

## What does it mean to be an Associate in Ministry? (AiM)

An associate in ministry is a called, non-ordained, rostered person in the ELCA. This position requires a B.A. degree and a minimum of 20 hours of theological studies including Bible, church history, Lutheran theology and confessions. In addition an AiM must have a supervised field experience of at least 600 hours. AiM candidates go through an endorsement process which involves a psychological evaluation, career testing, and consultation as well as an interview by a panel from the Synod Candidacy Committee. Upon complete of the academic and practical requirements, an approval essay and another interview is required. After approval, candidates can be called by a congregation into one of four areas of service: education, music and the arts, administration, or service and ministry. AiMs are issued a letter of call from a congregation which votes on the call. The letter of call is signed by the Synodical Bishop. The call of an AiM can be terminated by two thirds of the Board of Commissioners or a Church Council after consultation with the Synodical Bishop.

As a rostered person, AiMs agree to comply with the constitution and bylaws of the ELCA. They are expected to attend Synod and Conference Assemblies and participate in continuing education opportunities. They have a sense of commitment and service to the whole Church, in addition to a sense of responsibility to the congregation which issues the call. Other rostered non-ordained positions in the ELCA are diaconal ministers and deaconesses.