

Handbook for Christian Ministries

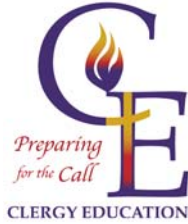
Called to Ministry A Journey of Service

Course of Study Advisory Committee-USA
Clergy Development
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Table of Contents

Welcome to the Journey	v
Looking Ahead	v
Stage One: The Call	v
Stage Two: Educational Preparation	v
Stage Three: The Road to Ordination.....	vi
Stage Four: Lifelong Learning	vi
Stage One: The Call	1
A Call from God.....	1
How Do I Know for Sure?.....	1
Two Arrows, Four Quadrants	1
How to Pray about Your Call.....	3
Owning Your Call to Ministry.....	4
Registration	4
Exploring Your Call.....	4
Finding Your Place in Ministry	5
Discovering Your Gifts and Graces.....	5
Discovering the Church.....	7
Certifying Your Call and Ministry	8
Local Covenant Service.....	8
Stage Two: Educational Preparation	9
Minimum Educational Expectations.....	9
The Course of Study	9
Educational Paths	10
It's Your Responsibility	11
Real, Practical Experience	11
Your Personal Course of Study.....	12
Basic Library	12
Course of Study Outcomes.....	12
Ability Statements	13
Content	14
Competency.....	16
Character.....	19
Context	21
Stage Three: The Road to Ordination	22
Ordination and Its Importance.....	22
Ordination Is an Authorizing Act.....	22
Ordination Is a Confirming Act	23
Ordination Is a Spiritual and Theological Act	23
Ordination Is a Privilege, Not a Right	24
Steps toward Ordination	24
The Local Minister's License.....	25
Renewal of the Local Minister's License.....	25
The District Ministerial Studies Board (DMSB).....	26
The District License	26
The District Ministerial Credentials Board (DMCB)	27
Renewal of the District Minister's License.....	27
Time Limitation.....	28

Clarifying Issues and Personal Guidance	28
Affirming, Yet Challenging	29
The District Assembly	29
A Highlight of Your Life	30
Recognition of Minister's Orders	30
After Ordination, Then What?	30
Stage Four: Lifelong Learning.....	31
Commitment to Excellence.....	31
It's a Matter of Integrity	31
Learning Opportunities	32
Nourishing Your Own Soul.....	32
Reaching the Destination	32
Forms	33
F-1: My Call to Ministry	33
F-2: Registration of My Call to Ministry	34
F-3: My Ministry Role	35
F-4: Developing a Philosophy of Ministry: Ministry Activities.....	36
F-5: Gifts and Graces	37
F-6: Church Constitution and Covenant of Christian Character.....	38
F-7: Local Minister's License.....	39
F-8: Developing a Philosophy of Ministry: Ministry Activities and Congregational Health	40
F-9: Developing a Philosophy of Ministry: Relationship of the Minister to Ministry.....	41
F-10: District Minister's License	42
F-11: Interview with District Ministerial Studies Board.....	43
F-12: Interview with District Ministerial Credentials Board	44
Appendix 1: Ministry Specialties	45
Appendix 2: The Nazarene Minister "Be, Know, Do"	51
Appendix 3: Transcripts.....	54
Appendix 4: Résumé.....	55
Appendix 5: Professional Service	56
Sample Local Minister's License	57
Sample District Minister's License.....	58
Sample Certificate of Ordination (Elder)	59
Sample Certificate of Ordination (Deacon).....	60
Sample Continuing Education Documents.....	61



Welcome

On behalf of The Church of the Nazarene, it is my privilege to welcome you to our *Handbook for Christian Ministries*, and to the company of God-called ministers! You are embarking on an exciting journey as you respond to God's call upon your life. We want you to know that the Church of the Nazarene believes in you and is partnering with you in this exciting journey of ministry.

The Church of the Nazarene recognizes and insists that all believers have committed to them a dispensation of the gospel that they are to minister to all people.

We also recognize and hold that the Head of the Church calls some men and women to the more official and public work of the ministry. As our Lord called to him whom he would, and chose and ordained His 12 apostles "that they might be with him and that he might send them out to preach." (Mark 3: 14), so he still calls and sends out messengers of the gospel. The church, illuminated by the Holy Spirit, will recognize the Lord's call.

The church also recognizes on the basis of Scripture and experience that God calls individuals to a lifetime of ministry who do not witness to a specific call to preach. When the church discovers a divine call, the proper steps should be taken for its recognition and endorsement, and all suitable help should be given to open the way for the candidate to enter the ministry. (MANUAL paragraph 400)

The church celebrates with you God's divine call upon your life! With God's high calling to give yourself to His service through vocational ministry comes the powerful promise of partnership with the God who calls you. "The one who calls you is faithful and he will do it" (1 Thessalonians 5:24). The church also partners with you providing climate and resources to assist with recognition of your call, educational preparation, credentialing, lifelong learning, appreciation, etc. I commend to you this *Handbook for Christian Ministries* as an expression of our partnership and help in your journey.

Just now I wish it were possible for me to personally shake your hand and celebrate with you the exciting journey ahead . . . and as I hold your hand and look into your eyes, I would want to say once more . . . always remember that it is God alone who calls, and it is his call alone that sustains you as you live out his call . . . ***the One who calls is faithful and he will do it!***

In His service together,

Daniel Copp
Clergy Development Director
Church of the Nazarene

Welcome to the Journey

This *Handbook for Christian Ministries* is designed to guide you through the journey of preparing for ministry. Preparation for ministry is a lifetime process because ministry is a lifetime commitment. We hope this *Handbook* will serve as a resource to answer your questions, as well as a place to journal and document your progress. Welcome to the journey.

Looking Ahead

Everyone's journey is different, but everyone also encounters a certain number of shared experiences. This introduction will describe the main steps along the journey you will share with others in vocational ministry. This overview of the journey should help orient you for what lies ahead.

STAGE ONE: The Call

The journey into vocational ministry can be described in four main stages. Each stage possesses milestones that mark progress within that stage. You are now embarking on the first stage, **The Call**. For some people this part of the journey is the most difficult. They wrestle with the question of whether or not they are really called. You may experience significant life changes during this stage (beginning college, working to support yourself, entering into marriage, parenting a family, etc.), which will cause you to re-evaluate your call. All this and more is a normal part of Stage One.

As you begin your journey, you may have a tendency to be overwhelmed with questions and possibilities. Please look for opportunities to talk with your pastor, mentor, or professor about both your enthusiasm for obeying God's call to ministry and your uncertainties about how all the details will work out. These individuals have been down similar paths and will be glad to listen to you and offer a few pointers along the way.

STAGE TWO: Educational Preparation

To be an effective minister, you need to have an understanding of the Bible, the Church, Christian theology, and much more. The Church of the Nazarene has always been committed to educating those called to ministry. The church has provided several paths by which you may achieve an adequate education to prepare you for ministry. These paths will be explained in detail later in this *Handbook*. The educational portion of the journey will occupy several years of your life. You will want to consider carefully which path best fits your needs and plans for future ministry.

Even though you will want to learn and grow throughout your ministry, the normal expectation is for concentrated study early in your ministry preparation. This study will provide basic understandings and skills and will set the stage for your lifelong learning process.

STAGE THREE: The Road to Ordination

As you are completing your educational preparation, you will find God's leading into a specific ministry experience. You will be glad to know that many resources are available to help you find a ministry assignment that best fits your skills and interests. Once you get settled into that exciting, stretching, first ministry role, you will begin to grow in your ability actually to do ministry while others mentor and evaluate you. The culminating milestone for this third stage is ordination.

STAGE FOUR: Lifelong Learning

Everyone moves through a series of changes in the course of a lifetime in ministry. The combination of changes in society, technology, ministry assignments, and personal development means a minister is constantly in need of more preparation for the ministry assignment in which he or she serves. Often that preparation is informal, but the Church of the Nazarene also asks its ministers to provide accountability for lifelong learning through a more formal process of continuing education.

These four stages describe the major periods of your lifetime of ministry preparation. Sometimes the stages will overlap in time. For example, many people are still sorting out the details of their call (Stage One) while they are involved in their educational preparation (Stage Two). Some people overlap their preparation (Stage Two) with their ministry experience that leads toward ordination (Stage Three). Don't worry too much about stages three and four at the beginning. You'll have plenty to attain in accepting and processing your call and beginning your educational preparation. However, you do need to know that the high calling of ordained ministry will be a journey full of excitement, expectations, and development throughout your life. Once again, welcome to the journey. Enjoy each new step as God unfolds it before you!

Stage One: The Call

A Call from God

As Jesus walked beside the Sea of Galilee, he saw Simon and his brother Andrew casting a net into the lake, for they were fishermen. "Come, follow me," Jesus said, "and I will make you fishers of men." At once they left their nets and followed him. When he had gone a little farther, he saw James son of Zebedee and his brother John in a boat, preparing their nets. Without delay he called them, and they left their father Zebedee in the boat with the hired and followed him (Mark 1: 16-20, NIV).

Throughout the Bible, God has called men and women to follow Him into a life of full-time ministry. God's call goes back as far as Abraham and Moses and continues into the New Testament with Jesus' disciples and Paul. Still today, God is calling people into ministry.

The reason you are reading this *Handbook* is because you have a sense that God now has His call on your life. A lot of different emotions go along with a call to full-time ministry: excitement, joy, and passion as well as disbelief, fear, and unworthiness. You may already be experiencing all of these emotions at one time or another.

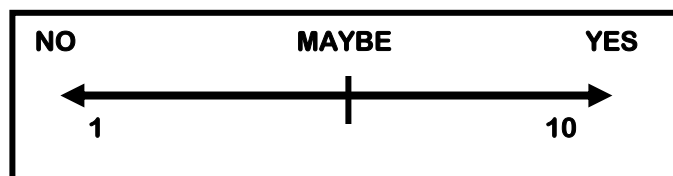
How Do I Know for Sure?

Maybe the most important (and most difficult) part of responding to God's call is making sure you are, in fact, called! How can you know such a thing for certain?

There is no simple, one-two-three formula to help know for sure if you are specifically called to the ministry. No one can tell you that for certain. It is something you ultimately have to work out between you and God.

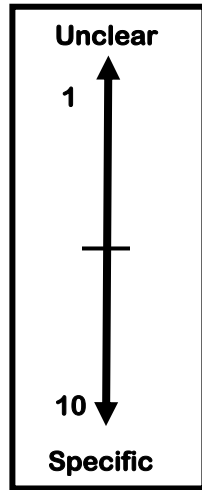
But at the same time, you need to know with certainty your call from God to full-time ministry is without a doubt the most important decision of your life. Many times in your ministry, the certainty of your call will be the only thing holding you steady in difficult times.

Two Arrows, Four Quadrants



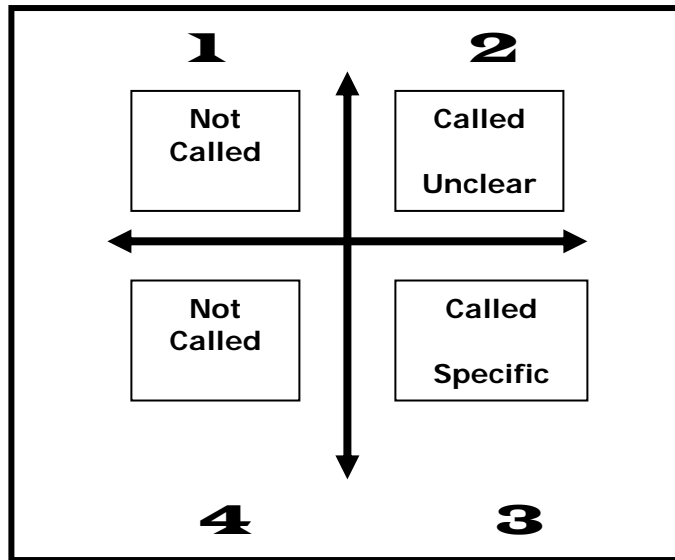
Let this horizontal arrow represent how you are thinking/feeling right now about God's call on your life. On a scale of 1 to 10, how certain are you? If you are sure He is not calling you to full-time ministry, you would score a 1.

If you are already certain and know He has called you to full-time ministry, you would be a 10. Right now on your journey, you might be a 6 or an 8.



But you are also wondering about and trying to pray about another issue: if God is calling me into the ministry, to what kind of ministry is He calling me? If you have no idea what area of ministry God has in store for you, you would score a 1 on this vertical arrow. If God has already made it crystal clear to you, you would score a 10.

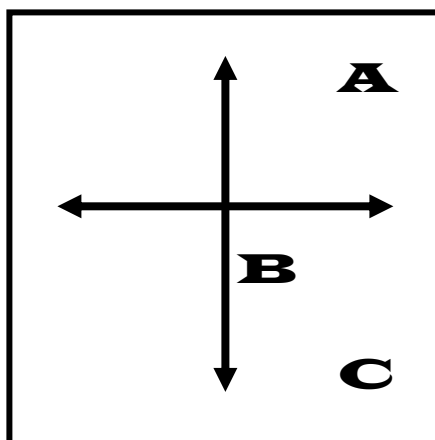
When you put these two axes together, they look like this:



People in quadrant 1 do not have a sense of calling to full-time ministry and also do not yet know what kind of profession/career God has planned for them. Quadrant 2 people have a sense of God's call on their life but they don't yet know to what specific area of ministry they are called. In quadrant 3, people have both a sense of God's call and a good idea as to what kind of ministry they will be doing. Finally, people in quadrant 4 don't have a sense of God's calling to ministry, but do have a clear idea of what profession they are going into.

Examples

Where do you fit on this "map?" Let's look at a few examples of what this might look like for you:



If you plotted yourself on this “map” and found yourself at position “A” (10...1), this would indicate you have a very strong, certain call to full-time ministry, but you have no clue to what specific area of ministry God is calling you. Someone who found themselves at position “B” (6...7) thinks God might be calling them into the ministry, and if He is, they have a feeling it might be in the area of youth ministry. The person at point “C” (10...10) not only knows for certain they are called, but they are specifically called to be a missionary, in Hawaii!

How to Pray about Your Call

The reason for making the distinctions between these four quadrants is to help you in praying about your call. You need to be aware there are at least two distinct kinds of prayers going on in your heart as you try to discern both the certainty and the clarity of your call.

First of all, you need to know whether you are called or not (horizontal axis). Then, a different prayer should ask God for direction as to what specific kind of ministry He is calling you to (vertical axis). Just because God has not shown what kind of ministry you will do in the future, that should not cause you to doubt He has truly called you into ministry.

You should not be surprised to find yourself moving from one quadrant to another as you grow and learn more about God’s call and your ministry. Some people have started out in quadrant 1 just helping out with the teens in their local church and ended up in quadrant 3 with a clear call to full-time youth ministry. Some students have entered college thinking they knew exactly what God was calling them to (quadrant 3), but then discovered new ministry options and opportunities that caused uncertainty as to where they were going to serve (quadrant 2). Others start out with a clear call to ministry but a fuzzy destination (quadrant 2) and finally find their place in ministry (quadrant 3) through a process of elimination.

Owning Your Call to Ministry

During the first few years of your ministry, you will be asked to describe your call to various representatives of the church. In the difficult times, your call will serve as an anchor point. To help establish your confidence in your calling, write a description of God's call to this point, including the date or period of time and the experience(s) that lead you to think, or at least suspect, that God is calling you to Christian ministry. What is your response to God's call? With whom have you discussed this? What was said? (You can write about your call on *Form F-1*, provided for you in the Appendix.)

Registration

When you are comfortable enough with your call to move beyond your conversation with your pastor, district superintendent, or professor, you may fill out a registration form. You will need to register with your District Ministerial Studies Board (DMSB) and Clergy Development at Nazarene Headquarters. You can find the *Form 2: Registration of My Call to Ministry* at the end of this document. This form—when filed with your DMSB, as well as with Clergy Development—will make the Church of the Nazarene aware of your call.

Registration will also make additional resources of the church available to you. If you wish to read on and do some or most of the exercises in this section before registering, you may do so.

Once you register your call to ministry, your pastor, District Ministerial Studies Board and District Ministerial Credentials Board (DMCB) will help you. Also, look at the resources available on-line at www.nazarenepastor.org.

Exploring Your Call

The Church of the Nazarene believes in both the individual experience of a call and the confirmation of that call by the Body of Christ. The church assumes your call is genuine, but every testimony to a call must be confirmed by God giving "gifts and graces" appropriate for ministry to persons He calls.

It would be helpful to read *Manual* paragraphs 400-401.6 on the "Call and Qualifications of the Minister." The Church of the Nazarene recognizes three categories of ministry. An *ordained elder* is a person with a call to lifetime ministry with a preaching commitment. An *ordained deacon* is a person with a call to a lifetime of ministry that does not necessarily include a primary call to "preach." Another category is the *licensed minister*. People with this designation are called to minister,

You'll need to acquire a current copy of the *Manual of the Church of the Nazarene*. A new edition of the *Manual* is published in the year following each General Assembly of the church. The new edition is current until the next *Manual* is published. Your pastor can help you obtain a copy of the current *Manual*.

have completed or are pursuing educational preparation through the course of study, but have not been ordained (see *Manual* 427-27.9).

Finding Your Place in Ministry

In God's big church there is room for many different kinds of people doing many different kinds of ministry. In the months and years ahead, you will discover numerous questionnaires that will help you learn more about yourself and the gifts and talents you have to offer in ministry. You will be able to take personality profiles, spiritual gift inventories, a *Ministry Strengths and Gifts Survey*, and other tools to guide you in your search for the perfect ministerial fit for you.

When you are eventually assigned to a place of ministry, it may be in one of the following areas:

- pastor
- educator
- chaplain
- evangelist
- missionary
- song evangelist
- associate/assistant pastor who specializes in
 - administration
 - compassionate ministries
 - Christian education
 - children's ministry
 - youth ministry
 - music ministry
 - spiritual formation/pastoral care

For a more complete description for each of these areas and how to prepare for this ministry specialty, see Appendix A.

If you feel clear about the ministry role to which you are called, write a description on *Form F-3* of the confirmation of your call when you read the description of that role in the *Manual*. If you don't feel clear about a ministry role, you're not alone. Many people are uncertain about the role God wants them to fulfill. Write a paragraph or two about the most appealing ministry roles and why they appeal to you (*Form F-3*). In every case commit yourself to God's guidance and the church's suggestions regarding the ministry role you should fulfill at various stages of your ministry journey.

Discovering Your Gifts and Graces

Periodically you should answer the following questions about your own sense of gifts and graces for ministry. In the months and years of your acceptance of your call, you should experience growth in your ability to give a sincerely positive answer to these questions.

- Have I learned to pray?
- Are the means of grace (worship, Scripture, sacraments) becoming deeply ingrained in my lifestyle?
- Can I speak intelligibly?
- Can I think analytically and logically?
- Are my intellectual abilities up to the task of ministry?
- How much am I willing to give up in order to serve the poor and the sick?
- Am I willing to take up the Cross and die to self and the world?
- How deep is my capacity to feel another's hurts?
- Is agape love growing in my heart?
- Am I capable of leading a community of faith?
- Can I communicate the Christian message with persuasiveness and integrity?
- Am I a person in whom the community of faith can place full trust?
- Do I love to read and study Scripture?
- Am I learning the disciplines to be a competent interpreter of Scripture?
- Am I willing to be instructed by the traditions and history of the Church?
- Can I present the Christian faith in an understandable way to a variety of contemporary, intelligent people?
- Am I willing to be accountable to the policies and governing procedures of the Church of the Nazarene?
- Are my ministry gifts being demonstrated in public teaching and service?
- How does the community of faith respond to my initial efforts at ministry?

On *Form F-4* list 3 to 5 activities of a minister you have observed. How do you see yourself performing these activities on an on-going basis? Prioritize these activities by numbering the most important activity as 1, the next most important as 2, etc.

That's quite a list, isn't it? But please don't see these questions as "barriers" you must overcome before you enter the ministry. Rather, they are areas of accountability meant to guide you throughout the lifetime journey of ministry. Plan to review these questions every 6 to 12 months during the rest of your ministry. (*Form F-5* is available as a place to record your thoughts.) They will help sensitize you to areas needing attention for the sake of your ministry and for the sake of the church. Don't attempt this review when you are extremely tired or not feeling well. The questions are designed to address your best and true self, not your exhausted and run-down self. You may want to write a brief plan for special study, discipline, and accountability so you can answer more positively and with greater integrity at your next self-review.

Should you begin to question your call as you ask these questions, you'll not be the first person to do so. You should consider prayerfully your sense of calling and ways in which the church has enthusiastically or hesitatingly affirmed your call. You'll want to talk with trusted, mature, Christian friends (e.g., your pastor, district superintendent, and/or professors) about your questions. Don't be hasty in deciding you misinterpreted a call or are no longer called into ministry. If, after careful prayer, counsel, and

consideration you decide you misinterpreted a call or are no longer called, don't take that as a sign of spiritual failure. God will make use of all you have learned and have developed in your time of preparation for ministry. Don't let well-intentioned friends or acquaintances make you feel guilty for your change in understanding God's will for your life. It's better to deal with a mistaken call or a new direction in your life when you know it has happened, rather than continuing preparation and/or ministry out of a false sense of duty or the desire to please someone else. If you've begun the educational process of ministry preparation outlined in Stage Two, you may want to see if your work would qualify for a Certificate of Lay Ministry.

Though you agreed to the basic statements of faith of the church when you became a member of the Church of the Nazarene, you should also review the "Church Constitution" and "Covenant of Christian Conduct" found in Parts II and III of the *Manual*, paragraphs 1-41. If you discover something in these paragraphs you don't understand or with which you don't agree, make a note to ask for help on the subject from your pastor, district superintendent, or professor. It is not unusual for a young person or a new Christian to question certain teachings and positions of the church. However, in order actually to enter ministry in the Church of the Nazarene, you will need to have come to agreement with its doctrines and standards. Use *Form F-6* to write descriptions of the doctrines and standards of the church that seem most distinctive and important to you.

Discovering the Church

The Church will be the primary context of your ministry. As you live within your culture and society, your purpose will be to win persons to Christ and integrate them into the life of the Church so the Church can, in turn, be God's transforming agent in the world. For this reason it is extremely important for you to understand the purpose and mission of the Church. This task involves several dimensions. Every church, whether independent or part of a denomination, develops a structure to strengthen the spiritual life of its members, and works to fulfill the Great Commandment to go into all the world. You'll need to learn the institutional structures and policies of the Church of the Nazarene. They're important resources for your ministry.

When you get the chance, you should read *Manual* paragraphs 100-161.8 on "Local Government." You'll want to review this section of the *Manual* periodically. It describes the basic structures a local congregation uses to function effectively for Christ, including the responsibilities of the pastor and the church board. You'll first need to know how to serve well as a layperson in a local church before you have opportunity to serve in other parts of the organizational structure.

Even more important than the administrative and institutional structures of the church is your understanding and internalization of God's vision for the Church. If you are, or have been, part of a healthy church, you have already experienced some of the key elements of God's vision for the Church. You'll want to give special attention to the theology of the Church in your preparation for the ministry. At this point you should be aware that the Church is both a human organization and a theological reality. The New Testament, and especially the Book of Ephesians, envisions the Church as

an alternative reality to typical human existence. The Church in 1 Peter is described as resident aliens. We live in this world, but our allegiance is to the kingdom of God.

Certifying Your Call and Ministry

The theology of the Church of the Nazarene makes it important for her ministers to be properly “connected” to the church. You’ve already begun that process by speaking with your pastor, district superintendent, or professor and receiving this *Handbook*. The church has developed a system by which your connection is certified in various stages.

The first official step in the process of getting you “connected” is applying for your Local Minister’s License. Talk with your pastor about the best time to express to the church board your interest in a local license. Complete *Form F-7* and record the details of your interview with the local church board. Be sure to record the date, location, church, board members present, and comments they may share during the interview process.

The *Local Minister’s Packet* contains the application and renewal form, five local licenses, and interview guideline forms. This packet may be ordered from Nazarene Publishing House, 800-877-0700 (Item U-190).

In Stage Three of this *Handbook*, you can read further about the subsequent steps you will take on the road to being ordained.

Local Covenant Service

One of the expressions of “connection” between you, the church, and your journey of ministry is the Local Covenant Service. Your pastor will be responsible for the time and structure of that service to present you publicly with your local minister’s license. You’ll want to reflect on the significant details and record your responses and feelings about this important occasion (*Form F-7*). Feel free to ask your pastor about how the service will be conducted and when it might be held.

On *Form F-8* describe how each of the minister’s activities on *Form F-4* are related to each of the other activities. Describe how each activity contributes to the health of a local congregation.

Stage Two: Educational Preparation

The Church of the Nazarene has always believed a call to ministry is a call to preparation. A significant part of that preparation is education. Both general education, which enables a minister to speak intelligently with any educated person, and theological education, which equips the minister to bring the resources of the Christian church to bear on the needs of the world, are needed. This commitment to education led to the founding of colleges and universities early in our church's history. The result is eight liberal arts colleges and universities, a seminary for graduate professional preparation for ministry, and a Bible college. Around the world the Church of the Nazarene has more than 50 educational institutions that provide educational preparation for ministry.

Minimum Educational Expectations

Within the United States the educational alternatives for preparing for ministry assume you have a high school diploma or equivalent General Education Diploma (GED). In obtaining the diploma, you have attained at least a basic level of mental development, maturity, and reading and writing skills, so you can be expected to succeed in your ministerial studies. If you do not have a high school diploma at this time, your pastor can help you pursue the diploma and guide you in acquiring the needed skills to succeed in the prescribed course of study.

The Course of Study

To be a minister in the Church of the Nazarene, everyone has to complete an approved/validated course of study. The Nazarene *Manual* has established one comprehensive course of study that can be applied to all the various fields of ministry. Included in this course of study is training in the following areas:

- Anthropology
- Bible
- Christian Education
- Church Administration
- Church History
- Congregational Care
- Counseling
- Ethics
- Evangelism
- Missions
- Practical Ministry Skills
- Spiritual Formation
- Theology
- Worship

The course of study represents a significant educational experience. It will take time and effort to complete, but you will be thankful for the training and preparation it provides.

Educational Paths

You can complete the course of study in a number of different ways. These alternative paths provide a flexible approach that allows for the special needs of men and women God is calling into ministry. Your pastor or DMSB would be more than willing to help you choose the option best suited for you! It is also possible to blend/mix more than one method in order to accomplish the goal of preparing yourself for ministry.

Here are some of the most frequently traveled paths:

- Religion major at a Nazarene college
- Religion major at a Nazarene college plus a master's degree at Nazarene Theological Seminary
- Major in business, psychology, etc. at a Nazarene (or other) college plus a master's degree at Nazarene Theological Seminary.
- Nazarene Bible College
- Modular Course of Study program, administered by your DMSB.

The ideal path for educational preparation for ministry in the Church of the Nazarene is a bachelor's degree from a Nazarene college or university and a graduate degree from Nazarene Theological Seminary. If you have not entered or completed college, you should contact the nearest Nazarene college or university and discover what its educational program can contribute to your preparation for ministry. If you have an accredited bachelor's degree, you should contact Nazarene Theological Seminary and investigate graduate-level preparation for ministry. The college or seminary will assign you an academic advisor, who will help you select a major or coursework that allows you to complete the educational requirements for ordination as you complete your academic degree.

There may be some college majors in the religion department (i.e., Youth Ministry, Missions, Urban Ministry, etc.) that will enable you to complete most but not all of the course of study. In this scenario, if you graduate but choose not to go to seminary,

A list of religion majors that have been validated for the course of study is maintained on the Clergy Development website. You should also consult a Religion Department advisor at the college/university to insure you have completed the course of study with your major.

Eastern Nazarene College
Quincy, Massachusetts
617-745-3000
www.enc.edu

MidAmerica Nazarene University
Olathe, Kansas
913-782-3750
www.mnu.edu

Mount Vernon Nazarene University
Mount Vernon, Ohio
740-392-6868
www.mvnu.edu

Nazarene Bible College
Colorado Springs, Colorado
719-884-5000
www.nbc.edu

Nazarene Theological Seminary
Kansas City, Missouri
816-333-6254
www.nts.edu

Northwest Nazarene University
Nampa, Idaho
208-467-8011
www.nnu.edu

Olivet Nazarene University
Bourbonnais, Illinois
815-939-5011
www.olivet.edu

Point Loma Nazarene University
San Diego, California
619-849-2200
www.ptloma.edu

Southern Nazarene University
Bethany, Oklahoma
405-789-6400
www.snu.edu

Trevecca Nazarene University
Nashville, Tennessee
615-248-1200
www.trevecca.edu

you will be able to finish the course of study by taking a few classes via the district training center through your DMSB.

If you have received God's calling later in life and have little or no college work, you should contact Nazarene Bible College for information about its programs. NBC is an undergraduate, professional school of ministry specializing in preparation for ministry in both residential and on-line formats.

If English is not your first language or if you are unable to relocate to a Nazarene college or university, you should contact your DMSB about ways to complete the course of study.

If none of these options seem to work, your DMSB can tell you about the Modular Course of Study that will meet the educational requirements for ministry preparation. In this option, you can continue working at your current job while you are moving at your own pace to study and complete the requirements for the course of study. This modular program does not provide you with a college degree but does meet all educational requirements for the course of study.

It's Your Responsibility

Regardless of which educational preparation track you pursue, you will be accountable to the DMSB to show evidence that you are working toward the fulfillment of your educational requirements. Each year, it will be your responsibility to provide this board with a transcript or a letter from the Nazarene college/university or seminary where you are enrolled that affirms your progress. If you are pursuing your educational preparation for ministry through non-Nazarene schools, you will need to provide transcripts and course descriptions to the board. Your DMSB will advise you of the appropriate information you need to provide them.

Real, Practical Experience

One of the exciting parts of your ministry preparation is having the opportunity to engage in real ministry experience in a local church. No matter what education path you choose, you are guaranteed significant time to be involved in a local church ministry. Hopefully you will get to work in the area(s) you think might be part of God's call on your life. This will give you lots of practical experience and help you clarify your call. *Manual* 424.3 says, "Graduation from a validated course of study requires the partnering of the educational provider and a local church to direct students in ministerial practices and competency development." This supervised ministry experience also provides you with a pastor/mentor who will guide/advise/correct you as you learn how actually to do ministry. As your classes help you learn the theory of ministry, this part of your preparation will show you how to put the theory into practice.

Your Personal Course of Study

Your individual course of study will be unique based on the educational path you follow in preparation for ministry. If you are following the college/university and/or seminary track, it is suggested you obtain a copy of the educational requirements of your institution. File this information and refer to it often. It will help you plan your course work and be an incentive as you progress through the course of study.

If you are following a district-directed educational path, you may obtain a copy of your record from the DMSB secretary. You will want to keep this information for easy reference. In conjunction with your advisor and the board secretary, this document will help you complete the educational requirements for ministry.

Insert a copy of the course of study you will follow (college/university, seminary, Bible college, district training center). Keep records of the work you have completed.

Basic Library

Every serious candidate for the ministry will desire to build an adequate library. The student should begin with basic "work tools," some standard reference volumes the minister will use for the rest of his or her life (i.e. dictionaries, books on word studies, concordances, commentaries, etc.). For suggested titles see www.nazarenepastor.org.

Course of Study Outcomes

The goals of the course of study are embodied in three simple words: BE, KNOW, and DO. The educational curriculum you will study as you prepare for ministry flows from these goals. Appendix B describes expectations for ministers in the Church of the Nazarene. To accomplish the goals the Church of the Nazarene has for all ministers, the church has adopted a course of study that focuses on four major areas:

- Content
- Competency
- Character
- Context.

We have developed learning outcomes (also known as "Ability Statements") in these four areas that represent the basic level of knowledge that should be achieved, regardless of whether you pursue your educational preparation via the college/university and seminary path or the district-directed path. Nazarene Bible College, each of the Nazarene liberal arts colleges and universities, and Nazarene Theological Seminary have degree programs especially designed to help you achieve these required outcomes of educational preparation for ministry. If you are a licensed minister and have completed one of the validated degree programs at any of these Nazarene schools, you will have satisfied the educational preparation requirements for Stage Two of your journey in ministry.

You do need to understand that achievement of the learning outcomes via one path does not necessarily provide interchangeable credit to another

path. That is, the Bible college, the liberal arts colleges and universities, and the seminary are answerable to their individual accrediting agencies for credit given. Therefore, if you take classes in the Modular Program, that work does not qualify you for college credit, and credit you earn at an undergraduate level cannot become seminary credit.

Although Stage Two is primarily concerned with educational preparation, the church understands that significant parts of ministry preparation occur in actual ministry rather than through traditional academic means. Some of the required outcomes can only be introduced in a theoretical way in an academic setting or district-directed study. Stage Three, candidacy, will provide the arena in which you develop important practical skills required in ministry.

Ability Statements

On the following pages, you will see a number of learning outcomes in all the various areas of study. You will also notice they are collected under the four major headings of content, competency, character, and context. These outcomes reflect the essential issues of ministry every Nazarene minister should be knowledgeable about. Even though we don't expect everyone to be a master of every outcome, we do expect students who want to be successful in ministry to give their best efforts to study and learn about these important issues.

These abilities represent the minimum outcomes of an educational program for ordination. Some educational curricula will exceed these minimums. You may feel discouraged by this long list of outcomes because there are so many things you need to know, be, and do in ministry. However, these outcomes are not identified to discourage you. We want to help focus your efforts to become the most excellent and available servant you can be. Knowing these outcomes will help you study better. You will know where you need to work and improve throughout a lifetime of service to God.

Keep a personal record of your awareness of achieving new levels of knowledge and skill on these outcomes. Your appropriate (never arrogant) confidence that God can use you to accomplish great things for His Kingdom will be strengthened as you grow in the knowledge, skills, and character outlined by these outcomes. Once again, welcome to the journey! Enjoy the new lessons God will reveal to you through your educational preparation.

ABILITY STATEMENTS

CONTENT

Old Testament

CN1	Ability to identify the literary structure and the main story line of the OT
CN2	Ability to identify the books of the OT by genre
CN3	Ability to identify the basic thrust of each major section of the OT
CN4	Ability to identify the main characters of the OT and their role in the story
CN5	Ability to describe the historical context of the major sections of the OT
CN6	Ability to order chronologically the main events and persons of the OT
CN7	Ability to describe the major theological concepts of the OT

New Testament

CN8	Ability to identify the literary structure of the NT
CN9	Ability to identify the genre and basic thrust of each NT book
CN10	Ability to summarize the significant life events of Jesus and Paul
CN11	Ability to identify the significant elements of the message of Jesus and Paul
CN12	Ability to describe the impact of the historical background of the New Testament on the message of Jesus and Paul
CN13	Ability to order chronologically the significant events and persons of the NT
CN14	Ability to identify and describe the major theological concepts of the NT

Interpretation of Scripture

CN15	Ability to describe how the Bible came into being up to contemporary translations
CN16	Ability to identify the steps of historical, literary, and theological analysis used in exegesis
CN17	Ability to exegete a passage of Scripture using the steps listed above

Theology (General)

CN18	Ability to list and explain the Nazarene Articles of Faith
CN19	Ability to identify and explain the main characteristics of the nature of God, Christ, the Holy Spirit, the Human Person, Sin, Salvation, the Christian Life, the Church and Sacraments, and Eschatology
CN20	Ability to reflect theologically on life and ministry
CN21	Ability to demonstrate understanding of the sources of theological reflection, its historical development, and its contemporary expressions
CN22	Ability to articulate the distinctive characteristics of Wesleyan theology

Doctrine of Holiness

CN23	Ability to identify and explain the Doctrine of Holiness from a Wesleyan perspective
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Church History

CN24	Ability to describe the general story line of church history and the development of the major doctrines and creeds
CN25	Ability to identify and describe the significance of the major figures, themes, and events of the: Patristic, Medieval, Reformation, Puritan, Pietist, Wesleyan, and Modern periods of church history
CN26	Ability to describe how the church implemented its mission in the various periods of church history

The History and Polity of the Church of the Nazarene

CN27	Ability to identify the formative influences of the American Holiness Movement and the Church of the Nazarene
CN28	Ability to identify and explain the significance of the major figures and events in the Church of the Nazarene
CN29	Ability to identify the directives of the <i>Manual</i> of the Church of the Nazarene that pertain to the organization and ministry of the local church and to the responsibilities of the pastor at local and district levels
CN30	Ability to explain the governance systems of the church at local, district, and general levels

COMPETENCY

Oral and Written Communication

CP1	Ability to communicate publicly through multiple methods (oral, written, media, etc.) with clarity and creativity for the sake of fostering meaning
CP2	Ability to write clearly and in a grammatically correct manner in the modes of discourse used in the ministry
CP3	Ability to speak coherently and cogently in the modes of discourse appropriate for the various ministry contexts

Management, Leadership, Finance, and Church Administration

CP4	Ability to write an integrative philosophy of ministry that will answer "why I do what I do when I do it"
CP5	Ability to provide oversight of one's ministry using management skills including servant leadership, conflict resolution, and administration
CP6	Ability to manage ministry resources of one's ministry (time, human, financial, etc.) in a way consistent with a church's size and characteristics
CP7	Ability to conceive and articulate purpose, mission, and vision, and to develop strategic plans ways that strengthen a unified vision
CP8	Ability to develop team building skills, identify and cultivate spiritual gifts, recruit volunteers, empower laity, and diagnose and intervene in problems
CP9	Ability to lead congregations in developing principles for biblical stewardship of life resources

Analytical Thinking

CP10	Ability to synthesize, analyze, and reason logically for discernment, assessment, and problem solving, and to live with ambiguity
CP11	Ability to analyze the validity of arguments and to identify their presuppositions and consequences

Congregational Care and Counseling

CP12	Ability to express pastoral care and concern appropriately for individuals and families in crises, passages, and the normal routines of life
CP13	Ability to offer spiritual counsel and to discern for referral counseling needs beyond the minister's ability
CP14	Ability to apply the knowledge of basic helping skills gained from historic Christian and appropriate contemporary models

Effective Evangelism

CP15	Ability to think globally and engage cross-culturally for the purpose of mission
CP16	Ability to preach evangelistically and to be engaged with and equip others in personal and congregational evangelism
CP17	Ability to lead the church in discipling and assimilating new converts into the church
CP18	Ability to identify social and congregational factors that influence church growth

Christian Education

CP19	Ability to describe the stages of human development and to apply that knowledge in leading people to Christian maturity
CP20	Ability to envision Christian education most appropriate for a local church and to assure the development and empowerment of those serving in it

Worship

CP21	Ability to envision, order, participate and lead in contextualized, theologically grounded worship and to develop and lead appropriate services for special occasions (i.e. wedding, funeral, baptism, and Lord's Supper)
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MINISTRY EMPHASIS (Elder)

CP22	Ability to prepare, organize, and deliver biblically sound sermons in culturally appropriate ways, using appropriate techniques and skills
CP23	Ability to develop and utilize existing ministry forms such as evangelistic preaching, pastoral care preaching, doctrinal/teaching preaching, and preaching Christian seasons/calendar by which individuals, families, and congregations may be formed into Christlikeness
CP24	Ability to assess the strengths and weaknesses of current homiletical models in light of enduring theological (Bible, doctrine, philosophy) and contextual (history, psychology, sociological) perspectives

MINISTRY EMPHASIS (Christian Education)

CP22	Ability to prepare, organize, and deliver a biblically sound, basic scheme of teaching/learning discipleship in culturally appropriate ways, using appropriate techniques and skills
CP23	Ability to develop and utilize existing ministry forms (such as Sunday school administration and oversight, teacher education, curriculum planning and assessment, small group facilitation and training, and

	family nurture and formation, etc.) by which individuals, families, and congregations may be formed into Christlikeness
CP24	Ability to assess and implement emerging approaches to Christian education in light of enduring theological (Bible, doctrine, philosophy) and contextual (history, psychology, sociological) perspectives

MINISTRY EMPHASIS (Compassionate Ministry)

CP22	Ability to prepare, organize, and deliver a biblically sound, basic scheme for compassionate practice in culturally appropriate ways, using appropriate techniques and skills
CP23	Ability to develop and utilize existing ministry forms of compassionate ministry (such as community assessment, networking, ministry resource development, social programming, etc.) by which individuals, families, and congregations may be formed into Christlikeness
CP24	Ability to assess and implement emerging approaches to compassionate ministry in light of enduring theological (Bible, doctrine, philosophy) and contextual (history, psychology, sociological) perspectives

MINISTRY EMPHASIS (Music)

CP22	Ability to prepare, organize, and deliver a biblically sound, basic scheme for music leadership in culturally appropriate ways, using appropriate techniques and skills
CP23	Ability to develop and utilize existing ministry forms in church music (such as choral composition and instruction, voice and instrumental performance, worship planning, etc.) by which individuals, families, and congregations may be formed into Christlikeness
CP24	Ability to assess and implement emerging approaches to church music in light of enduring theological (Bible, doctrine, philosophy) and contextual (history, psychology, sociological) perspectives

MINISTRY EMPHASIS (Youth)

CP22	Ability to prepare, organize, and deliver a biblically sound, basic scheme of teaching/learning discipleship for youth in culturally appropriate ways, using appropriate techniques and skills
CP23	Ability to develop and utilize existing forms in youth ministry (such as small group facilitation, Bible teaching, family nurture and formation, team development, camps and retreats, etc.) by which individuals, families, and congregations may be formed into Christlikeness
CP24	Ability to assess and implement emerging approaches to youth ministry in light of enduring theological (Bible, doctrine, philosophy) and contextual (history, psychology, sociological) perspectives

MINISTRY EMPHASIS (Administration)

CP22	Ability to prepare, organize, and deliver a biblically sound, basic scheme administrative oversight in culturally appropriate ways, using appropriate techniques and skills
CP23	Ability to develop and utilize existing ministry forms (such as facilities management and safety assessment, personnel development, basic recordkeeping, maintaining church policies, etc.) by which individuals, families, and congregations may be formed into Christlikeness
CP24	Ability to assess and implement emerging approaches to administration in light of enduring theological (Bible, doctrine, philosophy) and contextual (history, psychology, sociological) perspectives

CHARACTER

Personal Growth

	The development of a portfolio for assessing personal growth in character. This portfolio would include periodic self-assessment and assessment by significant others. These assessments would evaluate the minister with the "BE" categories
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Christian Ethics

CH1	Ability to apply basic understanding of ethical theories to teach and nurture ethical behavior in the Christian community
CH2	Ability to discern and make theologically based, ethical decisions in the midst of a complex and/or paradoxical context
CH3	Ability to teach and model sexual purity
CH4	Ability to understand and apply the unique ethical dimensions of spiritual leadership in the church
CH5	Ability to apply Christian ethics to the issues of the integrity, specifically as they relate to ministers and laity for authentic Christian faithfulness and public witness

Spiritual Formation

CH6	Ability to pursue holy character (Christlikeness) by practicing faith formation and the classic Christian disciplines as means of grace
CH7	Ability to locate, understand, and use the resources for individual and corporate spiritual formation
CH8	Ability to take responsibility for his or her own continuing spiritual development

Person of the Minister

CH9	Ability to apply understanding of his or her ongoing developmental needs across the life course of the minister to the pursuit of holy character
CH10	Ability to demonstrate a realistic self-understanding including personal strengths, gifts, weaknesses, and areas of needed growth
CH11	Ability to maintain the practice of Sabbath and healthy self-care
CH12	Ability to practice faithful stewardship of personal relations including gender relationships, marriage and family, personal finance, and professional conduct
CH13	Ability to describe and cultivate healthy interpersonal relationships through personal communication skills, conflict resolution skills, nurturing relational strategies for marriage/family, and congregational interaction
CH14	Ability to maintain a healthy balance between family, church, and community commitments

CONTEXT

Contemporary Context and Social Environment

CX1	Ability to discover sociological dynamics and trends and to apply that information to specific ministry settings
CX2	Ability to analyze and describe congregations and communities
CX3	Ability to describe socialization and to apply its dynamics to the life of the Christian community
CX4	Ability to explain the operational culture

Anthropology and Cross-Cultural Communication

CX5	Ability to describe and interpret the relationship between culture and individual behavior
CX6	Ability to understand, appreciation, and work sensitively explain the nature of cultures and sub-cultures
CX7	Ability to identify and apply the principles of cross-cultural communications

Historical Context

CX8	Ability to place the ministry context in light of the large schemes of world and national history
CX9	Ability to apply historical analysis to the life of a local congregation in order to describe its historical and cultural context

Missions

CX10	Ability to understand and articulate the biblical, historical, and theological bases for Christian mission
CX11	Ability to describe basic missiological principles and to apply them to the development of ministry in the local church

Stage Three: The Road to Ordination

The stage of the journey following your educational preparation is called “candidacy.” In general, it refers to a time of ministry experience that may lead to your ordination as a minister of the gospel of Christ. In the Church of the Nazarene, it encompasses a time of licensing, discovery of your gifts and graces for ministry, and refining your ministry skills through practical experience. Just as the educational process required accountability for your learning, candidacy will require accountability to the local and district church for your ministry practice.

Ordination and Its Importance

The journey of candidacy takes you toward ordination. What is ordination and why is it important? Ordination is the authenticating, authorizing act of the church that recognizes and confirms God’s call to ministerial leadership as stewards and proclaimers of both the gospel and the Church of Jesus Christ.

It is important to realize that God calls but the church ordains. The church does not claim the right to call people to the ministry. That is the work of God the Holy Spirit. If you cannot bear witness of God’s call to ministry on your life, the church will not ordain you. On the other hand, some people speak of God’s call but do not demonstrate gifts and graces for ministry.

In such cases, the District Board of Ministry must work with the candidate to clarify his or her understanding of God’s call and to give opportunity to demonstrate the authenticity of the call. The church cannot accept into ministry a person whose life does not show the qualities necessary for ministry, no matter how earnestly a candidate may speak of God’s calling. Thus, ordination lies at the end of an authenticating process of one’s call.

Some districts organize themselves as a single Board of Ministry while other districts divide the responsibilities between the DMSB and the DMCB.

This process may be painful at times. However, the church is humbly confident that whatever pain happens during candidacy is less painful than what might happen without this authentication process. The damage inflicted on churches and on ministers when the gifts and graces of ministry are not present is far more painful. We believe God has designed the ordination process to protect both the church and individuals from the deep pain of unqualified ministerial leadership. If you find part of this journey difficult, know the difficulty is part of the way God protects you from destructive problems later in ministry.

Ordination Is an Authorizing Act

Ordination is an authorizing act of the church. By means of ordination the Church officially approves you as a minister. The ordination service itself bears witness to the Church universal and to the world at large that you are

truly a man or woman of God; that you have the gifts and graces for public ministry; that you have a thirst for knowledge, especially knowledge of the Word of God; and that you can communicate clearly the sound doctrine of the gospel. To be able to make such claims about you, the church must question, probe, and observe you in both normal and stressful times. The purpose of the questions, the probing, and the observations is not to put you down, but "to test as by fire," to use a biblical phrase. The biblical assumption of trial by fire is that you will come through the test with proven character and purity. Ordination affirms you are qualified to walk with others through the valley of the shadow of death and to keep their hands and God's hand clasped together in your hand.

Ordination Is a Confirming Act

Ordination is also a confirming act of the church. Prior to the public service of ordination the church is at work evaluating you and your potential for ministry. Local church boards consider whether your involvement and testimony make it reasonable for them to issue you a local minister's license. That same board will consider later whether you are worthy of recommendation to the district for licensing. The local church and the DMCB will observe you closely to determine if your district license should be renewed each year. When all requirements for ordination have been met, the DMCB will recommend you to the district assembly. The entire district assembly will vote whether or not to present your name to the presiding general superintendent. He or she, as representative of the International Church of the Nazarene, will make the final determination whether or not you should be ordained. If the decision is positive the general superintendent will place his or her hands upon you, you will be surrounded by other ordained ministers, and in the presence of the district assembly you will be set apart as a steward and proclaimer of the gospel. Ordination is truly an act of the entire church.

Ordination Is a Spiritual and Theological Act

Ordination is also a spiritual and theological act of the church. It is more than receiving certification to minister. It is more than passing qualifying exams of your profession. It is the church's acknowledgment of the amazing reality that God calls and gifts certain men and women for ministerial leadership in the church. The church affirms the scriptural tenet of the universal priesthood and ministry of all believers. Ordination is not just to ministry and priestly service, since all believers are called to that. Rather, ordination is the acknowledgment of God's call on certain men and women to leadership in ministry.

Ordination does not convey special status or privilege except in the sense brought by service to the Body of Christ. Jesus taught us that "the greatest among you must become the servant of everyone." For this reason ordination recognizes and confirms God's calling to leadership as stewards of the gospel. Because Scripture teaches that in Christ there is neither slave nor free, Jew nor Greek, male nor female, but all are one in Christ, the Church of the Nazarene ordains persons regardless of their economic status, nationality, race, or gender. Your ordination class may well consist of candidates from several races, born in a variety of countries,

representing a whole range of economic backgrounds, including both women and men. The commonality for all ordinands is the testimony of a call from God and the demonstration of the gifts and graces for ministerial leadership in the life of the church.

Because the candidacy portion of the journey is demanding and requires tremendous investment of your energy and resources, the church tries to determine as early as possible if there are any impediments that might preclude your successful completion of candidacy. For this reason the church will inquire carefully into any criminal activity, sexual misconduct, divorce, indebtedness, or other significant problems in your life history. Though you may find the questions painful, it is better to determine the impact of these issues on your potential for ordination early rather than after many years of preparation and candidacy.

Ordination Is a Privilege, Not a Right

The Church of the Nazarene requires specific educational preparation (described in Stage Two) and a certain level of ministry experience before a person can be ordained. **Completion of the minimum educational and experience requirements does not automatically qualify a candidate for ordination.** It is the task of the DMCB to determine when you are ready to be interviewed with the possibility of recommendation for ordination. They will use a variety of methods to arrive at this conclusion. Their personal observations of you, reports from your congregation, and reports by your district superintendent are just a few of the ways they will be seeking information to help them know if it is time to invite you for an ordination interview.

For you to announce you have met the ordination requirements and are ready to be ordained reveals a misunderstanding of the nature of ordination and of servant ministry in the church. You do not need to be impatient as the time of possible ordination draws near. Because ordination is for a lifetime, both the church as represented by the DMCB, and you as a Christian will want to be very sure all spiritual, theological, personal, and professional issues pertaining to your fitness for ordination are completely resolved before proceeding.

Steps toward Ordination

When you have shared your sense of being called by God into Christian ministry with your pastor, he or she will guide you into both the educational process and the candidacy steps required for ministry. You should develop a close and teachable relationship with your pastor so he or she can counsel you very directly and frankly about any areas in which questions about your fitness for ministry may arise. Depending on your age, maturity, gifts for ministry, and work in the local church, your pastor will decide when the right time has come to recommend you for a local minister's license. Your pastor may spend several months or even several years observing you and questioning you about your understanding of your call. He or she may ask you to seek counsel and direction from other spiritual leaders also as part of the process of clarifying both your own sense of calling and your pastor's confidence that God has genuinely called you.

The Local Minister's License

Once your pastor has concluded it is appropriate to recommend you to the church board, he or she will give you an "Application for Local Minister's License." The pastor will place consideration of your application on the agenda for an upcoming board meeting. You need to fill out this application and return it to your pastor. At a local church board meeting, you should be invited to present your testimony with special emphasis on your call. They may ask you further questions. If you are married, they may ask your spouse to be present and to answer questions. Most likely you will be excused from the board meeting at the time they discuss and vote on whether or not to approve your application. Should the board vote not to grant you the local minister's license, you should consult with your pastor about how you should proceed in finding and doing God's will for your life in ministry.

Use *Form F-7* to list and track the steps to obtain a Local Minister's License and reflect on your interview with the local church board.

If the church board recommends granting you the local minister's license, it is hoped your pastor will present the license to you in a public church service, and perhaps ask you to share a few words of testimony of your relationship with the Lord and your calling to ministry. It is possible the pastor will ask several members of the board and/or congregation to come forward and lay hands on you while one of them or your pastor prays for you.

If you have not become actively involved in the ministry of your local church, you are expected to become involved at this point. Your pastor should also instruct you in writing a covenant of what you hope to accomplish in your ministerial development, education, and in your local church ministry. You should keep a copy of this covenant and refer to it periodically. Write about your progress in fulfilling the covenant and your feelings related to being granted a local minister's license.

Once you have been granted a local minister's license, your pastor will guide you as to how to enroll with the DMSB. He will send an official letter to the DMSB chairperson, informing them of your new local license.

Renewal of the Local Minister's License

Since the local church can only grant a local minister's license for one year at a time, you will need to apply for renewal of your license before the current license expires. During this renewal interview, you should be prepared to discuss the progress and growth of your spiritual walk, your call to ministry, your ministry involvement, and the status of your educational preparation. If the church board grants renewal of the license, the pastor should mail a copy of the completed "Interview Guidelines for Renewing the Local Minister's License" to the district superintendent.

On *Form F-9* describe the relationship of the minister to the local congregation. If you are being called to a specialized area of ministry—youth, children, compassionate ministry—describe the relationship and responsibility of the minister to the specific group to which you will minister.

The District Ministerial Studies Board (DMSB)

When you received your first local minister's license, your pastor should have prepared you for enrollment with the DMSB. The DMSB will provide guidance as you travel through the course of study for ministerial preparation. During your journey toward ordination, the DMSB will work with you to review your educational journey.

The District License

After you have completed a minimum of one year with a local minister's license, your pastor may consider recommending you to the DMCB for a district minister's license. The DMCB will interview you each year before you receive a district license.

Use *Form F-10* to list and track the steps to obtain a District Minister's License and reflect on your interview with the local church board.

If you have not shown sufficient progress in the gifts and graces of ministry or progress in the course of study, he or she may decide to recommend you for renewal of the local minister's license, and ask you to wait another year before pursuing the district license.

If the church board does recommend you for a district license, your pastor should give you an "Application for Minister's License" and help you find out when you need to appear before the DMSB and DMCB. If your pastor does not provide the form and information, you can obtain them from the district secretary. Your pastor and/or local church office should have a copy of the most recent district journal with names, addresses, and phone numbers of all the district personnel.

If the church board decides not to recommend you for a district minister's license, you should attempt to learn from your pastor the reasons they were hesitant to recommend this step. You should not assume the board is "against you." Ministry in the church always requires submitting ourselves to the discernment and evaluation of others. An angry or immature response on your part when a board refuses a license actually confirms their wisdom. Even at this early stage in your journey toward ministry, learning the appropriate way to respond to conflict and disappointment is essential.

The District Ministerial Credentials Board (DMCB)

Your meeting(s) with the DMCB may be the most critical step(s) in the public journey toward ordination. Once you have an interview time established with the DMCB, you must make every effort to be there. If you need to arrange to take off work for your interview, do so. Your interview is very important and should be approached with great seriousness. The DMCB may ask your spouse to be interviewed with you for your first district minister's license. If the board asks to see your spouse in subsequent years for renewal, you and your spouse need to make every effort to comply with the request.

District boards will conduct and structure the interviews for district licensing in different ways. But regardless of the structure and schedule, you should be prepared for searching questions that cover such important areas as:

- Your spiritual and devotional life
- Any spiritual lapses you may have had since becoming a Christian
- Your experience of entire sanctification
- Your support of the doctrinal teachings of the Church of the Nazarene
- Your theology of ministry
- Your financial stability and whether indebtedness could limit places where you could be assigned for ministry
- Your willingness to work within the structures of the church
- Your commitment to fulfilling the Great Commission
- If you are married, the board will ask you about the health of your marriage and any areas of potential problems

The DMCB will interview you each year before you receive a district license. When the DMCB believes you are ready to be interviewed regarding ordination, they will invite you to such an interview. They will usually try to schedule the interview several weeks in advance of the district assembly so your family members can have time to plan to attend your ordination if you are approved. If you are married, it will be very important for your spouse to attend this interview. The interview will be similar to your interviews of granting or renewal of a district minister's license, except this interview should be more intense. The DMCB must be very confident you are fully qualified and ready to be ordained before they can proceed. It is hoped you will be able to perceive their love and concern for both you and the church in the interview. They carry heavy responsibility for both you and the church in the decision they will soon make. If you are truly ready for ordination, you will begin to feel a sense of being a colleague with them in the care of the church.

After the interview you will be dismissed and the DMCB will decide whether or not to recommend you to the district assembly and to the general superintendent. You will usually be notified of their decision on the same day.

Renewal of the District Minister's License

Just like the local minister's license, the district minister's license is issued year by year. You must not assume the license will be renewed

automatically, even if serving as a pastor (*Manual 427.5*). The renewal process of licensing must be repeated every year (*Manual 427.3*). If an application form is not automatically sent to you several weeks prior to the district assembly, it is your responsibility to request one from the district secretary.

You will need to provide an up-to-date and accurate record of your progress in your educational preparation to the DMSB. If you have not completed the equivalent of one year's work in the college/university and/or seminary track, or one-fourth of the district-directed course of study, the DMSB may refer you back to your local church board for consideration for renewal of your local minister's license. After receiving your first district minister's license you will be responsible to complete a minimum of two courses or modules per year to remain eligible for renewal of your district license (*Manual 427.3*).

To renew your district license you should follow the procedure outlined by your district. A few districts do not meet every candidate for renewal each year, but you should make every effort to be available for an interview every year. If you are away attending school, you should make every effort to return for your annual interview with the DMCB. If returning is extremely difficult, they may try to help you by scheduling a special meeting during one of your academic breaks. In some cases, candidates in Nazarene schools have received permission from their district to be interviewed by a committee of religion faculty and/or pastors where they are attending school.

Time Limitation

A period of 10 years is allowed for the completion of the course of study, from the time you are granted your first district license (by whatever path you choose to pursue).

Clarifying Issues and Personal Guidance

If there is a potential impediment to your being ordained, such as a divorce or legal conviction, the issue must be addressed at your first DMCB interview. Your pastor should alert the district superintendent or the district secretary to any such issues to be addressed with you. However, if he or she fails to do so, you should contact the district superintendent prior to the interview to determine what information you need to provide to clarify the issue for the DMCB, and in some cases for the Board of General Superintendents.

Once you are in a full-time or almost full-time ministry position, you will need mentoring and accountability as you learn the practical aspects of ministry. If your district does not appoint a spiritual/pastoral mentor or mentoring committee for you, you should seek one on your own. It would be best if you could acquire a group of three persons who would meet with you at least every three months, and at least one of whom would make phone contact with you once a week. It would be most helpful for you if at least one of the persons was a member of the DMCB, who would

understand the issues of development and formation under consideration at this stage of your ministry preparation.

You should discuss with your mentor or mentoring committee issues of spirituality, spiritual development, transition from the idealism of education to the realism of ministry practice, and the importance of your ministerial formation. You should invite the members of your mentoring committee to visit you unannounced at the church where you are serving, during both service and non-service times. Develop a covenantal foundation for feedback, accountability, and evaluation with them. They can be your best advocates in becoming the minister God has called you to be.

Affirming, Yet Challenging

It is hoped that this interview process will be supportive and affirming to you, while still being challenging and evaluative. District boards are charged with the responsibility of making sure the church's ministers are called, well prepared, and spiritually ready to minister to the people of God and to those who do not yet know Christ. Since this task has such serious, eternal implications, don't be surprised if it sometimes seems too intense, too long, too cautious, or too personal. If you have questions about the interview process, before or after the interview, you should talk with your pastor and/or district superintendent. He or she may help you develop a helpful perspective on the process.

Should the board decide not to recommend you for a district minister's license or ordination at this time, you should inquire of your pastor, mentor, and/or district superintendent about the reasons for the board's decision. Once again this can be an opportunity for growth. An inappropriate response only confirms the wisdom of the DMCB's refusal to recommend you.

The disappointment of waiting another year to be ordained and/or having a district license renewed is far less than the crisis of having to give up your ordination credential for whatever reason. The careful and deliberative process is important in protecting the purity and efficiency of the ministry you are joining. For this reason the church must follow the teaching of 1 Timothy 5:22, "Do not ordain anyone hastily" (NRSV).

The District Assembly

If the DMCB recommends you for a district minister's license, the recommendation will go to the district assembly for a vote. If the district assembly votes to recommend you, the final decision for your district minister's license will be made by the general superintendent presiding over that assembly. If you are approved at each step, you will receive a district minister's license. Your pastor may ask for the opportunity of recognizing you at a public service of your local church so they can rejoice with you at this step in your journey toward ministry.

Upon receiving a positive recommendation for ordination from the DMCB, the district assembly and general superintendent will usually join in

affirming you to be ordained. The time of the ordination service will be announced well in advance of the district assembly.

A Highlight of Your Life

Your ordination service should be one of the great highlights of your life and ministry. You will want to note in your journal your feelings and the significant scriptures and comments made in the ordination sermon, and by those family and church friends who love you and helped you come to this most important moment in your ministry. Be generous in your expression of gratitude to them as the instruments of God in helping you fulfill His calling on your life!

Recognition of Minister's Orders

Ordained ministers from other evangelical denominations who wish to join the Church of the Nazarene may do so if they meet all requirements for ordination as outlined in *Manual* paragraphs 225, 424, 428-.3, 429-.3, and 430-.2. There will also be an examination by the DMCB as to their conduct, personal experience, and doctrine. The candidate must demonstrate competency on (1) the Nazarene *Manual*; (2) the history of the Church of the Nazarene; and (3) the doctrine of holiness. The DMSB will recommend ways to meet these three requirements satisfactorily.

After Ordination, Then What?

The candidacy process is so intense and takes so long it often seems it will never end. There can be a sense of let-down after ordination. There can also be a temptation to assume the hard parts are all over. Since ordination is a lifetime action of the church, there will be no more interviews every year with the DMCB. You will no longer fill out an annual application for renewal of district license, but you are expected to report annually to the district assembly where your membership is held (*Manual* 433.9).

However, this does not mean you can now coast through ministry without evaluation and accountability. If you were considered worthy to be ordained, the church now expects you to demonstrate leadership in the church. You should have built the patterns of accountability and self-evaluation into the very fabric of your ministerial being. You will want to continue in an accountability or spiritual formation group. You will want to continue to read and study the faith you proclaim. If you fulfill your ministry faithfully, perhaps you will be asked to serve as a mentor of a candidate or on the DMSB or DMCB. You will have ample opportunity to share what you have learned in your candidacy journey with others who come behind you. May they find you faithful!

Stage Four: Lifelong Learning

Commitment to Excellence

At this stage of the journey you have reached a very important part of your ministry. The last district assembly included one of the highlights of your ministry, your ordination. You met the educational requirements. You completed the candidacy requirements and your official ordination certificate has arrived in the mail. Ordained! You finally made it! You might think you have arrived at the end of your journey and no more study or accountability will be required. Satan would like for you to think that way. You may even know some ministers who have said something like this to you. But God and the church have a better way! It is called *Lifelong Learning*.

God's call to excellence in ministry requires a lifetime of study and learning. Though the Bible remains constant, methods of understanding and communicating it are constantly changing. The theology of church changes very little, if at all, in a person's lifetime, but different emphases arise to meet the needs of a changing culture. New ways of expressing theological truth may appear. The practical knowledge of ministry is always developing. One has never learned enough about human beings and their needs. To be a good steward of the ministry to which God has called you will require lifelong learning.

It's a Matter of Integrity

Ordination is a lifetime credential. It is based on spiritual and theological truths, making it different from the credential assumptions of many other professions like education or medicine. Spiritual integrity, rather than acquisition of knowledge, lies at the heart of ordination. Therefore, unlike teachers, doctors, or nurses, you are not required to take so many courses per year to have your elder or deacon order renewed. However, failure to continue your study will lessen both the spiritual integrity and the knowledge you bring to the task of ministry.

The Church of the Nazarene understands lifelong learning to be a vital part of the spiritual and professional stewardship of its ordained ministry. Our love for those to whom we minister demands that we become the best we can be in knowledge, skills, and practice. We love our brothers and sisters in ministry so much that we want them and ourselves to minister out of wholeness, love, meaning, and fulfillment. Lifelong learning offers us the opportunity by which we can help them and ourselves minister with energy and effectiveness throughout life.

The church's mission in America also makes lifelong learning critical. Our ministry will no longer be carried out in the comfort of a Christian nation. Wherever God calls you to serve, you will be a missionary of the gospel. The changing patterns of culture require constant updating of both knowledge and skills, if we are to establish outposts of the kingdom of God on earth. The very nature of the church's mission calls for lifelong learning.

Learning Opportunities

The minister's responsibility for education does not conclude with graduation from the course of study. It is the responsibility of the minister, with the encouragement and support of the local church, to fulfill the expectation for lifelong learning (*Manual* 129.9-10, 413.25-26). A minimum yearly expectation is two accredited Continuing Education Units, or CEUs (*Manual* 424.6, 433.15).

Many programs which would qualify for continuing education are offered by our Nazarene colleges and universities, the seminary, our districts, and various divisions of the general church, even local hospitals and mental health organizations, or parachurch organizations. Every serious minister will want to inquire into these opportunities for further training.

The yearly Pastor's Report Form requests information from every minister regarding his or her involvement in continuing education. The DMSB is charged with the task of nurturing these programs on the district level.

Nourishing Your Own Soul

While you are continuing to read and study and grow as part of your ongoing professional development, you will also want to take steps to nourish and care for your own soul. You need to develop good habits about taking a day off, keeping the Sabbath (which, for you, may NOT be Sunday), finding a recreational hobby, investing time with your family, etc. Hopefully you will learn early in your ministry the value of having a faithful accountability partner with whom you can talk freely about your struggles and frustrations. Many pastors today have discovered the wisdom of finding a professional counselor or therapist they can go to for both personal and professional advice.

Although you have a servant's heart and look for ways to give your life away for Jesus, you need to develop the mature wisdom that knows one of the key elements in caring for the souls of others is caring for your own soul.

Reaching the Destination

Throughout this *Handbook* we have used the metaphor of journey to describe your ongoing process of growth and development in ministry. But of course, the chief weakness of our metaphor is that in ministry, we never reach the destination of complete knowledge in this lifetime. Some of the older ministers you love best are still studying and learning even in their retirement. They embody the vision of lifelong learning. It is our hope that when you come to the age of retirement, you will be growing and learning more about life, ministry, and the gospel of Christ. The more we learn here the easier will be the transition when we finally graduate from this life and can sit at the feet of the Master Teacher for eternity! Until then, enjoy the journey of lifelong learning! Remember, you always have a "great cloud of witnesses" walking the road ahead of you and cheering you on!

Forms

My Call to Ministry

Form F-1

Write a description of God's call on your life. Include the time and experience(s) that led you to believe you are called. What is your response? With whom have you discussed this? What was said?

Registration of My Call to Ministry

Form F-2

Write a description of God's call on your life. Include the time and experience(s) that led you to believe you are called. What is your response? With whom have you discussed this? What was said?

**REGISTRATION
of My Call to Ministry**

Full Name: _____

Address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ E-mail: _____

I feel called to minister in the following areas:

- | | | |
|---|--|-----------------------------------|
| <input type="checkbox"/> Church Administrator | <input type="checkbox"/> Chaplain | <input type="checkbox"/> Educator |
| <input type="checkbox"/> Evangelist | <input type="checkbox"/> Christian Ed. | <input type="checkbox"/> Music |
| <input type="checkbox"/> Missionary | <input type="checkbox"/> Pastor | <input type="checkbox"/> Unsure |
| <input type="checkbox"/> Song Evangelist | <input type="checkbox"/> Lay Minister | |

My local pastor is: _____

District: _____

Complete the form and print five copies. Keep one copy.
Send one copy to each of the following:
your local pastor, the District Ministerial Studies Board,
your district superintendent, Clergy Development

My Ministry Role

Form F-3

If you are confident of the ministry role to which you are called, write a description of that role, how you received confirmation of the call, and how you see yourself fitting into that role.

If you are unclear about your ministry role, which ministry role is most appealing to you? Why? How do you see yourself fitting into that role?

Developing a Philosophy of Ministry: Ministry Activities

In the future many people will ask you in one way or another to describe your philosophy of ministry. Essentially this means what is ministry, what is the relationship of the minister to his or her ministry assignment, and why does the minister do what he or she does? Several forms in this section will help you to begin developing a statement about your philosophy of ministry by exploring how you view ministry and your role within ministry.

Recognize that as you study ministry and your ministry experience increases, you will develop a more complete understanding of why you do what you do and the relationships and responsibilities of ministry. Because your understanding will change you may find it valuable to re-visit these activities at least once a year to clarify and update your philosophy of ministry.

Step 1: Ministry Activities

List 3 to 5 activities of a minister you have observed. How do you see yourself performing these activities on an on-going basis? Prioritize these activities by numbering the most important activity as 1, the next most important as 2, etc.

Gifts and Graces

Form F-5

How do I rate myself in each of the areas listed in Stage One, page 6? What are my strong points? What areas have shown growth since the last review? What areas need growth? Ask for God's help in these areas.

**Church Constitution and
Covenant of Christian Character**

Form F-6

Read *Manual* 1-41. Summarize the doctrines and standards. Which are most distinctive and important to me? List any question or area of disagreement. Meet with pastor/mentor/adviser to discuss these points.

Local Minister's License

Form F-7

What do I need to do to obtain a local minister's license? When am I scheduled to talk with the pastor? What happened in that interview? When do I meet with the church board? What were the significant events and conversations in that meeting? How do I feel about these events? Make note of the events surrounding your local covenant service.

Developing a Philosophy of Ministry: Ministry Activities and Congregational Health

In the future many people will ask you in one way or another to describe your philosophy of ministry. Essentially this means what is ministry, what is the relationship of the minister to his or her ministry assignment, and why does the minister do what he or she does? Several forms in this section will help you to begin developing a statement about your philosophy of ministry by exploring how you view ministry and your role within ministry.

Recognize that as you study ministry and your ministry experience increases, you will develop a more complete understanding of why you do what you do and the relationships and responsibilities of ministry. Because your understanding will change you may find it valuable to re-visit these activities at least once a year to clarify and update your philosophy of ministry.

Step 2: Ministry Activities and Congregational Health

Describe how each of the minister's activities on *Form F-3* is related to each of the other activities. Describe how each activity contributes to the health of a local congregation.

**Developing a Philosophy of Ministry:
Relationship of the Minister to Ministry**

In the future many people will ask you in one way or another to describe your philosophy of ministry. Essentially this means what is ministry, what is the relationship of the minister to his or her ministry assignment, and why does the minister do what he or she does? Several forms in this section will help you to begin developing a statement about your philosophy of ministry by exploring how you view ministry and your role within ministry.

Recognize that as you study ministry and your ministry experience increases, you will develop a more complete understanding of why you do what you do and the relationships and responsibilities of ministry. Because your understanding will change you may find it valuable to re-visit these activities at least once a year to clarify and update your philosophy of ministry.

Step 3: Relationship of the Ministry to Ministry

Describe the relationship of the minister to the local congregation. If you are being called to a specialized area of ministry—youth, children, compassionate ministry—describe the relationship and responsibility of the minister to the specific group to which you will minister.

District Minister's License

Form F-10

What do I need to do to obtain a district minister's license? When am I scheduled to meet with the district officials? What happened in that interview? What were the significant events and conversations in that meeting? How do I feel about these events? Make note of the events surrounding your local covenant service when you received your district license.

**Interview with
District Ministerial Studies Board**

Form F-11

Summarize your meeting(s) with the District Ministerial Studies Board and your feelings about the issues discussed.

**Interview with
District Ministerial Credentials Board**

Form F-12

Summarize your meeting(s) with the District Ministerial Credentials Board and your feelings about the issues discussed.

Appendix 1: Ministry Specialties

THE CERTIFICATE OF LAY MINISTRY

A place of significant ministry, which is *not* a part of the ordination track, is the Certificate of Lay Ministry. In the Church of the Nazarene we believe all Christians should consider themselves ministers of Christ and seek to know the will of God concerning their appropriate avenues of service. A layperson who feels called to serve in essential roles of ministry on behalf of the local church, but who does not feel a primary call to become an ordained minister, may pursue a Certificate of Lay Ministry from their local church board (*Manual* 402.1).

Obtaining a Certificate of Lay Ministry

Any member of the Church of the Nazarene who feels called of God to fulfill a specialized ministry as a layperson, but does not necessarily profess a call to preach or to full-time ministry may receive a Certificate of Lay Ministry from the local church board. Application for a Lay Ministry Certificate is contingent upon the recommendation of the pastor and a commitment to complete one-fourth of a validated course of study in the Elder track or its equivalent as outlined in the Continuing Lay Training Curriculum catalog and a program of study in a ministry specialty from Continuing Lay Training. (For more information contact Continuing Lay Training, Sunday School Ministries Department, 6401 The Paseo, Kansas City, MO 64131, 1-888-243-2767, or email: clt@nazarene.org.)

EDUCATIONAL PREPARATION FOR MINISTRY AS CLERGY

Regardless of the specific category or role of ministry God is placing on your heart, you will need to complete an educational program that helps you acquire the knowledge and skills needed to minister effectively in your special area. Preparing for any of the various ministry roles requires the same biblical, theological, doctrinal, and practical foundation. Unique skills needed for each specialty may be acquired through additional study beyond the biblical and theological foundational core.

A sampling of possible ministry roles as clergy is described below. Whatever ministry role you are seeking, and regardless of the educational provider you choose, your course of study will be supervised by your DMSB. A more complete description of the educational preparation for ministry is found in Stage Two of this *Handbook*.

ADMINISTRATION

We live in a society with a strong consumer mindset. Consequently, the operations of the local church and certain other church-affiliated entities are held to a high standard in the area of administration and organization. As a result, many larger, local churches and other church-affiliated entities are finding it necessary to employ an individual whose sole or main task is to be the administrator of the organization.

Administration may take various forms, ranging from Business Administrator (which is similar to a Chief Operating Officer for the organization) or Executive Pastor (who may have more responsibility for ministry staff coordination and less responsibility for the operations of the entity) of a local church, to an administrator of a Nazarene college or university. Regardless of the specific title, the church acknowledges certain individuals who may be called specifically to use their administrative gifting in service to the church. Therefore, the Church of the Nazarene has a course of study to assist in preparing and resourcing these individuals for service. Whether such an individual pursues the elder or deacon track is dependent on the specific role to be filled by such an individual.

Becoming a Minister of Administration

In addition to the biblical and theological core, the minimum requirements for service of this nature should include coursework in management and business law, as well as an understanding of financial management and the ability to read and understand financial statements effectively.

CHAPLAINCY

Chaplains provide comfort and spiritual care for people beyond the walls of the traditional church. Chaplaincy takes many forms to include hospital, hospice, military, corrections, workplace, college campus, and counseling. As a group, they are some of the church's most effective evangelists and outreach ministers.

Becoming a Chaplain

Educational preparation for chaplaincy requires the same biblical and theological foundation as other roles of ministry. Additionally, special skills aid the chaplain in addressing the needs of people beyond the traditional church setting. Nazarene Theological Seminary provides a specialized track for those pursuing chaplaincy; the Modular Course of Study offers chaplain training in both core and elective components. All three branches of the military (Army, Air Force, and Navy) have a candidate program for seminarians with plans for service as a military chaplain.

Those called to be hospital, nursing home, hospice, correctional, and workplace chaplains may not be called specifically to a preaching ministry, but for the most part, will need elder's orders to compete effectively for chaplain positions. The Chaplain Advisory Council must interview and endorse all prospective chaplains who desire to minister full-time in any form of chaplaincy. Those called to chaplaincy in the military must also be interviewed by a general superintendent.

CHILDREN'S MINISTRY

Ministry to children is recognized as increasingly important. The children's minister provides the full complement of pastoral leadership to children in their various contexts (e.g., family, school, and community). While the children's minister serves directly with children and their families, he or she

must also develop a support system of other spiritually strong adults and students who provide leadership in worship, discipleship, fellowship, mission, and evangelism.

Becoming a Children's Minister

Persons interested in becoming a minister to children should seek significant ministry experiences by actively participating in the children's ministry of the local church. They should prepare themselves by studying the core biblical and theological foundations, and practical theology. More contextualized studies in child development, child sociology, and the practice of children's ministry will be required. All Nazarene colleges and universities, as well as Nazarene Theological Seminary, have specialized courses of study in children's ministry.

CHRISTIAN EDUCATION

Ministers of Christian education provide leadership for discipleship ministries in the local church or Christian educational agencies in the community. The minister leads the effort in organizing effective educational programs, developing appropriate curriculum, and equipping laypersons for leadership, teaching, and discipleship. These education programs include traditional ministries like discipleship training, Sunday School, and Vacation Bible School, but also may include small-group ministries (e.g., Bible study, spiritual formation, or support groups), gender- or age-specific ministries, and weekday Christian education.

Becoming a Minister of Christian Education

If God is calling you to ministry in Christian Education or to an age-specific group, such as children, youth, or adults, you will be exploring core biblical studies, theological foundations, pastoral theology, and educational theory during your educational preparation. More specialized study in the area of human development, teaching, educational administration, curriculum development, and leadership is also required. All Nazarene colleges and universities, as well as Nazarene Theological Seminary have specialized majors or degrees in Christian education.

COMPASSIONATE MINISTRIES

God may be leading you into compassionate ministries. Compassionate ministries include, but are not limited to, relieving human suffering through disaster relief, community development, ministering to the sick and needy, or comforting the sorrowing. Ministers in compassionate ministries provide services to local congregations and communities through local programs and focused compassionate ministry centers.

Becoming a Minister in Compassionate Ministries

A compassionate ministry emphasis will include core biblical and theological foundations as well as specialized training in related fields such as sociology, anthropology, and practical theology from urban and compassionate ministry practitioners.

EDUCATOR

An elder, deacon, or licensed minister who is an educator employed to serve on the administrative staff or faculty of one of the educational institutions of the Church of the Nazarene may be declared an educator by the district for his or her ministry assignment.

Becoming an Educator

The educator must first complete a validated course of study under the direction of the DMSB and then seek employment by an educational institution of the Church of the Nazarene. Others, after being employed as an educator, choose to complete the course of study and apply to their district for ordination as a deacon with a ministry assignment as an educator.

EVANGELIST

An evangelist is a district-licensed minister with a desire to pursue evangelism as his or her primary ministry. He or she is devoted to traveling and preaching the gospel, and authorized by the church to promote revivals (*Manual* 408).

Becoming an Evangelist

An educational program to prepare evangelists contains the same biblical, theological, and doctrinal foundation as other ministry specialties. A strong emphasis in preaching and soul winning is encouraged. Your DMSB will help determine your course of study.

If interested in being recognized as an evangelist, contact your district superintendent or Revivalism Ministries for instructions and requirements for the field of evangelism. Either will be able to answer your questions and concerns.

MISSIONARY

The missionary is a member of the clergy or a layperson with a special call to work with people from a different culture than their own. Missionaries are appointed by the General Board to minister for the church through the World Mission/Evangelism Department or USA/Canada Mission/Evangelism Department.

Becoming a Missionary

Preparing to be a missionary requires the same core biblical, theological, and doctrinal foundation as other ministries. Additional study in cross-cultural ministry and languages may be required. All missionaries in the Church of the Nazarene are thoroughly reviewed by the World Mission/Evangelism Department. Contact them for requirements and applications.

MUSIC

Persons called to a special music ministry may qualify for a commission as a minister of music. Such a commission is voted by the District Assembly upon recommendation of the DMCB, and consists of a certificate signed by the district superintendent and the district secretary. It is valid for one year only. All ministers of music are expected to report to the District Assembly from which they received their commissions. (See *Manual* 410-.1, for details.)

Becoming a Minister of Music

Educational preparation for a minister of music includes the core biblical, theological, and doctrinal foundations of all ministers. Additionally, the minister of music must obtain at least one year of vocal study under an accredited teacher, have one year of experience in music ministry, be serving as a minister of music in a Nazarene church, and be recommended for licensing to the district by the local church board (*Manual* 410).

PASTOR

A pastor is a minister who, under the call of God and His people, has the oversight of a local church. The duties of a pastor are outlined in *Manual* 412-419. Some of the duties include preaching the Word, equipping the saints for the work of ministry, administering sacraments, and pastoral care of the congregation. The pastor oversees all departments of local church work.

Becoming a Pastor

Pastors must complete the elder track in a validated course of study. This track includes core biblical, theological, and doctrinal foundations and practical theology of pastoral ministry. Preaching ministry is given special emphasis.

SONG EVANGELIST

A song evangelist is a member of the Church of the Nazarene whose intention is to devote the major portion of his or her time to the ministry of evangelism through music. The song evangelist ministers in revivals and campaigns as opportunity affords.

Becoming a Song Evangelist

Song evangelist is not a recognized ordination credential. Some song evangelists have sought recognition as registered or commissioned. If you anticipate working as a song evangelist and are seeking ordination credentials, see the "evangelist" section for information on preparing for ordination.

YOUTH MINISTRY

Youth ministry is becoming an increasingly important part of the local church's ministry to the congregation and community. The youth minister provides the full complement of pastoral leadership to adolescents in their various contexts (e.g., family, school, and community). While the youth minister serves directly with youth, he or she must also develop a support system of other spiritually strong adults and students who provide leadership in worship, discipleship, fellowship, mission, and evangelism. The youth minister will also work with parents to facilitate personal, social, and spiritual understanding between youth and parents during this critical time.

Becoming a Minister to Youth

Persons interested in becoming a minister to youth should seek significant ministry experiences by participating actively in the youth ministry of the local church. They should prepare themselves by studying the core biblical and theological foundations, and practical theology. More contextualized studies in adolescent development, adolescent sociology, and the practice of youth ministry will be required. All Nazarene colleges and universities, as well as Nazarene Theological Seminary, have specialized courses of study in youth ministry.

Appendix 2: The Nazarene Minister “Be, Know, Do”

Breckenridge Conferences

Several years ago a significant number of Nazarene leaders met together for a week each summer in Breckenridge, CO to pray, think, and talk about our expectations for Nazarene ministers. Two major documents were produced out of these discussions: 1) the curriculum categories of Content, Competency, Character and Context (*Manual* 424.3, also known as the 4 Cs) as well as the “Ability Statements” found in Stage Two, and 2) the “Be, Know, Do Statements” found on the following pages. These basic descriptions reflect the collective thinking of our Nazarene leaders as to the core issues at stake for all Nazarene ministers.

The Nazarene Minister “Be”

1. A loving servant is

Humble

Vulnerable

Love for God (piety) expressed in:

- Prayerfulness
- Availability to the Holy Spirit
- Being called
- Obedience to the call
- The church’s confirming the call

Love for people in:

- Compassion
- Sensitivity

2. Transformed

3. Honorable (i.e., integrity = morally unimpaired)

- Trustworthy
- Honest
- Genuine
- Transparent
- Loyal
- Reliable
- Non-manipulative

4. Wise (expressed in):

- Discernment (will of God)
- Common sense
- Objectivity

5. Self-disciplined (expressed in):

- Maturity
- Self-awareness
- Self-control
- A sense of the appropriate
- Perseverance

- Patience
- Courage
- Boldness
- Being a self-starter
- Ordering priorities
- Commitment
- Passion

The Nazarene Minister “Know”

1. The Truth

2. Liberal Arts

- Human behavior
- Sociology
- Psychology
- Anthropology
- Communication
- Persuasion

3. History/Tradition

- Contextualization, awareness of contemporary world, diversity
- Sociology/anthropology*

4. Methods of Research (Exegesis of congregations and communities)

5. Classical Theological Disciplines

- Spirituality
- Theology
- Ecclesiology
- Worship/music
- Bible/gospel
- Ethics
- History
- Mission
- Christian education

6. Relational Disciplines

- Leadership
- Authority, power, conflict management
- Knowledge of human brokenness

The Nazarene Minister “Do”

1. Personal Skills

- Think critically
- Think like a minister
- Model servanthood as pastor
- Love
- Minister reconciliation
- Behave faithfully
- Change, grow, adapt

- Take risks
- 2. Pastoral Care**
 - Develop solid personal relationships
 - Counsel, heal, guide
 - 3. Teaching**
 - Mentor
 - Imagine a better future
 - Interpret one's faith
 - 4. Evangelize, Disciple, Nurture**
 - 5. Preach**
 - Exegetically
 - In narrative style
 - Biblically
 - 6. Communicate**
 - Interpersonal communication
 - Listening actively
 - Vision casting
 - 7. Leadership/Administration/Polity**
 - Provide visioning
 - Articulate goals
 - Lead worship
 - Assess
 - Plan
 - Evaluate
 - Facilitate organizational development
 - Lead in team building
 - Lead educational ministry
 - Promote missions
 - Missions

Appendix 3: TRANSCRIPTS

Copies of Transcripts

Use this section of your notebook to file copies of your transcripts. This will be a ready reference should questions arise.

Transfer of Transcripts

In your yearly review with the DMSB, evidence must be provided of your studies and preparation for the ministry. In preparation for your interview, obtain an official* copy of your transcript from the Registrar's Office of your school. *This must be requested in writing.* The following details should be included:

1. Full name of student
2. Current address
3. Social Security number
4. Birth date
5. Years attended school
6. Where to send transcript
7. Your signature

*There may be a nominal fee for an official transcript. The amount will vary from school to school.

Appendix 4: RÉSUMÉ

The first impression some will form of you may be from your résumé. This important document is a method to share important information about you personally and professionally.

To help you prepare your résumé, explore the many resources available—software packages, books, and résumé writing businesses. Some key items to include are:

- Name
- Current address, phone number, E-mail address
- Educational background
- Work history—title and responsibility for each position
- Brief philosophy of ministry/personal testimony
- References

It will be to your advantage to keep your résumé updated rather than having to throw something together when an opportunity arises. Keep copies of your résumés—past and current—in this section of your notebook.

Appendix 5: PROFESSIONAL SERVICE

This section would hold licenses, reviews, commendations, CEUs, and other items that document your professional service. Samples of a Local Minister's License, District Minister's License, Ordination Credentials, and Continuing Education documents are shown.

Sample Local Minister's License

LOCAL MINISTER'S LICENSE

This is to certify that

_____ ADAM RIGHT _____

is licensed as a Local Minister in the Church of the Nazarene
for one year; provided _____ HIS _____ spirit and practice are such
as become the Gospel of Christ, and _____ HIS _____ teachings
correspond with the established doctrines of the Holy Scriptures
as held by said Church.

By order of the Church Board of the _____ NEW DAY COMMUNITY _____
Church of the Nazarene.

Done at _____ FOXBURY MISSOURI _____

the _____ 27th _____ day of _____ January _____, 19 98 _____

Alan Smith _____ *Rebecca Knight* _____
Secretary Chairman

R-190 Litho in U.S.A.

SAMPLE

Sample District Minister's License

Minister's License

This is to certify that ADAM RIGHT is made a

LICENSED MINISTER OF THE GOSPEL

in the

Church of the Nazarene

Preparation for Ordination

Elder **Deacon**

for one year, provided that HIS . spirit and practice are such as become the gospel of Christ, and that . HIS . ministry corresponds with the established doctrines of the Holy Scriptures as held by said church.

By order of MISSOURI District Assembly
of the Church of the Nazarene.

Done at ST LOUIS MO, the 3rd day of August, (year) 1998

SAMPLE

Stephanie Dickinson
General Superintendent

Dwayne Hart
District Superintendent

Allison Mundy
District Secretary

SAMPLE

20M-1/98

Litho in U.S.A.

Sample Certificate of Ordination (Elder)

SAMPLE

Certificate of Ordination

Know all men by these presents, that under the protection of Almighty God, and with an eye single to His glory, by prayer and other religious services,

ADAM RIGHT

has this day been set apart and ordained an Elder in the Church of God according to the rules of the

Church of the Nazarene

being judged worthy and well qualified for that work by the

MISSOURI DISTRICT

and he is hereby recommended to all whom it may concern as a proper person to administer the sacraments and ordinances and to feed the flock of God so long as his spirit and practice are such as become the gospel of Christ and he continues to hold fast the form of sound words according to the established doctrines of the gospel.

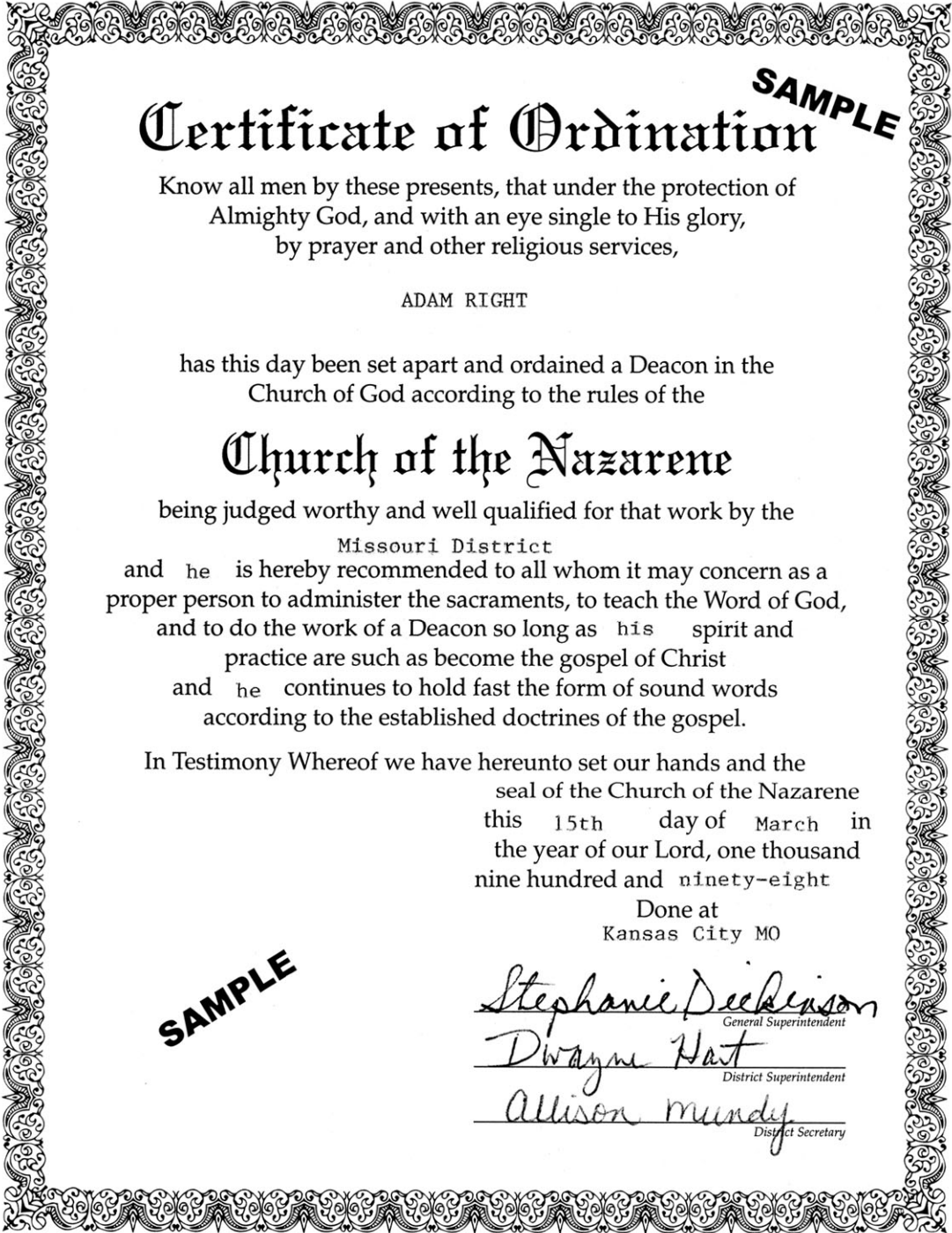
In Testimony Whereof we have hereunto set our hands and the seal of the Church of the Nazarene this 15th day of March in the year of our Lord, one thousand nine hundred and ninety-eight

Done at Kansas City MO

SAMPLE

Stephanie Dickinson General Superintendent
Dwayne Hart District Superintendent
Allison Mundy District Secretary

Sample Certificate of Ordination (Deacon)



SAMPLE

Certificate of Ordination

Know all men by these presents, that under the protection of Almighty God, and with an eye single to His glory, by prayer and other religious services,

ADAM RIGHT

has this day been set apart and ordained a Deacon in the Church of God according to the rules of the

Church of the Nazarene

being judged worthy and well qualified for that work by the

Missouri District

and he is hereby recommended to all whom it may concern as a proper person to administer the sacraments, to teach the Word of God, and to do the work of a Deacon so long as his spirit and practice are such as become the gospel of Christ and he continues to hold fast the form of sound words according to the established doctrines of the gospel.

In Testimony Whereof we have hereunto set our hands and the seal of the Church of the Nazarene this 15th day of March in the year of our Lord, one thousand nine hundred and ninety-eight

Done at
Kansas City MO

SAMPLE

Stephanie Deckerison
General Superintendent

Dwayne Hart
District Superintendent

Allison Mundy
District Secretary

Sample Continuing Education Documents

CEU140 2/16/98		CONTINUING EDUCATION MINISTER FILE LIST		PAGE 3	
KEY: RIGHT AC01 RIGHT ADAM C 3 STARR LANE FOXSBURY MO	DISTRICT 077 NO	CATEGORY DESCRIPTION ADMINISTRATION EVANGELISM PASTORAL CARE PERSONAL & DEVOTIONAL DEVELOPMENT	SAMPLE	NUMBER COURSES	CEU CREDITS CERTIFICATES
	01			5	4.5 0
	05			2	2.0 0
	08				
	09				
	16	TOTAL OF ALL CATEGORIES		7	6.5 0

COURSE NUMBER	DESCRIPTION	SYLLABUS MAILED	CEU CREDITS	CARD MAILED	CERTIFICATE USED	AMT AMT
8-071-002	PRE & MARRIAGE COUNSELING	0/00/00	1.0	01/13/98		.0
9-299-002	PALCON II	0/00/00	2.0	06/01/98		.0
8-999-095	INT'L CONF. OF POLICE CHAPLAINS	0/00/00	1.0	04/21/97		.0
8-999-087	THE POLICE CITIZENS ACADEMY	0/00/00	4.0	10/03/87		.0

This certifies that


Adam Right

has been awarded 2 unit(s) of CEU credit.

Course: Palcon II

Date: 4/3/98

SAMPLE



Pastoral Ministries Director

Pastoral Ministries * Church of the Nazarene * 6401 The Paseo * Kansas City, MO 64131