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## Standing Resources for Clergy

*Please keep this document for future use. Updates to this document will be made to this document hosted online at [www.kcdisciples.org/Clergy/](http://www.kcdisciples.org/Clergy/)*

### Contents:

- **Definition of Standing**
- **Two Requirements Specific to Our Region**
- **Process for Applying for Standing**
- **Process for Annual Renewal of Standing**
- **Process for Reinstatement After Lapsed Standing**
- **Process for Inactive Retired Ministers to Apply for Standing Without Need for Annual Reapplication**
- **Standing Renewal Calendar 2022**

### WHAT IS “MINISTERIAL STANDING” AND WHAT IS THE AUTHORITATIVE DOCUMENT THAT INFORMS REGIONAL POLICIES FOR RENEWAL AND RETENTION OF STANDING?

**Theological Foundations and Policies and Criteria for the Ordering of the Ministry of the Christian Church (Disciples of Christ) [AKA TFPCOM]** – found online at [www.kcdisciples.org/clergy](http://www.kcdisciples.org/clergy) by clicking on the ***Theological Foundations and Principles*** button – provides a clear description of standing and how that is earned, affirmed, or removed. Find this section on lines 878-1113.

*“Definition. Standing in the Christian Church (Disciples of Christ) is credentialing for ministry within the Christian Church (Disciples of Christ), a call to accountability to the church, and collegiality with other ministers both denominationally and ecumenically.*

## CLERGY SUPPORT TEAM

Rev. Rob Carr leads this group of colleagues who are committed to assisting clergy in the Greater Kansas City Region.

Last year they surveyed dozens of ministers and from their input they are designing opportunities in 2022-23 for:

- Spiritual Renewal
- Continuing Professional Education
- Recreation
- Networking
- Processing the joys and challenges of ministry

Learn more by visiting [www.kcdisciples.org/clergy/](http://www.kcdisciples.org/clergy/)

New opportunities for Spiritual Renewal and Self-Care posted often at <https://www.facebook.com/groups/183524369940719>

a. Standing affirms that the Commissioned or Ordained minister is currently engaged in the practice of ministry, whether on an occasional, part-time or full-time basis, with continuous accountability maintained with a congregation, related organization or institution, Region, or General Ministry of the Christian Church (Disciples of Christ). Such ministers are listed in the *Yearbook and Directory of the Christian Church (Disciples of Christ)* and may call upon the church for services and support such as pastoral care, ecclesiastical endorsement, and scholarship aid. In addition, they have voting privileges in the General Assembly of the Christian Church (Disciples of Christ).”  
TFPCOM, lines 880-894

## **WHAT IS DIFFERENT ABOUT REQUIREMENTS FOR RENEWAL OF STANDING IN THE GREATER KANSAS CITY REGION?**

- **Every three years, Continuing Education in Anti-Racism.**
  - **Completion and recording is due by October 15<sup>th</sup>.**
  - Example: I completed a course in September of 2021. By October 15 of 2023, I will need to complete a refresher course from among those listed on the Clergy web page for our Region if I plan to request renewal of my standing in 2024.
  - Setting healthy boundaries has been proven over and over again to help clergy steer clear of potential disruptions in relationships of trust. We have identified several ways for clergy to get an initial orientation to setting healthy boundaries or to participate in a refresher workshop. We continue to search for additional, affordable, and easily accessible opportunities for boundaries and pastoral ethics continuing education.
- **Every three years, Continuing Education in Healthy Boundaries/Pastoral Ethics must be completed and information recorded on your Renewal of Standing Application.**
  - **Completion and recording is due by October 15<sup>th</sup>.**
  - Example: Rev. Smith took part in a Region-sponsored visit to the Greenville Rising Museum in Tulsa, Oklahoma on October 3, 2021. She will need to complete a refresher course from among those listed on the Clergy web page for our Region if she plans to request renewal of her standing in 2024.
  - By now anyone reading credible, peer-reviewed histories of the United States is familiar with the Doctrine of Discovery and the creation of a false racial hierarchy more than five hundred years ago in order to justify the taking of lands and resources; treating indigenous people as invisible or as commodities to be enslaved or otherwise abused. Even though most of us believe that systemic racism is in clearly opposed to the teachings of Jesus, the Church as a whole continues to be complicit – often by our inaction, indifference, and insularity. It has long been the consensus of our General Assemblies that leaders in the Christian Church (Disciples of Christ) should not only set better examples of ethical and equitable behavior, but our whole Church also needs to do the same. To meet this need we agree to continue our professional education in a variety of ways in both areas at least once every three years for the privilege of standing renewal in this Region.

- **Forms of Professional Continuing Education**
  - The highest priority for professional continuing education is to improve capacities for leadership in our ministries and contexts. We do not (at this time) have a syllabus since professionals usually know what they need and what will most benefit those they serve as well as add to the collective wisdom of the whole Church.
  - Best continuing education practices assume that the professional first assesses what they need from a course, a workshop, a seminar or independent study. When uncertain, arrange for a conversation with a trusted peer, supervisor or member of our Regional staff
  - Typically, requirements for continuing education in healthy boundaries/pastoral care and antiracism are met in these ways:
    - **Healthy Boundaries/Pastoral Ethics**
      - Everyone starting out will benefit from a facilitated face-to-face workshop offered by the Faith Trust Institute. These last approximately six hours and they are offered at least once a year within our Region or in a Region nearby. Some ministers prefer this model and will participate in this workshop every three years.
      - **NEW! Go to <https://www.kcdisciples.org/2022-arpr--boundaries.html> for new qualifying local offerings.**
      - There are several online refresher courses offered by the Lewis Center and Safe Gatherings and links to those and similar courses can be found on our Clergy webpage.
      - Participation in a healthy boundaries/pastoral ethics class offered by another church, institution of higher education or government or non-profit agency can be helpful for some ministers. Military coursework in this area also meets the requirement for standing renewal.
      - Independent Group Study usually involves reading and processing with a small peer group what is learned. These should be led by a qualified facilitator so that the ensuing discussions about application of what is learned in one's ministry setting can be productive. Reading alone seldom results in a positive shift in attitude, practice or habit. One way to add to the body of knowledge on the subject studied is for each participant to write a brief review of the material and its impact on the minister and to share that review with the Standing Committee so that this knowledge can help other ministers in their continuing education. A list of works recommended by clergy colleagues is found on our Clergy webpage.
      - Clinical Pastoral Education units also fulfill the continuing education requirements for setting healthy boundaries.
      - Ministers who prepare and teach a Safe Sanctuary program in their ministry context and who are willing to share their curriculum with our Region may find this to be an especially rewarding and productive way to meet the continuing education requirements in one of their three-year cycles.

- Anti-Racism
  - **NEW! Go to <https://www.kcdisciples.org/2022-arpr--boundaries.html> for new qualifying local offerings.**
  - We highly encourage all ministers to have participated at least one of the basic Reconciliation Ministry workshops that will be offered at every General Assembly. Additional Reconciliation workshops are listed at <https://reconciliationministry.org> and include special focus areas like Winter Talk.
  - Participation in Transformative Community Conferencing train-the-trainer workshop is another way to build capacity for joining in the work of dismantling systemic racism in the Church and in the community.
  - The Kaufmann Center and The Open Table offer workshops designed to focus on an aspect of anti-racism work. When we become aware of them, we post notices in our Regional Social Media feeds and
  - Participation in community organizing workshops nearly always involves anti-racism work, utilizing group dynamics and practices that promote inclusion and respect for participants who might otherwise be marginalized based upon the color or their skin or their zip code.
  - Independent Group Study usually involves reading and processing with a small peer group what is learned. These should be led by a qualified facilitator so that the ensuing discussions about application of what is learned in one's ministry setting can be productive. Reading alone seldom results in a positive shift in attitude, practice or habit. One way to add to the body of knowledge on the subject studied is for each participant to write a brief review of the material and its impact on the minister and to share that review with the Standing Committee so that this knowledge can help other ministers in their continuing education. A list of works recommended by clergy colleagues is found on our Clergy webpage.
  - Ministers who teach or co-teach a class on antiracism using one of the recommended texts can both fulfill the every-three-year requirement and expand the circle of collaborators in their ministry setting.

#### **PROCESS FOR APPLYING FOR STANDING IN THE CHRISTIAN CHURCH (DISCIPLES OF CHRIST) OF GREATER KANSAS CITY**

- First Time Applicants (never previously held standing in the Christian Church (Disciples of Christ))
  - Ask your employer, congregation, or Region to send a letter by mail or email requesting standing. This letter, addressed to the Standing Committee, should state the reasons why ministerial standing is necessary in that context.
    - Mailing address:
      - CC(DOC) of Greater Kansas City, 9401 Johnson Drive, Merriam KS

- Email address: [office@kcdisciples.org](mailto:office@kcdisciples.org)
- Clergy Transferring from Another Region, Conference, or the General Commission on the Order of the Ministry
- New Church Planters

#### Process for Applying for Standing Renewal

- Update your online profile by or anytime before October 15 with any changes to your contact information, place of employment or ministry, and continuing education in healthy boundaries/pastoral ethics and/or anti-racism and indicate that you have reviewed and agree to follow the guidelines of the Ministerial Code of Ethics.
- *For commissioned ministers letter from the Christian Church (Disciples of Christ) congregation where the ministry is being performed must be submitted reaffirming the area of ministry. In addition, a letter from the ministry mentor assigned to the commissioned minister must be submitted confirming that at least one meeting has been held.*

#### Process for Applying for Reinstatement After Lapsed Standing

- Complete and send or post online your application for renewal of standing
- Send a letter to the Standing Committee explaining why you allowed your standing to lapse and why you wish to have it renewed
- Your employer or chair/moderator/president of your congregational board should send a letter to the Standing Committee requesting reinstatement of standing
- Mail or email to the Standing Committee by October 15
  - Mailing address:
    - CC(DOC) of Greater Kansas City, 9401 Johnson Drive, Merriam KS
  - Email address: [office@kcdisciples.org](mailto:office@kcdisciples.org)
- Printable Reinstatement Form : <https://files.constantcontact.com/ea43e848501/872b4c7e-abc4-491b-8601-1307687cf212.pdf>

#### PROCESS FOR INACTIVE RETIRED MINISTERS TO APPLY FOR STANDING WITHOUT NEED FOR ANNUAL REAPPLICATION

- Complete the one-page form Application for Exemption from Annual Standing Renewal
- Mail or email to the Standing Committee by October 15
  - Mailing address:
    - CC(DOC) of Greater Kansas City, 9401 Johnson Drive, Merriam KS
  - Email address: [office@kcdisciples.org](mailto:office@kcdisciples.org)
  - Printable Exemption Form: <https://files.constantcontact.com/ea43e848501/b985f10f-bfbc-44b9-a721-f376813ac57d.png>

#### STANDING RENEWAL CALENDAR – 2022

- January 2022

- Letters indicating affirmation of standing are mailed along with standing cards for those who requested them
- February – September 2022
  - Opportunities for continuing education and clergy support events and activities will be posted on Regional social media sites.
  - Each posting will mention a reminder of the October 15 deadline for submitting standing renewal applications
    - *If you do not yet receive monthly emails or texts from our office with links to important information, contact Jessica Lopez, Office Manager at 913.432.1414 or [office@kcdisciples.org](mailto:office@kcdisciples.org).*
- July 2022
  - Letters to ministry settings and ministers will be sent reminding ministers to fulfill continuing education requirements and to update their online ministerial profiles or begin filling paper standing renewal forms (which will be included in every packet)
- October 15 2022
  - Deadline for updating online ministerial profile or mailing paper standing renewal applications.
  - ***Note: No reminders regarding potential lapse of standing will be sent in 2022. No applications for standing renewal will be accepted after October 15 without the approval of the Standing Committee. Applying for standing renewal annually is the sole responsibility of the minister. The Standing Committee and regional staff members will offer frequent reminders and offers of assistance throughout the year and the Clergy webpage will be updated and available to you at any time .***
- November 2022
  - Standing Committee completes review of all submitted applications
- December 2022
  - Standing Committee recommends standing to the Regional Commission on the Order of the Ministry for all applicants who have met the criteria stated above.