

Four references are required for every application.

1. **Pastoral reference:** Should be written by a pastor or elder of the church the applicant is currently attending. This reference should include information related to the applicant's gifting for pastoral ministry, comment upon the applicant's maturity and character, and describe the applicant's participation in the local church.
2. **Professor reference:** Should be written by a current or recent seminary professor familiar with your academic and theological experience.
3. **Personal reference:** Should be written by a personal friend, who can attest to the applicant's character, gifts, and abilities.
4. **Co-laborer reference:** Should be written by a co-laborer in a ministry which the applicant has served in. This reference should comment on what they have observed to be the strengths and weaknesses of the applicant in ministry.

These references should be emailed directly from the reference to the Executive Director at ccogan@urcstaff.org.

*Please return the completed application to the Executive Director by **March 1st**. If you are not a member of URC, please include a resume and brief cover letter. A decision on your application should be made by the end of March.*