic theology and the Lutheran Confessions, and to enable the candidate to articulate a Lutheran theological perspective. This happens not only in the study of theology but in the study of church history, Bible, worship, preaching, education, pastoral care and ethics;
- to provide the candidate with a sound understanding of ministry in a Lutheran context: a clear sense of the centrality of Word and Sacrament; an appreciation of the relationship between lay and ordained ministries; a familiarity with policy and practice associated with approval, call and mobility; and the hopes and visions of the ELCIC for its ordained ministers; and
- to enable the candidate to become part of the seminary community, to participate in the worship life of the seminary, and to establish relationships with future colleagues in ministry which are marked by mutual support and accountability.

ELCIC seminaries which accept students for a Lutheran formation requirement are responsible for providing a program by which the objectives of the requirement can be met. They are encouraged to make available to Candidacy Committees and candidates a description of such a program and to individualize the program to fit the needs and experience of the candidate. It may be possible for a candidate with an M.Div. degree from another seminary to work toward or earn an advanced degree while fulfilling the objectives of the Lutheran formation year of residency.

B-6 Admission to the Roster of Ordained Ministers for Persons Ordained in Another Lutheran Church or Another Christian Tradition

Persons ordained in another Lutheran Church or another Christian tradition may be admitted to the roster of ordained ministers provided that they meet and maintain the basic standards of the ELCIC for ordained ministers and are committed to the Lutheran Confessions of this church. (ELCIC Constitution Article VIII) The evaluation of qualifications and a decision to admit to the roster are made by a synod of this church.

Ordained ministers of the ELCA shall be received by certificate of transfer following acceptance of a valid call from a congregation, Synod Council or the National Church Council of this church with certification of their good standing on the roster of the ELCA and with the approval of the bishop of the synod in which they are to serve.

An ordained minister in good standing of a church with which this church has established a mutual recognition of ministers shall, upon acceptance of a call within this church, be received by a Certificate of Transfer or equivalent documentation.

Applicants for ordination or for reception from other churches shall appear before the Examining Committee of the synod and can be ordained or otherwise admitted only upon recommendation by such committee.

The candidacy process provides all applicants to the roster an opportunity to engage in mutual conversations of discernment and assessment through a supportive partnership.

B-6.1 Initial Application

The applicant shall register with the synod of residence. In the case of an applicant who does not reside in Canada, registration may be made to a synod where there is a familial or mentor relationship. The applicant shall contact the synod bishop directly to discuss the possibility of registration.

The applicant shall provide the synod with the following information:

1. Application for Candidacy
2. Academic transcripts for all post-secondary education (degree or non-degree)
3. Certificates of study (if any)
4. Documentation of supervised field experience, i.e. internship, clinical education, etc.
5. Statement or certificate of ordained status in another Lutheran Church or Christian tradition
6. Letter of reference from applicant's current or former ecclesiastical supervisor
7. Immigration documentation (for those seeking to immigrate to Canada)
8. Copy of at least one recent sermon
9. A personal statement, including the theological rationale, on why the applicant seeks to serve on the ordained roster of the ELCIC
10. Child Abuse Registry check and criminal record check in the provincial jurisdiction. The level of criminal record check required is for individuals who are working with vulnerable persons, including children.
11. Recommendation of the ELCIC congregation where the applicant has been an active member for at least two years or explanation of circumstances when this is not possible.

B-6.2 Interview with the Bishop

Upon receipt of an application and related documents, the synod bishop shall conduct an interview with the applicant. The purpose of this interview is to determine the applicant's readiness to enter the candidacy process of this church. Entrance into the candidacy process is based upon the adequacy of the information provided by the applicant and the applicant's statement of intention to serve in the ordained ministry of the ELCIC. If the applicant comes from a church with which this church is related, the National Office shall be consulted by the synod in order to receive any additional information regarding the applicant that is available from the applicant's church body. After the completion of the interview and the receipt of the required information, the bishop may refer the applicant to the Candidacy Committee to continue the candidacy process.

B-6.3 Initial Endorsement for Candidacy

The applicant shall participate in a psychological evaluation according to the procedures of the ELCIC and complete the usual steps prior to an initial endorsement. The Candidacy Committee shall interview the applicant and review with the candidate the academic and practical work that must be completed in order to fulfill the standards for ordained ministry. The Candidacy Committee may require study at an ELCIC seminary, language proficiency study, supervised ministry assignments or other appropriate preparation.

After these steps are completed, the Candidacy Committee shall decide on endorsement of the applicant. The decision options of the Candidacy Committee are:

- A. **Endorsement with Expectations:** confident in the applicant's potential, with expectations for continued personal growth and professional development, recommendation for the candidate to be examined by the synod Examining Committee upon the satisfactory completion of the recommended work;
- B. **Endorsement Postponed:** a decision to reconsider the candidate upon the satisfactory completion of the recommended work; or
- C. **Endorsement Denied:** a decision not to endorse the candidate.

The Candidacy Committee shall inform the synod bishop, the National Office and the candidate in writing of its recommendation at the earliest possible time. In the case of a decision to require further study or preparation, the Candidacy Committee will maintain a relationship with the candidate. The national staff and the seminaries of this church are resources to the candidate and the Candidacy Committee during the time of preparation.

B-6.4 Examination (Colloquy)

Upon successful completion of the required work and the recommendation of the Candidacy Committee, the candidate shall complete the written examination and colloquy as scheduled by the synod Examining Committee. A positive recommendation by the Examining Committee is necessary for the synod to approve the candidate.

B-6.5 Ordination/Reception of the Candidate

After a candidate has received and accepted a letter of call, the synod bishop shall consult with the Office of the Bishop of the ELCIC in order to determine if the ELCIC recognizes the candidate's ordination by another Christian tradition. The ELCIC will receive ordained ministers from churches which believe, teach and confess the Apostles, the Nicene and the Athanasian Creeds. Those from other traditions will be ordained according to the Service of Ordination of this Church. The determination of how this policy applies in the case of each candidate is made by the Office of the Bishop of the ELCIC.

B-6.6 Pastoral Care and Support

The beginning of service in ordained ministry for those who are received by the ELCIC from other churches is an important time. It is a time to establish significant relationships of support and growth. During the early years of service, it is recommended that the synod bishop offer the newly rostered pastor a mentor to assist in providing support and nurturance.

B-7 Alternative Route for Admission to the Roster of Ordained Ministers of the Evangelical Lutheran Church in Canada

B-7.1 PURPOSE

The Alternative Route for admission to the roster of ordained ministers in the ELCIC is a special program designed to meet the church's need to provide ordained leadership in specific communities which face difficulty in securing Word and Sacrament ministry through the church's regular call process.

In order to meet these needs, existing lay leaders from within such communities or identified from elsewhere in the synod are invited to prepare for ordained service in these settings. The minimum age for such candidates shall normally be 40 years of age. Invitations to the alternative route program are only made in consultation with the community to be served and after there is clear indication that a first call placement will be made available to the applicant.

B-7.2 Step One: Eligibility and Application

Letters of Invitation: The synodical bishop shall complete an assessment of eligibility based on the Criteria Checklist (B-8, page 33) and then shall confer with and obtain approval to proceed from the Conference of Bishops. Then the synodical bishop shall send letters of invitation and a description of the program to both the identified candidate and the congregation(s) to be served. Each is invited to send written notification of their intention to participate in this program.

Filing an Application: The applicant shall forward registration materials to the Candidacy Committee.

Psychological Testing and Career Evaluation: Applicants are expected to complete psychological testing and career evaluation as defined in present policies governing ordination.

B-7.3 Step Two: Candidacy Committee Endorsement

Initial Interview: The chairperson of the Candidacy Committee shall arrange for an Initial Interview.

Applicants are expected to identify an accredited ELCIC or ELCA Lutheran seminary where the basic theological education for ministry requirements are to be completed.

Upon review of the registration materials and completion of the initial interview, the Candidacy Committee shall decide whether or not to endorse the candidate.

B-7.4 Step Three: Program of Study

In co-operation with the designated seminary, the synod Candidacy Committee shall direct and advise the candidate on a suitable program of study. The program of study may include some pre-seminary work depending on the results of the committee's assessment.

Seminaries reserve the right to deny admission to applicants who are unable to meet the necessary academic or financial requirements.

The basic theological education for ministry program will include a minimum of 30 credit hours (10 classes) and extend over a minimum of one year (two semesters); it will include study of the Scriptures, Christian theology, the Lutheran Confessions, church history, worship, preaching, and the policy and practices of the Evangelical Lutheran Church in Canada. These are minimum requirements. In consultation with the seminary, the Candidacy Committee may specify additional requirements.

The program of study requirement may be met by either:

- A minimum of one year (two semesters) of study at a seminary of this church or

- A Theological Education for Emerging Ministry (TEEM) program, as offered through a seminary of this church. The TEEM program includes brief periods of residency class time along with distance education and mentorship.

In addition, candidates will also be required to complete an internship placement as well as a single unit of Supervised Pastoral Education. In exceptional circumstances, the Candidacy Committee may waive one or both of the last two requirements.

B-7.5 Step Four: Approval Process

At the completion of the above program of study, the Candidacy Committee shall make its determination regarding the candidate. The endorsement options are:

- A. Endorsement with Expectations:** recommendation for examination of the candidate upon the satisfactory completion of the recommended work;
- B. Endorsement Postponed:** a decision to reconsider the candidate upon the satisfactory completion of the recommended work; or
- C. Endorsement Denied:** a decision not to endorse the candidate.

B-7.6 Step Five: Examining Committee, Receipt and Acceptance of Call

Upon successful examination, the candidate shall be open to call.

The synodical bishop shall then ask the Synod Council to issue a Call to Special Service for service in the congregation(s) identified in the initial application process.

Upon receipt and acceptance of call, the candidate becomes eligible for ordination.

Candidates who have participated in the Alternative Route for Admission to the Roster of Ordained Ministers are not, at any time, eligible to receive calls other than to a synodically issued Call to Special Service.