



United Methodist Endorsing Agency

General Board of Higher Education & Ministry Division of Ordained Ministry

www.gbhem.org/chaplains • umea@gbhem.org • (615) 340-7411

Information for Employers of Endorsed United Methodist Chaplains

Endorsement

Endorsement is a term of art used by government agencies, professional associations, and employers to denote that a person is ecclesiastically qualified and authorized to provide religious ministry and spiritual care in a specialized setting as a representative of his or her faith group. To those outside the church, endorsement signifies that a person is spiritually rooted, ecclesiastically accountable, pastorally proficient, able to work collegially in a pluralistic environment, and committed to providing appropriate spiritual care for all eligible constituents.

The government, professional associations, and employers value endorsement because:

- It assures the institution that the clergyperson is good standing with the church, appointable by the bishop and authorized to perform the full range of ministry required in the endorsed setting on the church's behalf.
- It attests to the endorsee's personal suitability for ministry in the endorsed setting.
- It offers the denomination's ongoing support for those ministering beyond the church walls and holds them accountable for their conduct.
- It affirms that the church expects the clergyperson to accommodate the religious rights of everyone within the institution or organization's scope of care.

Demonstrated Evidence

All United Methodist endorsees have:

- Completed the academic preparation required of all United Methodist clergy.
- Completed a multi-year process of supervision and assessment in preparation for ordination or licensing as clergy. The process included psychological assessments and background checks, and required candidates to demonstrate competence in the knowledge, skills and abilities required of all United Methodist clergy.
- Received positive recommendations from their bishops, supervisors, and peers.
- Provided written documentation describing their call, preparation and understanding of ministry in the specialized setting.
- Received a positive recommendation from a peer-review panel following an in-depth, in-person conversation and a thorough review of the application materials.
- Received an affirmative vote from the Endorsing Committee.

Expectations

United Methodist clergy are members of a connectional system, annually appointed by their respective bishops to whatever church or ministry they serve. Because of this relationship, they are always under supervision and accountability to the church.

The United Methodist Church takes the endorsement process very seriously because each endorsed clergy person is a representative of the denomination. As such, the established standards to receive endorsement are amongst the highest of any religious organization granting endorsement.

Responsibilities

The United Methodist Endorsing Agency (UMEA): UMEA continues its relationship with endorsees through ongoing nurture, advocacy, and support.

- The provision of onsite visits; cluster gatherings, continuing education opportunities sponsored in connection with United Methodist associated colleges, universities, and seminaries.
- The provision of pastoral care in response to specific identified needs.

Endorsed Clergy: United Methodist clergy are always under episcopal appointment, and therefore endorsees must maintain their relationship to the church. Church polity requires them to:

- Attend the meeting of the Annual Conference to which they belong.
- Submit an annual report describing their ministry with a copy of their annual evaluation.
- Be faithful to their ordination vows and maintain their covenant with the United Methodist Church.

Employer: If there is a need for an employer to dialogue with the church about a specific issue or concern related to a United Methodist endorsed employee, the employer should initiate the dialogue with UMEA's Director of Endorsement.

Endorsed United Methodist clergy are highly trained professionals accountable to both the employer and church. They are an outstanding resource for employers. The Church hopes that employers recognize, appreciate, and support our endorsed clergy serving in their organization.

United Methodist Endorsing Agency

General Board of Higher Education and Ministry

PO Box 340007, Nashville, TN 37203-0007

Phone: (615) 340-7411

E-mail: umea@gbhem.org