

# STANDARDS FOR MINISTERIAL RECOGNITION

## 1. APPLICATION FOR THE MINISTRY

1. Call. Those who give real evidence of a divine call, and whose evident purpose is to devote adequate time to the work of the ministry shall be eligible for a ministerial license or ordination credentials.
2. Qualifications. After having graduated from Bible College, or having the equivalent experience, the candidate may be granted a ministerial license which may be renewed for each year of active professional ministry until ordination. Qualifications for the ministry are set forth in the New Testament in I Timothy 3:1-7 and Titus 1:5-9.
3. All candidates shall accept the teachings, practices, and aims of Shiloh Restoration Tabernacle as revealed through its Statement of Faith and By Laws.
4. All applications for ministerial recognition are to be made through the Ecclesiastical Board. The applicant and spouse should plan to attend a General Review Board Meeting at such time as designated by the Ecclesiastical Board for the purpose of examination as to qualifications for and their call to the ministry.
5. Procedures for granting license and ordination shall follow those set forth in Ministerial License Operating Guidelines.

## II. REQUIREMENTS FOR APPLICANTS

Authority shall be given to license or ordain those whose life experience and doctrinal belief gives testimony to a walk with Christ, both in and out of the church.

1. We believe in the sanctity of marriage. However, neither divorce nor remarriage following divorce shall automatically disqualify an applicant from being granted a license/ordination nor a licensed/ordained pastor from continuing to hold a license/ordination. Decisions in specific cases must be left to the spiritual discretion of the Ecclesiastical Board. A license/ordination may be allowed in cases in which either the applicant/pastor and or, if remarried, the applicant's/pastor's spouse meets scriptural exceptions (Matthew 5:31,32; 19: 1-9; I Corinthians 7:10-16)
2. A spirit-filled life will be the applicant's best credentials. The applicant shall be in accord with Shiloh Restoration Tabernacle's doctrinal beliefs as set forth in the Statement of Faith and By Laws. The applicant shall also be willing to cooperate and work in harmony with Shiloh Restoration Tabernacle's program and teachings.
3. All candidates for license and ordination will be given a uniform and thorough written examination, followed by personal questioning by the Ecclesiastical Board.
4. Ministers coming from Ministries holding doctrines, practices and policies contrary to Shiloh Restoration Tabernacle shall be required to:

1. Submit to baptism in harmony with Shiloh Restoration Tabernacle's teachings;
2. Attend Life Application Studies and/or Biblical Word Studies & Scriptural Interpretation Classes an adequate length of time to become familiar with the doctrines and policies of Shiloh Restoration Tabernacle or familiarize himself with the doctrines, practices and policies as approved by the License Ecclesiastical Board. (This is not applicable to foreign missionaries unless deemed advisable by the Ecclesiastical Board of Directors.)

### **III. LICENSE AND ORDINATION**

1. The Licensed Ministry. Applicants meeting the requirements may be granted a ministerial license. This ministerial license may be renewed each year. License may be revoked for cause of misconduct or a change in doctrinal beliefs and suspended on leaving active professional ministry, retirement excluded.
2. The Ordained Ministry. All ordinations in a 5-Fold Ministry Office shall take place under the auspices of the Ecclesiastical Board. Applicants of 23 years of age or over who have met the necessary requirements shall appear in person before the Board. No person may be ordained until he/she:
  - A. Has completed at least 2 years residency including 1 year as a licensed minister within that timeframe.
  - B. Is in an active ministry. Ordination services will be held annually in May/June of each year, operating under the following guidelines:
    1. Service to be under the auspices of the Ecclesiastical Board;
    2. One member of the Ecclesiastical Board should be present and have a part in the service;
    3. Expenses for ordination, certification etc., are to be paid by the local pastor and/or the local church.

Ordination may be revoked for causes of misconduct or a change in doctrinal beliefs, and suspended on leaving active professional ministry, retirement excluded.

### **IV. MINISTERIAL RECOGNITION**

1. All licensed and ordained ministers of Shiloh Restoration Tabernacle will be issued annual recognition cards to expire June 30<sup>th</sup> of each year, which will be renewed upon request before expiration.
2. All ministers ordained prior to May 2009 will be granted a recognition card/certificate valid as long as terms are met.
3. The official ministerial list shall be revised annually to include only the names of ministers to whom recognition cards/certificates have been given.

4. Only a unanimous vote of the Ecclesiastical Board is acceptable to grant, revoke or suspend a ministerial license or ordination.
5. Before a minister is licensed by the Ecclesiastical Board, he/she must have been a member/partner of Shiloh Restoration Tabernacle for at least one year.
6. Recognition cards/Certificates may be granted to pastors who have officially retired from the active ministry.

## **V. MINISTERIAL RELATIONS AND COOPERATION**

1. All ministers holding ministerial recognition within Shiloh Restoration Tabernacle shall be amenable to the Ecclesiastical Board in matters of doctrine and conduct.
2. All ministers under License or Ordination of the Ecclesiastical Board shall cooperate as much as possible with Shiloh Restoration Tabernacle, local churches/ministries and to the fellowship in which it associates.

## **VI. DISCIPLINE OF MINISTERS**

1. Occasions may arise where endorsement can no longer be given some ministers.

Causes for such may be: 1) accepting or espousing doctrines contrary to Shiloh Restoration Tabernacle, 2) gross inefficiency in the ministry, 3) a record of church breaking instead of building, 4) a contentious, non-cooperative spirit, 5) an assumption of dictatorial view, 6) a habit of running into debt which has brought reproach upon the church, 7) conduct unbecoming a minister, or 8) for other causes or reasons contrary to the principles stated or implied in this document.

2. If, after counsel and warning, there is no change of character or attitude on the part of the minister, the Ecclesiastical Board may suspend the offender's license or ordination.

## **VII. PERFORMING OF MARRIAGES**

1. We encourage each minister to develop a biblically based marriage, divorce and re-marriage theology and practice.
2. We encourage each minister to implement a strong pre-marital counseling component as part of any marriage that the minister performs.

## **VIII. MINISTERIAL COURTESY**

1. We disapprove of all discourteous conduct. All ministers are advised against interfering with pastors in charge of churches, whether going in upon their work without consent, or by correspondence with members of the church as it will hurt the influence of the leader. All correspondence which concerns the whole church shall be addressed to the pastor or church secretary, and not to private members. Such interference may be the basis for not continuing ministerial recognition.
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# STANDARDS OF MINISTERIAL ETHICS

## 1. Principles

- 1.1. The ethical standards required of Ministers in Shiloh Restoration Tabernacle, Inc. reflect the fact that Ministers are entrusted with considerable privilege and wide discretionary power.
- 1.2. In recognition that this office is a public trust, therefore, the people of Shiloh Restoration Tabernacle, Inc. are entitled to expect that, as a matter of principle, Ministers will act with due regard for integrity, fairness, accountability, responsibility, and the public interest, as required by these Standards.
- 1.3. In particular, in carrying out their duties:
  - (i) Ministers must ensure that they act with integrity – that is, through the lawful and disinterested exercise of the statutory and other powers available to their office, appropriate use of the resources available to their office for public purposes, in a manner which is appropriate to the responsibilities of the Minister.
  - (ii) Ministers must observe fairness in making official decisions – that is, to act honestly and reasonably, with consultation as appropriate to the matter at issue, taking proper account of the merits of the matter, and giving due consideration to the rights and interests of the persons involved, and the interests of Florida.
  - (iii) Ministers must accept accountability for the exercise of the powers and functions of their office – that is, to ensure that their conduct, representations and decisions as Ministers, and the conduct, representations and decisions of those who act as their delegates or on their behalf – are open to public scrutiny and explanation.
  - (iv) Ministers must accept the full implications of the principle of ministerial responsibility. They will be required to answer for the consequences of their decisions and actions – that is, they must ensure that:
    - their conduct in office is, in fact and in appearance, in accordance with these Standards;
    - they promote the observance of these Standards by leadership and example in the public bodies for which they are responsible; and
    - their conduct in a private capacity upholds the laws of the United States of America, and demonstrates appropriately high standards of personal integrity.
- 1.4. When taking decisions in or in connection with their official capacity, Ministers must do so in terms of advancing the public interest – that is, based on their best judgment of what will advance the common good of the people of Shiloh Restoration Tabernacle, Inc..
- 1.5. Ministers are expected to undertake whatever actions may be considered by the Pastors of Shiloh Restoration Tabernacle to be reasonable in these circumstances to meet the general obligations set out above, including the following specific requirements and procedures.

## 2. Integrity

- 2.1. Along with the privilege of serving as a Minister, there is some personal sacrifice in terms of the time and energy that must be devoted to official duties and some loss of privacy. Although their public lives encroach upon their private lives, it is critical that Ministers do not use public office for private purposes. In particular, Ministers must not use any information that they gain in the course of their official duties, including in the course of discussions, for personal gain or the benefit of any other person.

- 2.2. Ministers must declare and register their personal interests, including but not limited to pecuniary interests, as required by the ministry from time to time.
- 2.3. Failure to declare or register a relevant and substantive personal interest as required by the ministry constitutes a breach of these Standards.

#### ***Family members***

- 2.4. Ministers must have regard to the religious and other private interests of members of their immediate families, to the extent known to them, as well as their own interests, in considering whether a conflict or apparent conflict between private interests and official duty arises.

#### ***Other forms of employment***

- 2.5. Ministers are required to withdraw from any professional practice or the management of any business which conflicts with their religious beliefs. A Minister shall not act as a consultant or adviser to any company, business, or other interests, whether paid or unpaid, or provide assistance to any such body, except as may be appropriate in their official capacity as Minister.

#### ***Gifts***

- 2.6. Ministers are required to exercise the functions of their public office unaffected by considerations of personal advantage or disadvantage. Ministers, in their official capacity, may therefore accept customary official gifts, hospitality, tokens of appreciation, and similar formal gestures in accordance with the relevant guidelines, but must not seek or encourage any form of gift in their personal capacity. Ministers must also comply with the requirements of the ministry and the its Senior Leaders relating to the declaration of gifts.
- 2.7. Ministers must not seek or accept any kind of benefit or other valuable consideration either for themselves or for others in connection with performing or not performing any element of their official duties as a Minister. Ministers shall ensure that they do not come under any financial or other obligation to individuals or organisations to the extent that they may appear to be influenced improperly in the performance of their official duties as Minister.

#### ***Post-ministerial employment***

- 2.8. Ministers shall ensure that their personal conduct is consistent with the dignity, reputation and integrity of the Shiloh Restoration Tabernacle, Inc..

### **3. Fairness**

- 3.1. Ministers must be able demonstrate that they have taken all reasonable steps to observe relevant standards of procedural fairness and good decision making applicable to decisions made by them in their official capacity.
- 3.2. In particular, Ministers are required to ensure that official decisions made by them as Ministers are unaffected by bias or irrelevant consideration, such as considerations of private advantage or disadvantage.

### **4. Accountability**

- 4.1. Ministers and their staff are provided with resources and facilities at public expense for the effective conduct of public business. Such resources are not to be subject to wasteful or extravagant use, and due

economy is to be observed at all times. In particular, Ministers must be scrupulous in ensuring the legitimacy and accuracy of any claim for entitlement to ministerial or travel allowance.

4.2. Additionally, Ministers are to regard the skills and abilities of public servants as a public resource, and are expected to ensure that public servants are deployed only for appropriate public purposes.

4.3. Ministers are required to provide an honest and comprehensive account of their exercise of public office, and of the activities of the ministry assignments within their portfolios, in response to any reasonable and bona fide enquiry by a member of the ministry or a ministry leader.

## **5. Responsibility**

5.1. Ministers are expected to be honest in the conduct of public office and take all reasonable steps to ensure that they do not mislead the public or the ministry. It is a Minister's personal responsibility to ensure that any error or misconception in relation to such a matter is corrected or clarified, as soon as practicable and in a manner appropriate to the issues and interests involved.

5.2. Ministers must not encourage or induce other public officials, including public servants, by their decisions, directions or conduct in office to breach the law, or to fail to comply with the relevant code of ethical conduct applicable to them in their official capacity. Ministers are also expected to ensure that reasonable measures are put in place in the areas of their responsibility to discourage or prevent corrupt conduct by officials.

## **6. The Public Interest**

6.1. Ministers are expected to conduct all official business on the basis that they may be expected to demonstrate publicly that their actions and decisions in conducting public business were taken with the sole objective of advancing the public interest.

## **7. Implementation**

7.1. Ministers must accept that it is for the Senior Pastor to decide whether and when a Minister should stand aside if that Minister becomes the subject of an official investigation of alleged illegal or improper conduct.

7.2. Ministers will be required to stand aside if charged with any criminal offence<sup>1</sup>, or if the Senior Pastor regards their conduct as constituting a breach of these Standards. Ministers will be required to resign if convicted of a criminal offence, and may be required to resign if the Senior Pastor is satisfied that they have breached or failed to comply with these Standards in a substantive and material manner.

7.3. Where an allegation involving improper conduct of a significant kind, including a breach of these Standards, is made against a Minister (including the Senior Pastor) the Senior Pastor may refer the matter to an appropriate independent authority for investigation and/or advice.

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<sup>1</sup> *Criminal offence* does not include an infringement notice such as an "on the spot" fine.