

SUBJECT

HIRING LOCAL CHURCH ELDERS

DATE ISSUED

Sept. 4, 1973

NO.

4.3.1.1

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The Vice-President of Church Administration will consider hiring an elder who has not been trained at Ambassador College into the U. S. Field Ministry. The prospective field employee will be considered only after certain preliminary steps have been taken.

Preliminary Steps:

- (1) A completed resume must be submitted by the potential employee to the office of the Vice-President of Church Administration.
- (2) The results obtained from a Scholastic Aptitude Test (termed SAT) should be submitted to the Vice-President. This is not the determining factor but is part of the total fact-gathering process.
- (3) A written recommendation by the local Church Pastor should be submitted to the Regional Director. If the Regional Director concurs with the recommendation, he will forward it to the Vice-President with his recommendations.
- (4) A transcript from previous college experience (if applicable) should be forwarded to the Vice-President.

After these preliminary steps have been completed, the Vice-President of Church Administration will contact the Regional Director and discuss the future of the minister considered for hiring. Commitment to hire involves budget consideration as well as a moral obligation to continue employment once a man has been accepted. This impacts not only the individual region but the entire division. The newly hired man could ultimately be transferred to another region or may possibly go directly to college for training. Therefore, final approval for hiring resides with the Vice-President.

The Vice-President will make his decision to hire, not to hire, or to delay decision based upon the welfare of the entire division. Budgetary and personnel shortages of all the regions must be considered. The Vice-President will evaluate the total number of potential elders subject for hiring in order to determine that the best candidates are accepted.

In the event that the Vice-President decides to hire, he will decide in concert with the Regional Director if the new employee is to

POLICY

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CHURCH OF GOD

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receive immediate Ambassador College training and for how long. Arrangement of the actual hiring is at the discretion of the Vice-President.

The files of all potential employees will be maintained by the Division Personnel Coordinator.