

# **PRESBYTERY OF TAMPA BAY**

## **Commissioned Ruling Elder Program**

**Approved by the Presbytery of Tampa Bay 7-23-2015**

### **I. OVERVIEW**

#### A. Definition

A Commissioned Ruling Elder (CRE) is an elder called by God and affirmed by her/his session and who has been trained, commissioned, and nurtured by the presbytery to be a pastor to a particular congregation or ministry. She/he may serve full or part time, with or without compensation. The commission is authoritative only within the bounds of the Presbytery of Tampa Bay, only in the church or ministry specified, and only for the time specified. The commission may be renewed at expiration or terminated at any time either at the discretion of presbytery or at the request of the CRE.

#### B. Requirements

The Book of Order (G-2.10 ff) establishes the criteria for the equipping of Commissioned Ruling Elders and for their ongoing accountability to a presbytery. The CRE is an elder who may lead worship, preach the gospel, administer the sacraments, watch over the people, and provide for their nurture and service. This commission is valid only in one or yoked congregations, a new church development, an immigrant fellowship, or other validated ministry of the presbytery, designated by the presbytery, for a specified period of time.

#### C. Who is called?

“We have gifts that differ according to the grace given to us” (Romans 12: 6a). Within every congregation God bestows many and diverse gifts upon the members of that church. It is important that churches actively encourage laypersons to honor, use, and build upon their gifts in the ministry of the church. The Presbytery of Tampa Bay seeks to identify and encourage men and women gifted for ministry as Commissioned Ruling Elders.

#### D. Opportunity for anyone who wants to grow in faith

The CRE course of study will be open to anyone who wants to grow in faith, but is particularly designed for those seeking to become Commissioned Ruling Elders. We seek to “equip the saints for the work of ministry, for the building up of the body of Christ” as outlined in Ephesians 4: 12.

#### E. No guaranteed employment

Completion of the program does not guarantee placement of any kind nor does it guarantee the right to exercise all of the functions possible for a Commissioned Ruling Elder (G-2.1004). For those who are seeking to serve as a CRE, the Presbytery of Tampa Bay, through its Commission on Ministry, will work person-to-person and church-to church to identify optimal placements.

## II. PROCEDURES

### A. Program Responsibility

1. The Commissioned Ruling Elder preparation program of the Presbytery of Tampa Bay shall be administered by the Commission on Preparation for Ministry (CPM).
2. The CPM will have the following responsibilities:
  - i. Recruitment, admission, or dismissal for cause of candidates to the program;
  - ii. Oversight of the training process;
  - iii. Consultation with CRE candidates as they explore their sense of call;
  - iv. Interpretation of the CRE program for churches;
  - v. Referral of the candidate to Presbytery's Commission on Ministry for examination, approval of placement, and post-commissioning oversight (see G-2.1003 and G-2.1004) once a CRE candidate is ready for a commission

### B. Application Process for Elders

1. An applicant to the program shall be an elder in the Presbyterian Church (USA).
2. Ordinarily, an applicant to the program will have been a member of the Presbyterian Church (USA) for at least two years and active in the life of a particular church within the bounds of the Presbytery of Tampa Bay for at least one year immediately prior to applying for the Commissioned Ruling Elder program. In the case of immigrant communities with roots in the Reformed tradition, membership in the fellowship or new church development may be considered to be equivalent to membership in a particular church within the bounds of the Presbytery of Tampa Bay. Membership within a Reformed body may be considered to be equivalent to membership in the PC (U.S.A.).
3. Application to be a Commissioned Ruling Elder will be filed with the Commission on Preparation for Ministry and will include a completed application form, the completed support form from the church Session or its equivalent in the case of immigrant fellowships, and an interview with CPM (see Appendices A and B).
4. Each CRE candidate is ordinarily required to participate in the same psychological and vocational testing arranged by the CPM of the presbytery and the endorsing congregation. Entrance to the CRE program is contingent upon this report being deemed satisfactory by the CPM. Payment for the vocational assessment is ordinarily divided equally among the candidate, the CPM, and the church.
5. Applicants for whom English is not a primary language may apply to take courses in their primary languages, as available, with the prior approval of the CPM.
6. Applicants who have previous study in required areas may submit those to CPM for consideration as a substitute for equivalent courses. Applicants may also show the CPM documented experience from employment, church, or academic settings, to stand as equivalent to any of the Areas of Training (III, B, 2 below), and the CPM will advise the applicant as to the substitute credit that may be applied in their unique case.
7. Application packets are available through CPM.
8. Applicants to the program should be aware that acceptance to this program does not guarantee placement as a Commissioned Ruling Elder in the Presbytery of Tampa Bay.

### C. Application Process for Churches and Presbytery

1. Churches interested in ministry with a Commissioned Ruling Elder should consult the Commission on Ministry. If approved by the COM to pursue a CRE, a church may interview CRE candidates or propose an elder for preparation through the CRE program. A proposed elder would file an application with the CPM and if accepted would enter the regular process.
2. If the presbytery, through one of its commissions or through presbytery staff, discovers a person who would be a good candidate for CRE training, they should encourage that person to pray about CRE ministry, seeking discernment on the matter, and apply if so led.
3. If the presbytery, through one of its committees, envisions a ministry that would be best led by a CRE, the committee should bring the matter before the COM or the CPM as above and proceed as would a church in similar circumstances.

## III. BECOMING A COMMISSIONED RULING ELDER

### A. Step One — Applying

1. A Commissioned Ruling Elder is an elder who, responding to God's call, carries out certain pastoral duties when commissioned by a presbytery for a specific place and time within that presbytery (G-2.1001).
2. The process may begin when an elder, sensing such a call, contacts his or her pastor and session to seek validation of the call.
3. The proposed Commissioned Ruling Elder and the session together will initiate contact with the CRE program (Appendices A and B). The session will appoint one or more of its members as liaison for the duration of the CRE process.
4. Before beginning a formal process of study, the applicant shall meet with the presbytery's Commission on Preparation for Ministry to discuss motivation for ministry and the particulars of the process. If the CPM approves admission, the applicant begins the second step.
5. A CPM liaison will be appointed by CPM to counsel and guide each CRE candidate through the process.
6. The CPM liaison relationship includes.
  - i. Designing the learning plan for the CRE candidate;
  - ii. Validating directed studies done in concurrence with the agencies (presbyteries, colleges, seminaries, workshops, etc.).

### B. Step Two — Training *(Please Note: it should be understood that CRE training will not require the same depth and breadth of professional competency as that of a Teaching Elder. This CRE program is a creative response to the particular needs of the Presbytery of Tampa Bay.)*

1. Training overview: Realizing that some CRE candidates may enter this program with a very specific ministry in mind while others candidates may not, the Commission of Preparation for Ministry shall formulate a course of study for each

candidate. Realistic timelines for completion of the requirements will vary depending on the availability of qualified instructors, the course of study prescribed, class size and the schedule of the candidate. At the present time CRE candidates will take their required course work through the University of Dubuque Theological Seminary. Some additional work may be required depending on the type of ministry a CRE candidate is preparing to undertake. Although the formal phase of preparation will end at commissioning, education for ministry is a lifelong process.

2. Areas of training
  - i. Introduction to the Old Testament
  - ii. Introduction to the New Testament
  - iii. Reformed Theology;
  - iv. Presbyterian Polity;
  - v. Introduction to Preaching;
  - vi. Reformed Worship and Sacraments
  - vii. Pastoral Care;
  - viii. Foundations of Christian Education;
  - ix. Leadership Training and Church Administration
3. Upon entry into the CRE training phase, the CRE candidate and the CPM liaison will adopt a Learning Covenant using the Dubuque Seminary Program that will be written and signed as a covenant between the candidate, his or her CPM liaison and the CPM.
4. Special Circumstances—ordinarily Certified Christian Educators applying to be a CRE are deemed qualified to serve having completed requirements of the Book of Order G-2.1103
5. Final Assessment:
  - i. When the CRE candidate has successfully completed the Learning Covenant, the CPM will conduct a final assessment. This assessment will include a review of all Learning Covenant requirements, assessment and review of the CRE candidate's Faith Statement, and a final sermon review including exegesis, preparation, and delivery; perhaps in a congregational or alternate setting.
  - ii. Following the final assessment, CPM will certify the CRE candidate as having successfully completed her/his training for service as a CRE. NOTE: attendance at an approved workshop on healthy boundaries is required prior to being approved for a commission.

C. Step Three: Commissioned Ruling Elder Placement (*At this phase, the Commissioned Ruling Elder is formally commissioned by the Presbytery to a specific ministry. The presbytery's Commission on Ministry has oversight of Step Three.*)

1. Examination and Readiness: when a specific call is determined, the CRE candidate and commissioning church will be examined by COM for approval (Appendix C). Prior to examination a criminal background check will be conducted. The candidate will sign and submit to COM a statement declaring the absence of any convictions of sexual or financial misconduct. Pending satisfactory outcomes, the COM may recommend that the candidate be commissioned to the particular church or churches within the bounds of the Presbytery of Tampa Bay.

2. Contract: the following shall be included in the contract recommended for approval by COM:
- i. The terms of the contract shall be negotiated by the Commissioned Ruling Elder candidate and the session of the church (Using form F-1). The contract must be approved by the COM.
  - ii. The contract shall name the candidate, the church, the ministry to be provided, and whether the CRE will be authorized to:
    - a. Administer the Sacrament of the Lord's Supper;
    - b. Administer the Sacrament of Baptism;
    - c. Moderate the session under the supervision of, and when invited by, the moderator of the session appointed by COM;
    - d. Have voice and vote in meetings of Presbytery (to be counted as an elder commissioner for the purposes of parity);
    - e. Perform a service of Christian marriage when invited by the session and when in accordance with Florida law (Statute #741.07).
  - iii. The final contract shall state the duration of the commission. Ordinarily CRE relationships in the Presbytery of Tampa Bay begin with a one-year term, which may be lengthened if and when renewed. According to Book of Order G-2.1001, the maximum (but renewable) term is three years.
  - iv. Once approved by presbytery (see section 3 below), the contract shall be signed by the chair of COM, the Stated Clerk of the Presbytery of Tampa Bay, the clerk of the session and the Commissioned Ruling Elder candidate.
  - v. Presbytery Approval: COM shall present the Commissioned Ruling Elder Candidate and representatives of the commissioning church to the Presbytery of Tampa Bay for final approval. The candidate shall give a summary of her/his faith journey and her/his statement of faith. The Commissioning church will present a statement of their rationale, vision, and expectations for the ministry.
  - vi. Service of Recognition: following Presbytery's approval, COM shall work with the Commissioned Ruling Elder and the session to develop an appropriate commissioning service according to G-2.1003. (for a sample, see Appendix D).

#### D. Step Four: Oversight During the Commission

1. Oversight: COM shall supervise the Commissioned Ruling Elder in accordance with the Book of Order G-2.1004. Mentor: a mentor shall be assigned by COM. The mentor shall be a Teaching Elder of the Presbytery of Tampa Bay (G-2.1004)
  - i. The mentor and Commissioned Ruling Elder shall meet at least quarterly to review the work of the Commissioned Ruling Elder.
  - ii. The mentor shall provide counsel, coaching and encouragement, and identify opportunities for growth in spiritual development, church leadership and worship.
  - iii. The mentor shall provide a quarterly written summary of the CRE's progress to the COM, highlighting her/his progress, strengths, areas for improvement, and noting whether there are areas of concern
2. Once commissioned, a CRE is required to have eight contact hours of continuing education annually. These courses should be Presbyterian conferences, workshops, etc., or otherwise be approved by the mentor. Additional approval for plans for continuing education may also be required for CREs.

3. Annual Review: annually, the Commissioned Ruling Elder should undergo a review from the church s/he serves. At the same time the overall CRE relationship will be reviewed by the COM. The review is intended to be part of a reciprocal dialogue wherein the Commissioned Ruling Elder and the session seek ways in which each can better serve the church of Jesus Christ. Sample Commissioned Ruling Elder Review formats are found in Appendices E and F.

#### E. Step Five: Terminating the Local Commission

1. The local commission between a congregation and a Commissioned Ruling Elder may be dissolved at the end of the Commission term or with 30 days notice by the COM. (See G-2.1004)
2. The COM shall revoke the commission of any Commissioned Ruling Elder who does not abide by the provisions specified in G-2.1001ff of the Book of Order and the provisions contained in this policy.

## **IV. EXPECTATIONS**

### A. The Commissioned Ruling Elder:

1. Will lead worship and preach the gospel, watch over the people, and provide for their nurture and service in the church, congregation or ministry commissioned to his or her care;
2. May perform other duties as negotiated with the session and with the concurrence of COM and as specified in the contract;
3. Should attend all session meetings of the commission church;
4. Shall pursue a program of continuing education each year;
5. Shall have her/his work reviewed annually by the presbytery through COM in consultation with the session of the local church or appropriate local board (Appendices E and F).
6. Shall ordinarily be enrolled as an elder, or certified educator serving as a CRE with voice and vote in meetings of the Presbytery of Tampa Bay for the term of the commission and shall participate responsibly in the deliberations and work of the presbytery;
7. Will ordinarily remain a member of the particular church where membership was previously held;
8. Will work with a mentor who is ordinarily the moderator of the Session of the church, but may be supervised by another Teaching Elder assigned by COM (G-2.1004).

### B. The Mentor

1. The mentor of the Commissioned Ruling Elder shall be a Teaching Elder.
2. The mentor, the Commissioned Ruling Elder, and a representative of the session or equivalent body shall participate in an annual review process.

The mentor will meet at least quarterly with the CRE and will review continuing education plans of the CRE.

- ### C. The Presbytery:
- The Stated Clerk of the Presbytery shall annually present to presbytery the names of Commissioned Ruling Elders serving in the Presbytery of Tampa Bay as well as the names of those who have completed CRE training and are available to serve.

Appendices Packet  
**Commissioned Ruling Elder**

Table of Packet Contents

The following is a list of the CRE program appendices, the number of pages in each, and the page number in the packet sequence.

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**APPENDIX A**  
**Presbytery of Tampa Bay**  
**Commissioned Ruling Elder Program**  
**Application for Admission**

Applicant Name: \_\_\_\_\_ Date: \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Address: \_\_\_\_\_  
 \_\_\_\_\_

Phone: Home ( ) \_\_\_\_\_ Work: ( ) \_\_\_\_\_

E-address: \_\_\_\_\_ Cell: ( ) \_\_\_\_\_

The following background information will be used by the Church Session and Presbytery's Commission on Preparation for Ministry.

This questionnaire is purposely broad in scope. Feel free to use extra paper to provide additional information and to make whatever additions you feel will give the best representation of you. Please be as accurate and candid as you can.

When you have completed this questionnaire, it should be given to your pastor or session, who will forward it to the Commission on Preparation for Ministry.

**1. ACADEMIC INFORMATION:**

List the various schools and academic institutions you have attended, beginning with high school and complete the information for each column. If you are currently pursuing an educational program, indicate your academic classification.

Institution	Program/Major	Academic Average	Certificate, Diploma or Degree
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

List the academic honors, awards and special recognitions, organizations, sports and extracurricular activities. Circle those which have been most meaningful to you.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**2. OCCUPATIONAL HISTORY**

List all full-time or part-time jobs or occupations of the last ten years, providing the information requested in each column. Indicate part-time (PT) next to the job title. Feel free to go back more than ten years for any occupations that were particularly meaningful to you.

Occupation	Length of Employment	Aspects Enjoyed Most	Aspects Enjoyed Least
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

**APPENDIX A, page 2**

**3. CHURCH INFORMATION**

Dates of: Baptism \_\_\_\_\_ (Age \_\_\_\_ ) Profession of Faith \_\_\_\_\_ (Age \_\_\_\_ )

If you are an ordained **deacon**, give the date and place of ordination:

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_ \_\_\_\_\_

If you are an ordained **elder**, give the date and place of ordination:

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_ \_\_\_\_\_

Current Church membership:

Name of Church \_\_\_\_\_ Date Joined: \_\_\_\_/\_\_\_\_/\_\_\_\_\_

Address: \_\_\_\_\_

List areas of involvement in the church, as participant and as leader. If current mark with an asterisk (\*).

Areas of Involvement	Participant	Leader
_____		
_____		
_____		
_____		

List experiences in worship leadership as a worship leader, liturgist and/or preacher. Indicate current areas with (\*).

Areas of Involvement	Leadership Function
_____	
_____	
_____	

**4. COMMUNITY INVOLVMENT**

List the volunteer services, civic and social organizations of which you are, or have been, a member and indicate your participation and role. Indicate current areas with (\*).

Type of Activity	Participant	Leader
_____		
_____		
_____		

List awards or recognition received for business or professional achievement, community involvements or leadership:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**APPENDIX A, page 3**

**5. QUESTIONS FOR REFLECTION**

Reflect on and respond briefly to the following questions. Place your responses on separate pages and attach these to your application.

1. Briefly describe your relationship with Jesus Christ.
2. Why are you interested in becoming a Commissioned Ruling elder?
3. What experience have you had that would assist you in being an effective Commissioned Ruling Elder?
4. In what ways have you found being a Presbyterian leader to be a ministry?
5. Name some of your strengths and talents.
6. On a separate sheet provide a brief statement of faith.

**COMMITMENT:**

Becoming a Commissioned Ruling Elder is to enter into a covenant relationship. If accepted into the CRE program, I understand I will be entering a program having a spiritual, academic, and practical nature, involving significant investments of time, energy and finances. I am willing to make this commitment and am also willing to commit myself to continuing education after completing the program.

\_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
(signature) (date)

Endorsed by Session of Local Church on: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Signature of the Clerk of Session: \_\_\_\_\_ Date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Signature of the Moderator of CPM: \_\_\_\_\_ Date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

**REFERENCES:**

Please give name, address, phone number, and e-address of at least two people who know you well. Ideally this would include a pastor and a close church friend, though you are not limited to these:

1. Name: \_\_\_\_\_ Address: \_\_\_\_\_  
Phone: ( ) \_\_\_\_\_ E-address: \_\_\_\_\_
2. Name: \_\_\_\_\_ Address: \_\_\_\_\_  
Phone: ( ) \_\_\_\_\_ E-address: \_\_\_\_\_
3. Name: \_\_\_\_\_ Address: \_\_\_\_\_  
Phone: ( ) \_\_\_\_\_ E-address: \_\_\_\_\_

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**APPENDIX B**  
**Presbytery of Tampa Bay**  
**Commissioned Ruling Elder Program**  
**Session Endorsement Form**

We, the Session of \_\_\_\_\_,

having reviewed the application of \_\_\_\_\_ for Commissioned

Ruling Elder, do hereby grant our endorsement.

(Use extra pages as needed to answer the following questions.)

1. The applicant has demonstrated in this congregation the following gifts for ministry:
  
2. As a Session, we will support and encourage the applicant in the process of seeking commission as a ruling elder in the following ways:
  
3. The Session may add any other information or concerns that the Commission on Preparation for Ministry should know.

Applicant's Session Liaison: \_\_\_\_\_

Address: \_\_\_\_\_ Phone: ( ) \_\_\_\_\_

E-Address: \_\_\_\_\_ Work Phone: ( ) \_\_\_\_\_

\_\_\_\_\_  
(Signature: Moderator of the Session)

\_\_\_\_\_  
(Signature: Clerk of Session)

Dated: / /

/ /

Be sure to make a copy for your records and return the original Session Endorsement Form and Application Form to:

The Commission on the Preparation for Ministry  
Presbytery of Tampa Bay  
4704 Kelly Road, Tampa, FL 33615-5019

Phone: 813-868-4800; Fax: 813-200-1054

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**APPENDIX C**  
**Presbytery of Tampa Bay**  
**Commissioned Ruling Elder Program**  
**Completion of Requirements Form**

**CRE CANDIDATE NAME:** \_\_\_\_\_

Indicate the date when each item has been satisfactorily completed. When all items are dated and the form has been signed, forward it to the Committee on Preparation for Ministry.

Applicant Stage:

\_\_\_\_\_ Application and Session Letter of Endorsement received by the CPM.

\_\_\_\_\_ CPM votes to receive into the Commissioned Ruling Elder Program.

Candidate Stage:

\_\_\_\_\_ Application for CRE Program reviewed and signed by the Moderator of CPM.

\_\_\_\_\_ Career Counseling Center assessment satisfactorily completed.

\_\_\_\_\_ Educational Requirements successfully completed:

\_\_\_\_\_ Dubuque Seminary Program.

\_\_\_\_\_ Any additional Specialized Education.

\_\_\_\_\_ Statement of Faith submitted.

\_\_\_\_\_ Attendance at workshop on Healthy Boundaries.

\_\_\_\_\_ Presentation of a sermon to the CPM or in a church setting with CPM members present

**ATTESTING COMPLETION:**

The Commission on Preparation for Ministry of the Presbytery of Tampa Bay attests that

\_\_\_\_\_

has met all the requirements for study and preparation and is now ready to be placed as a Commissioned Ruling Elder in the Presbytery of Tampa Bay.

Approved by CPM: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

\_\_\_\_\_  
(signed by the Moderator of the Commission on Preparation for Ministry)

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**APPENDIX D**  
**Presbytery of Tampa Bay**  
**Commissioned Ruling Elder Program**  
**Sample Service of Recognition**

- Clerk of Session: “Where there is no vision, the people perish.” Proverbs 29: 18
- Congregation: We are a congregation of friends blessed by God, touched by the Holy Spirit and called by Christ to be alive in our community and church.
- Clerk of Session: Vision is what ought to be.
- Congregation: Mission is what we are called to do.
- Clerk of Session: To lead us in our mission, the session has invited. \_\_\_\_\_  
To serve as Commissioned Ruling Elder. This commission has been affirmed by the Session and validated by the Presbytery of Tampa Bay.
- Congregation: “Behold, I will do a new thing,” says the Lord. Isaiah 43: 19
- Clerk of Session: God is doing a new thing in our midst by calling \_\_\_\_\_  
To the \_\_\_\_\_ Presbyterian Church  
of \_\_\_\_\_, Florida.  
(Call the commissioned Ruling Elder forward)  
\_\_\_\_\_, do you welcome the new work for which you have been chosen, and will you be our Commissioned Ruling Elder serving this congregation (ministry) with energy, intelligence, imagination and love, relying on God’s grace and guidance?
- Commissioned Ruling Elder: I do and I will.
- Clerk of Session: Do we, the members of \_\_\_\_\_ Presbyterian Church, welcome \_\_\_\_\_ as our Commissioned Ruling Elder, and will we encourage, support, and pray for her/him as s/he leads us in worship and service?
- Congregation: We do and we will.
- Unison Prayer: Almighty God, give us faith and trusts and love that accepts as we begin this new relationship. May our friendships flourish and grow, and may Christ be at the center of our being. In Jesus’ Name we pray. Amen.
- Congregation: We welcome you, \_\_\_\_\_, to this ministry and stand with you as together we seek to serve our Lord in this place.

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**APPENDIX E**  
**Presbytery of Tampa Bay**  
**Commissioned Ruling Elder Program**  
**Annual Commission on Ministry Review**

This review process has three components:

1. Session/member evaluation forms;
2. Suggested questions for interview with commissioned Ruling Elder and session representative;
3. Review job description and the adequacy of compensation.

**Process:**

1. Evaluation forms: prior to date of review, evaluation forms are distributed to session members and a representative sampling of the congregation. Responses are to be returned to the Clerk of Session prior to review date for collating.

Tabulation of forms: share this information with the Commissioned Ruling Elder during review. Make clear that the data gathered is to give the CRE a clear picture of how her/his work is perceived by the congregation and to assist the CRE in developing continuing education plans.

2. Personal interview:
  - a. What specifically is going well?
  - b. What part of your work/ministry do you enjoy the most? The least?
  - c. Are there problem areas, and what are possible solutions?
  - d. What has surprised you as you serve as a Commissioned Ruling Elder?
  - e. What have you done to continue your growth as a CRE in the past year (continuing education)? In areas other than continuing education?
  - f. How have you felt supported in your ministry?
  - g. How can this session and church be more supportive of your leadership?
  - h. What Presbytery of Tampa Bay resources have you found helpful and/or useful to support your work as a CRE?
  - i. What more could the Presbytery do to nurture and support you as a CRE?
  - j. What else would you like to share at this time?
3. Refer to Compensation Guidelines and Commissioned Ruling Elder Agreement (COM F-1).

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**APPENDIX F**  
**Presbytery of Tampa Bay**  
**Commissioned Ruling Elder Program**  
**Church Member/Elder Evaluation Form for Commissioned Ruling Elder**

For purposes of reviewing \_\_\_\_\_, our Commissioned Ruling Elder, we are asking you to complete this form. Please return it to the Clerk of Session by:

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_.

Directions: Please read each statement and indicate the extent to which you agree or disagree by circling the appropriate letters.

SD = Strongly Disagree	D = Disagree
U = Undecided	A = Agree
SA = Strongly Agree	NA = Not Applicable

Morning Worship: in leading worship, I feel our Commissioned Ruling Elder:

- |                                       |    |   |   |   |    |    |
|---------------------------------------|----|---|---|---|----|----|
| 1. Is well prepared                   | SD | D | U | A | SA | NA |
| 2. Nurtures my spiritual needs        | SD | D | U | A | SA | NA |
| 3. Provides variety in sermon focus   | SD | D | U | A | SA | NA |
| 4. Effectively leads people in prayer | SD | D | U | A | SA | NA |
| 5. Chooses appropriate hymns          | SD | D | U | A | SA | NA |

Personal Contact: in my personal contact, I feel our Commissioned Ruling Elder:

- |   |    |   |   |   |    |    |
|---|----|---|---|---|----|----|
| 6. Is easy to talk with                     | SD | D | U | A | SA | NA |
| 7. Is sensitive and caring                  | SD | D | U | A | SA | NA |
| 8. Understands my individual needs/concerns | SD | D | U | A | SA | NA |
| 9. Respects confidentiality                 | SD | D | U | A | SA | NA |

**Appendix F, page 2**

For Session Members Only

As a serving elder, I believe our Commissioned Ruling Elder:

1. Keeps the session informed of her/his activities	SD	D	U	A	SA	NA
2. Is open to suggestions and/or Input concerning responsibilities	SD	D	U	A	SA	NA
3. Follows through on suggestions	SD	D	U	A	SA	NA
4. Fulfills her/his responsibilities	SD	D	U	A	SA	NA
5. Actively participates in meetings	SD	D	U	A	SA	NA

Overall, I feel that the Commissioned Ruling Elder:

6. Is leading the church in a positive direction	SD	D	U	A	SA	NA
7. Is effective as a pastor	SD	D	U	A	SA	NA

8. In your opinion, what are the strengths of the Commissioned Ruling Elder?

9. In what ways might the Commissioned Ruling Elder improve her/his ministry?

10. Generally, how satisfied are you with a Commissioned Ruling Elder serving as our pastor?

11. What can you do to strengthen this church and make the Commissioned Ruling Elder experience a positive one?

12. Other comments, if any.

**APPENDIX G**  
**Presbytery of Tampa Bay**  
**Commissioned Ruling Elder Program**  
**COM Mentor (Ordinarily the assigned Moderator of the Session)**

\_\_\_\_\_  
(Name of Commissioned Ruling Elder))

\_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
(Date of Review)

\_\_\_\_\_  
(Church of Commission)

\_\_\_\_\_  
(COM Mentor)

Insights and Learnings:

Recommend renewal of commission:

\_\_\_\_\_  
Yes

\_\_\_\_\_  
No

Attach revised Commissioned Ruling Elder Agreement (F 1)

Return to:

Committee on Ministry  
Presbytery of Tampa Bay  
4704 Kelly Road, Tampa, FL 33615-5019

Phone: 813-868-4800, Fax: 813-200-1054