

Mary Grace Reynolds  
Statement of Faith

I confess belief in the one, triune God, to whom I belong and am in service to. God is present in the tangible but transcends all-knowing and all matter. God, who is in intimate relationship with all of creation, expresses Godself in three distinct forms of the same person: The Father, Jesus Christ, and the Holy Spirit.

I confess that God spoke creation into being from the chaos of nothingness. With a loving whisper, God artfully crafted the cosmos and declared that it was all good. Humanity, included in the vast created world, was made in God's own image in order that they might enjoy God's presence, and testify to God's goodness. God's image is mirrored in humanity and God has made Godself knowable through Holy Scripture and the nature of creation, for the pleasure and delight of all humanity.

I confess that humanity, despite being created as good, has fallen into sin; from which humanity is unable to escape by its own ability. Humanity's turn toward sinfulness was a conscious one and the painful consequence for humanity's rejection of God's good rule is evil. Evil now permeates the whole of human experience and it serves to obstruct humanity from knowing God's goodness. Because of evil, humanity's ability to truly perceive God is marred. Now, out of self-interest, fear, and cruelty, humanity destroys, undermines, and exploits all of that which God declared very good. One person's sin becomes someone else's experience of evil and therefore, the reason for their broken understanding of God and self. While, through the help of God's grace, we can consciously move away from sin, we will never escape our own sinfulness.

I confess that God poured Godself into the person of Jesus Christ, who entered into this sin-filled world through a human mother as a vulnerable baby. Jesus, who is fully God and fully human, lived a blameless life and through his ministry of healing and peace, is able to reconcile humanity to God. I confess that Jesus lived under imperial oppressors and was sentenced to die on the cross. While the depth of human depravity is illustrated by Jesus' horrific death on the cross, evidenced by our willingness to kill he who was blameless, Jesus' physical resurrection illustrates the strength of God's love. It is through the resurrection of Jesus Christ, which dealt a forceful blow to death, that God has redeemed the whole human race.

I confess that the Church is the body of Christ, ordained by God to be the hands and feet of the Jesus on earth. It is the Church's privilege and ultimate duty to demonstrate the outward signs of God's grace through the proclamation of the Word of God and through the gifts of baptism and communion. I believe that the Church is continuously transformed by interaction with the Holy Spirit, who engages and empowers the Church through the waters of baptism and the nourishment of the bread and cup. The Spirit justifies us by grace through our faith and gives us courage. All are called by the Spirit, in all of the wonderful diversity they were created with by God, to the ministry of the Church.

I confess that in time, at the end of all things, God will make all wrongs right and Jesus Christ, he who was resurrected from the tomb, will be made Lord of the whole earth. I rejoice that nothing in life or in death can separate humanity from the love of God in Christ, our Lord.





\_\_\_\_\_ Other PC (U.S.A.)

**Presbytery Membership:** PC (U.S.A) Teaching Elder and Candidate

\*Presbytery membership or Presbytery of care: Presbytery of East Tennessee

Ordination Date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ / (Month/Day/Year)

Candidacy Date: 4 / 16 / 2020 / (Month/Day/Year)

**Church Membership:** (For those who are not Teaching Elders)

Name of PC (U.S.A.) church of membership: First Presbyterian Church of Knoxville

City & State: Knoxville, TN

Church PIN# 20428

**Formal Education:**

BA, University of Tennessee Knoxville (2017)

MDiv, Union Presbyterian Seminary (2021)

**Continuing Education:**

**Certification/Training:**

(Check whether you are certified in the following areas. State the type of certification you hold and where training/certification was received.)

<b>Interim/Transitional Ministry Training</b> Week I Site: _____ Week II Site: _____	<b>Interim Executive Presbyter Training</b>
<b>Certified Christian Educator</b>	<b>Certified Business Administrator</b>
<b>Certified Conflict Mediator</b>	<b>Clinical Pastoral Education – UNIT I,</b>



			UT Medical Center, Knoxville TN
	<b>Other:</b>		

**Part I**

Personal information contained in Step 4 must be completed online. This is for office use only and will not be distributed. (SSN, DOB, etc.)

**Personal Information Form  
Part II**

**\* Employment type you would consider:**

- Full Time  
 Part Time  
 Open to Either  
 Bi-vocational

**\* For each position (s) below in which you are applying, indicate the number of years of experience you have in the position by selecting from the pull-down menu. (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
<u>No experience</u>	Solo Pastor	<u>No experience</u>	General Assembly Staff
<u>No experience</u>	Head of Staff (Multi-staff Pastor, who supervised two or more teaching elders and other staff)	<u>No experience</u>	Church Business Administrator
<u>No</u>	Head of Staff (supervised one teaching	<u>No</u>	Executive Director



<u>experience</u>	elder and other staff)	<u>experience</u>	
<u>NE</u>	Associate Pastor (Christian Education)	<u>NE</u>	Director of Music (non-ordained)
<u>NE</u>	Associate Pastor (Youth)	<u>NE</u>	Minister of Music (ordained)
<u>NE</u>	Associate Pastor (Other)	<u>NE</u>	Mission Co-worker (International)
<u>NE</u>	Pastor (Church Planter, New Worshipping Community)	<u>NE</u>	Christian Educator (Certified)
<u>NE</u>	Pastor (Transformation/Redevelopment)	<u>NE</u>	Christian Educator (non-certified)
<u>NE</u>	Pastor Interim	<u>NE</u>	Administrator
<u>NE</u>	Pastor ( for a designated term)	<u>NE</u>	Funds Developer
<u>NE</u>	Pastor (Other Temporary i.e., Supply, Student)	<u>NE</u>	Finance Manager
<u>NE</u>	Pastor, yoked/parish	<u>NE</u>	Media Specialist
<u>NE</u>	Co-pastor	<u>NE</u>	Communicator
<u>NE</u>	Executive Pastor	<u>NE</u>	Coordinator
<u>NE</u>	Evangelist or Mission Pastor	<u>2-5 years</u>	Youth Director (non-ordained)
<u>NE</u>	Bi-vocational/Tentmaker		
<u>NE</u>	Chaplain		
<u>NE</u>	Pastoral Counselor		
<u>NE</u>	College/Seminary Faculty		
<u>NE</u>	Seminary Staff		
<u>NE</u>	Campus Ministry		
<u>NE</u>	General Presbyter/Executive Presbyter Presbytery Leader		
<u>NE</u>	Stated Clerk (Presbytery)		
<u>NE</u>	Synod Executive		
<u>NE</u>	Mid-Council Program Staff		

**\*Geographic Choices (select one):**

I am open; suggest my name anywhere in the USA   X  

I am restricted in my search. Only refer my name to the states checked below \_\_\_\_\_

- |   |                                       |   |
|---|---------------------------------------|---|
| <input type="checkbox"/> Alabama        | <input type="checkbox"/> Alaska       | <input type="checkbox"/> Arizona              |
| <input type="checkbox"/> Arkansas       | <input type="checkbox"/> California   | <input type="checkbox"/> Colorado             |
| <input type="checkbox"/> Connecticut    | <input type="checkbox"/> Delaware     | <input type="checkbox"/> District of Columbia |
| <input type="checkbox"/> Florida        | <input type="checkbox"/> Georgia      | <input type="checkbox"/> Hawaii               |
| <input type="checkbox"/> Idaho          | <input type="checkbox"/> Illinois     | <input type="checkbox"/> Indiana              |
| <input type="checkbox"/> Iowa           | <input type="checkbox"/> Kansas       | <input type="checkbox"/> Kentucky             |
| <input type="checkbox"/> Louisiana      | <input type="checkbox"/> Maine        | <input type="checkbox"/> Maryland             |
| <input type="checkbox"/> Massachusetts  | <input type="checkbox"/> Michigan     | <input type="checkbox"/> Minnesota            |
| <input type="checkbox"/> Mississippi    | <input type="checkbox"/> Missouri     | <input type="checkbox"/> Montana              |
| <input type="checkbox"/> Nebraska       | <input type="checkbox"/> Nevada       | <input type="checkbox"/> New Hampshire        |
| <input type="checkbox"/> New Jersey     | <input type="checkbox"/> New Mexico   | <input type="checkbox"/> New York             |
| <input type="checkbox"/> North Carolina | <input type="checkbox"/> North Dakota | <input type="checkbox"/> Ohio                 |



- Oklahoma
- Puerto Rico
- South Dakota
- Utah
- Washington
- Wyoming

- Oregon
- Rhode Island
- Tennessee
- Vermont
- West Virginia

- Pennsylvania
- South Carolina
- Texas
- Virginia
- Wisconsin

**\*LEADERSHIP COMPETENCIES**

Select 10 leadership competencies from the list below that best describe your leadership traits, gifts and training.		
<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>		
X	<b>Compassionate</b> – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.	<b>Hopeful</b> – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.
X	<b>Preaching and Worship Leadership:</b> Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.	X
	<b>Lifelong Learner</b> – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.	<b>Teacher</b> – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.
<b>COMMUNICATION</b>		
	<b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	<b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	<b>Public Communicator</b> - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.	X
		<b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.).



	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.		
<b>ORGANIZATIONAL LEADERSHIP</b>			
X	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregations’/organizations’ vision and mission.
	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	<b>Externally Aware</b> - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.	X	<b>Entrepreneurial</b> - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	<b>Risk Taker</b> – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.	X	<b>Task Manager</b> - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
	<b>Willingness to Engage Conflict:</b> Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		<b>Decision Making:</b> Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
	<b>Organizational Agility:</b> Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.		<b>Strategy and Vision:</b> Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	<b>Financial Manager</b> – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to		<b>Funds Developer</b> – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.



	achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.		
	<b>Collaboration:</b> Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.		
<b>INTERPERSONAL ENGAGEMENT</b>			
	<b>Interpersonal Engagement</b> - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.		<b>Bridge Builder</b> – possessing a certain responsibility for the unity of the congregation and/or organization; works to connect people of different cultures, worldviews, and theological positions.
	<b>Motivator</b> - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.	X	<b>Personal Resilience:</b> Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate.
X	<b>Initiative:</b> Demonstrates ambition; is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.		<b>Flexibility</b> - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.
X	<b>Self Differentiation:</b> Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.		

\***Languages in which you are fluent** (Please select all that apply):

English

Spanish

Korean

French





- |   |                                     |                                    |                                     |
|---|-------------------------------------|------------------------------------|-------------------------------------|
| <input type="checkbox"/> Arabic           | <input type="checkbox"/> Armenian   | <input type="checkbox"/> Creole    | <input type="checkbox"/> Portuguese |
| <input type="checkbox"/> Japanese         | <input type="checkbox"/> Russian    | <input type="checkbox"/> Swahili   | <input type="checkbox"/> Burmese    |
| <input type="checkbox"/> Cambodian        | <input type="checkbox"/> Indonesian | <input type="checkbox"/> Laotian   | <input type="checkbox"/> Thai       |
| <input type="checkbox"/> Vietnamese       | <input type="checkbox"/> Taiwanese  | <input type="checkbox"/> Cantonese | <input type="checkbox"/> Twi        |
| <input type="checkbox"/> Mandarin Chinese |                                     |                                    |                                     |
| <input type="checkbox"/> Sign Language    | <input type="checkbox"/> Other      |                                    |                                     |

**Clergy Couples:**

Are you seeking a call with your spouse as part of a clergy couple: Yes  No

If yes, please enter your spouse's full name and PIF ID# \_\_\_\_\_

**\* Compensation and Housing**

(\*See Effective Salary Definition at: Board of Pensions)

Indicated below the total minimum salary and housing compensation you need.

(Effective salary is cash salary plus housing allowance or manse value).

Minimum **Effective** Salary Needed \$ 37,000

Indicate the housing type you need:

- Housing Type
- Manse
- Housing Allowance
- Open to Either (Manse or Housing Allowance)
- Not Applicable (*For Non-pastoral Positions Only*)



**Work Experience:**

Please list your work experience: (Please include position title, city, state, church size, community type, and dates from/to or number of years.)

**University of Tennessee Medical Center, Department of Pastoral Care**

Knoxville, TN

May 26 – August 7, 2020

Chaplain Intern

**Dr. Karen-Marie Yust, Union Presbyterian Seminary**

Richmond, VA

October 2018- May 2020

Student Research Assistant

**Second Presbyterian Church of Richmond**

Richmond, VA

Large Denomination, Urban

August 2018-May 2020

Pastoral Intern, Youth Minister

**Randolph Macon College**

Ashland, VA

June 18-June 30, 2019

Head Counselor, high-school camp

**First Presbyterian Church**

Knoxville, TN

November 2017- May 2018.

Youth Director Intern

**UKirk UTK Campus Ministry**

Knoxville, TN

July 2017-May 2018

Hospitality Intern



**Service to the Church:**

Please list your other service to the Church or denomination for the past 10 years:

Volunteer worker, Shalom Farms, Richmond, VA

Weekly Walk-In Ministry, Second Presbyterian Church, Richmond, VA

Active Alum of UKirk UTK, continued mentoring of former students, donor, volunteer hand.

Various Volunteer service, Chi Alpha Campus Ministries, and former denominations

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***Narrative Questions***

*(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation; formatting and white space within the CLC program will add to your character count).*

**1. Describe a moment in your recent ministry that you recognize as one of success and fulfillment.**

While serving as a chaplain intern at the University of Tennessee Medical Center, we were responsible for three weekend shifts on-call. One Saturday, there was a multi-car crash on I-40 right outside Sevierville. The injuries we treated were not life-threatening but there were fatalities at the scene.

A nurse came up to me and informed me that the Sevierville Police Department Chaplain wanted to visit the patients. We were taught in our training to “defend our parish,” from other pastors and chaplains but I decided I would talk to the chaplain before making the call. I needed to make follow up rounds anyway. The other chaplain expressed a sincere desire to pass on the well-wishes of the community of Sevierville and I could see in his eyes a profound sense of shock and worry. I put two and two together, the crash was bad, and I figured there was something inside of *him* that needed to see that the patients were going to be okay. I told him that he could follow me while I did my follow up rounds, but I would have to ask the patients permission before he spoke with them. Afterward, I thanked him for his work and extra care for our patients. I charted each visit, including that the other chaplain was present, and the patients all seemed to really appreciate his visit.



I believe I made the right call for everyone involved based on the particularities of the situation. I interpreted our policies within the context of this case and provided an opportunity for collaborative ministry.

## **2. Describe the ministry setting to which you believe God is calling you.**

I believe that God is calling me to the ministry of a solo pastor in a rural context. Throughout my time in the ordination process, I have often found myself inspired by and drawn to small communities, even as the bulk of my work thus far has been with students or in the “Big-Steeple” environment. I consider these experiences just as formative, as they’ve shown me what I am not called to. I have been privy to the work of my colleagues who have interned at smaller congregations and I have participated in and preached in the worship services of such congregations and eaten at their potlucks. Each of these experiences have edified and inspired me toward Christian ministry. My work in the context of large urban churches up until now has taught me how I would like to engage in relationships in rural ministry.

My call to minister to small, rural congregations has not come out of some weird desire to “martyr” myself to a cause of people who I am naively considering “overlooked.” That would be dangerously-patronizing. I think it comes from my own context as an Appalachian and a sensibility that smaller congregations come with devoted and eager congregants. I am assured, this is not about some sense that I could not hold my own in another context. Our small congregations are not back-up plans. They are a valuable wellspring of Christian faith and devotion and I desire to be among them, and I believe I am called to involve myself in ensuring their continuation.

## **3. What areas of growth have you identified in yourself?**

One of my largest areas for growth is the cultivation of openness with others, appropriately sharing myself with congregants and those in my care so that they benefit from my pastoral care and unique personality. I struggle to remain fully present and open at all times in group-settings, often suffering from emotional fatigue and an over-desire to experience others rather than share myself. Focusing on spiritual practice as well as seeing a therapist who is helping me claim my experiences and self-worth and share them appropriately.

Another area of growth for me is learning to trust in my instincts, qualifications in such a way that allows me to make confident decisions without relying on the express



directions of supervisors. I tend to stifle my good instincts in a hesitation to act for fear of making the wrong decision but with attentiveness, a listening ear, and intentionality, I have usually found that my instincts and my knowledge base are reliable, so I need to learn to cultivate my decision-making ability and lean into self-confidence. I look forward to improving in this area as I gain more experience in ministry.

I would also like to grow a more comprehensive personal working-theology, continuing to build upon the work I started in Clinical Pastoral Education and focus on the integration of theological ideas further into my practice of pastoral care.

#### **4. Describe a time when you have led change.**

During my time at Second Presbyterian, a lot of my work was with the Youth group. Traditionally, the seminary intern has directed the youth group in addition to other intern duties. It was not realistic, however, for the intern to maintain a work schedule that was under 12 hours a week, fully attend to the needs of a youth group, and fully engage other ministries of the church.

My goal for the year was to begin restructuring the youth ministry in a way that could outlive my short tenure, delegating more and more control to the other youth ministers, advocating that we select and stick to a curriculum, and intentionally spending the Sunday School hour in the hallways or dipping into other classes when I could.

In the middle of the year, one of the youth ministers left the team. This meant that I had to be in youth group most of the time because of best practice protocol and it was difficult to line up a volunteer from the congregation to attend and assist my coworker. We planned and executed a few parent-student nights where concerns, goals, and needs were reassessed and incorporated into our planning.

Due to low turn-out, many Sundays just involved us eating waffles with the two kids who showed up and talking about their weeks. This was not invaluable, but my coworker and my mentor team still maintained that the church wanted youth group to be more than fellowship.

It was clear, though, that my struggle and insistence that there was a need to rethink youth ministry inside Second's wall was admired by my mentoring team and left an impression on the church staff.



### **OPTIONAL LINKS AND RESOURCES**

**Include below any links you desire to share with calling organizations (i.e., sermons, lesson plans, articles, blogs, assessment results available, etc.). Limit 500 characters. Please note the CLC system does not warehouse links.**

<https://exams.pcusa.org/tests/10751/results/> - Bible Exegesis Results

<https://exams.pcusa.org/tests/11188/results/> - Theology Results

<https://mgracereynolds.wixsite.com/website> - Personal Website with sermon selections

### **Statement of Faith**

*(Use the space below to enter a one page statement of faith. Please limit response to no more than 3000 characters including spaces and punctuation.)*

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**In Separate Document**



**\*Please enter up to six references here (a minimum of one reference is required):**

<u>Name</u>	<u>Relation to you</u>	<u>Phone</u>	<u>Address</u>	<u>E-Mail</u>
1. Rev. Andy P. Morgan	Pastoral Mentor	704- 221-6520		<a href="mailto:andypmorgan@gmail.com">andypmorgan@gmail.com</a>
2. Dr. Christine Luckritz-Marquis	Academic Advisor	804-278-4313		<a href="mailto:cluckritzmarquis@upsem.edu">cluckritzmarquis@upsem.edu</a>
3. Elva Mapp	Parishioner	804-502-1411		<a href="mailto:eamapp@icloud.com">eamapp@icloud.com</a>
4. Laura Ruxton	Former Supervisor	804- 712 - 2270		<a href="mailto:lauraruxton@rmc.edu">lauraruxton@rmc.edu</a>
5. Rev. Dr. Dorothee Tripodi	Director of Supervised Ministry	804-278-4220		<a href="mailto:dtripodi@upsem.edu">dtripodi@upsem.edu</a>

**I hereby authorize those inquiring into my suitability to contact my references.**

Signature \_\_\_\_\_ Print Name Mary Grace Reynolds \_\_\_\_\_ Date \_\_\_\_\_

### PIF (Part II) – Step 6 of 6

#### **\*Sexual Misconduct Self Certification**

The following information related to sexual misconduct was mandated by the Sexual Misconduct Policy and Its Procedures adopted by the 203rd General Assembly (1991), and was revised by the 205th General Assembly (1993).

Please check one of the following:

***I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained\* or is pending\* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.***

***I am unable to make the above certification. I offer, instead, the following description of the complaint, termination, or the outcome of the situation with explanatory comments.***

**\*The information contained in my Personal Information Form on file with Church Leadership Connection is accurate to the best of my knowledge and may be verified by the calling and employing entity. I hereby authorize the entity to**



which my Personal Information Form is being sent to inquire concerning any civil or criminal records, or any judicial proceeding involving me as a defendant, related to sexual misconduct. By means of this release I also authorize any previous employer, and any law enforcement agencies or judicial authorities or ecclesiastical governing bodies to release any and all requested relevant information related to sexual misconduct to the entity to which my Personal Information Form is being sent.

  X   ***I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.***

Signature \_\_\_\_\_ Print Name \_\_\_\_\_ Date \_\_\_\_\_

- \* ***Sustained***
  - In a criminal court, "sustained" means that there has been a guilty plea, a guilty verdict or a plea bargain.
  - In a civil court, "sustained" means that there has been a judgment against the defendant.
  - In an ecclesiastical case, "sustained" means that there has been a guilty plea and censure imposed, or finding of guilty with censure imposed, **or an Alternative Form of Resolution Agreement approved by a permanent judicial commission in the Presbyterian Church (USA) or an equivalent body of another church.**
- \* ***Pending***
  - In a criminal court, "pending" means a criminal charge before a grand jury, in the process of being prosecuted, or in a case which there is not yet a verdict.
  - In a civil court, "pending" means a case in which there has not been a decision or judgment,
  - In an ecclesiastical case, "pending" means an **investigating committee is inquiring into an allegation or charges have been filed but have not been decided by a permanent judicial commission; or an allegation or charges are in an equivalent state or process in a church other than the PC (USA).**

(The following is taken from definitions in the General Assembly Sexual Misconduct Policy and its Procedures, Pg.13)

"Sexual Misconduct is the comprehensive term used in this policy and its procedures to include: 1) Child sexual abuse, as defined above [refers to Policy]; 2) Sexual harassment, as defined above [refers to Policy]; 3) Rape or sexual contact by force, threat, or intimidation; 4) Sexual conduct (such as offensive, obscene or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling) that is injurious to the physical or emotional health of another; 5) Sexual Malfeasance defined as sexual conduct within a ministerial (e.g. clergy with a member of the congregation) or professional relationship (e.g. counselor with a client, lay employee with a church member, presbytery executive with a committee member who may be a layperson, a minister, or an elder). Sexual conduct includes unwelcome sexual advances, request for sexual favors, and verbal or physical conduct of a sexual nature. This definition is not meant to cover relationships between spouses, nor is it meant to restrict church professionals from having normal, social, intimate, or marital relationships; 6) Sexual Abuse as found in Book of Order D-10.0401b (see Accuser/Victim)