

CREDENTIALS AND LICENSES (D05) (D10)

Credentials/licenses shall be issued only to full-time denominational employees. These employees also shall be those under the supervision of conferences/missions or denominationally-owned institutions. They shall expire when denominational employment is terminated.

Ministerial Employees – Ordained, Commissioned and Licensed

1. **Ministerial Credential (ORM [Ordained/Commissioned])** – To ministerial employees who have demonstrated a divine call to ministry and have been previously classified as licensed ministers and ordained/commissioned to the ministry. An ordained/commissioned minister is authorized to perform authorized ministerial functions of the Church.
2. **Ministerial License (LIM)** – To ministerial employees who have demonstrated a divine call to ministry which is recognized by a conference with an assignment as a spiritual leader, pastor, chaplain, or evangelist. Such employees must have been ordained as a local elder, and are authorized to perform substantially all the tenets and practices of the Seventh-day Adventist Church in the territory of the assigned organization. A licensed minister is on the path toward ordination.
3. **Commissioned Minister Credential (CCM)** – To ministerial employees who have demonstrated a divine call to ministry and have been previously classified as a licensed commissioned minister, in which capacity he/she has served for at least five years. (See L-3) In addition, individuals who have demonstrated a divine call to ministry and whose spiritual leadership is acknowledged by election or appointment to serve in full time spiritual leadership positions (administrative, department, and institutional) normally occupied by an ordained minister prior to the adoption of this policy are also eligible to receive Commissioned Minister Credentials. (See L-5)

Commissioned ministers are authorized to perform substantially all the religious functions within the scope of the tenets and practices of the Seventh-day Adventist Church in the territory of the assigned organization, institution, or congregation.

1. An appropriate commissioning service shall be conducted when an employee is granted a Commissioned Minister Credential.
2. It is not the normal practice to ordain an individual holding a Commissioned Minister Credential.
4. **Commissioned Minister License (LCM)** - To ministerial employees who have demonstrated a divine call to ministry which is recognized by a conference with an assignment as a pastor, institutional chaplain or commissioned minister in a leadership position. Such employees must be ordained and must currently serve as a local elder and are authorized to perform substantially all the religious functions within the scope of the tenets and practices of the Seventh-day Adventist Church in the assigned institution or congregation. Commissioned ministers holding a license are not normally on the path toward ordination to the ministry.

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Non-Ministerial Employees

1. ***Missionary Credential (CMS)*** – To employees with significant experience in denominational service, usually not less than five years, who demonstrate proficiency in the responsibilities assigned to them and whose remuneration is at approximately the maximum for their category in the denominational wage scale. These will include regularly employed field, medical, educational and office employees; and career literature evangelists.
2. ***Missionary License (LMS)*** – To employees with limited experience (less than five years) including regularly employed field, medical, educational, institutional and office employees.

Teachers

1. ***Commissioned Ministry of Teaching Credential (CCT)*** – To teachers and other professional educators with a life-long commitment to and significant experience in the Seventh-day Adventist system of education, usually not fewer than six years, with demonstrated proficiency in assigned responsibilities. Such teachers and other professional educators will also exhibit a keen sense of Christian responsibility for nurturing and leading souls to Christ, for consistently upholding Christ as the focal point of all curriculum and instruction, and for demonstrating positive interpersonal relationships, thus providing an environment of social, spiritual, and emotional stability.
2. ***Commissioned Ministry of Teaching License (LCT)*** – To licensed/certified teachers/educators with not fewer than three years of satisfactory service who have demonstrated a commitment to long-term service in the Seventh-day Adventist system of education, who support the fundamental beliefs of the Church, and whose lifestyle is consistent with acceptable Adventist Christian behavior.
3. ***Ministry of Teaching License (LMT)*** – To entry level teachers or teachers initiating their work into the Seventh-day Adventist education system. This is a provisional stratus for all newly employed teachers.

Other Employees

1. ***Employment Certificate – Denominational Employees*** – Issued by the employing organization or institution rather than the committee usually issuing credentials and licenses to all employees not holding credentials or licenses from a denominational organization.
2. ***Employment Certificate – Nondenominational Employees*** – Shall also be issued in the same way by the employing organization or institution to employees who are not members of the Seventh-day Adventist Church.

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To Employees – Credentials/licenses shall be issued only to full time denominational employees and to those under the supervision of conferences/missions or denominationally-owned institutions. They shall expire when denominational employment is terminated. In special cases a credential/license may be issued to a non-employed individual while service the Church under the supervision of a denominational organization.

Change of Employment – Ministers – When an ordained, licensed or commissioned minister changes his/her denominational employment to work other than that for which a ministerial credential/license is ordinarily issued, his/her credential/license shall cease to be valid except in those cases where the employing organization recommends, and the next higher organization approves, the continuing of the ministerial credential/license. When an individual is extended a call under the above circumstances, he/she shall be informed as to his/her relationship in this matter.

Withdrawing Credentials – Any organization with authority to issue credential and licenses have the power to withdraw the papers it has granted, in harmony with the constitutional provisions of the organization concerned.