

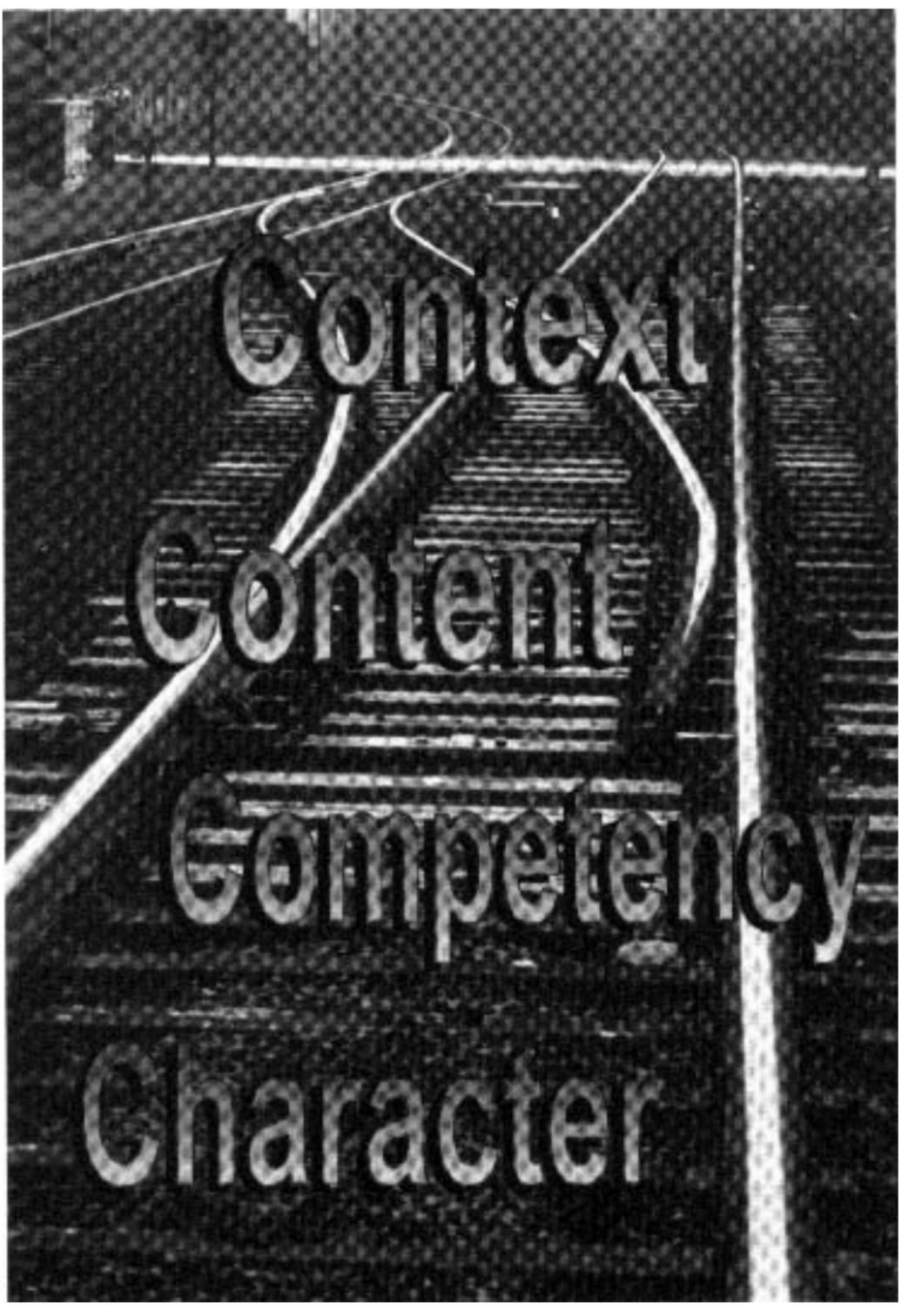
The Candidate's Guide  
for the

# MINISTERIAL JOURNEY

*Sourcebook for Ministerial Development*  
**SUPPLEMENT**



**OFFICE OF THE MINISTRY  
CHURCH OF THE NAZARENE**



Context

Content

Competency

Character

# The Candidate's Guide for the Ministerial Journey

*Sourcebook for Ministerial Development*  
Supplement

Clergy Services  
Church of the Nazarene

## FORWARD

This "travel guide" is for a new ministerial candidate wanting to know about the transit system of ministerial development. It briefly outlines the "journey of service" toward ordination described in the *Sourcebook for Ministerial Development*

Ministerial development moves along two rails: 1) the cognitive domain of the academic classroom and 2) the active domain of experience in the local church. We have learned that ministers develop best when moving along both rails, reflecting and applying their knowledge and abilities on a moral base that will hold them secure around the sharpest curves and steepest climbs. The new Course of Study, outlined in the *Manual* and the *Sourcebook for Ministerial Development*, demonstrates this in the "Four C's", **Content, Competency, Character, and Context**.

The transit system metaphor graphically describes the new approach to ministerial development found in *Manual* 424.3:

**Rail #1** provides cognitive input or an informational base on which to begin work (**Content**).

**Rail #2** provides experience for skill development and a reference for learning as well as a strong motivational base (**Competency**).

The **cross ties** hold the two rails parallel and represent the dynamic reflection that enables integration between the informational base and the ministry experience (**Context**). The process of reflection stimulates not only the application of knowledge but the evaluation of our experience as well.

The **roadbed** represents spiritual formation and serves as the base on which everything rests (**Character**). Beginning with a different set of values, the information (**Content**), the field experiences (**Competency**), and our reflection on both (**Context**) will take us on a different set of tracks.

It is important to maintain the balance between these four essential elements.

- > Without the **information** you will flounder.
- > Without the **experience** the theory and information will seem irrelevant.
- > Without the **reflection** the new information learned may not be applied in the best way for ministry.
- > Without a **dynamic, growing spiritual** base, the whole lifestyle, ethics, values, and direction of the enterprise will likely leave the track.

If any one of the four is missing or over-emphasized, the whole enterprise will suffer.

The call of God comes to each of us in different ways. There is a temptation to hesitate announcing we are called for fear of being mistaken. It is never a mistake to simply confess "as far as I am able to determine at this moment, I have the sense that God is calling me into ministry." It does not mean you will not have a clearer understanding of what that means in the future. Nor does it mean you will not have doubts about your call as you move forward. But God is faithful to make clear His will as you follow Him step-by-step into your future.

Follow your heart. Do not fear declaring God's call upon your life. Register your call with your local pastor on the form included in your *Sourcebook for Ministerial Development*. Registering your call begins the process of ministerial development. Your journey will intersect with others who are committed to help you clarify your call and test the validity of your call. They will also help evaluate your gifts and strengths needed for effective ministry.

My prayer is that you will find meaningful relationships with significant persons who will help you become a whole person as one after God's own heart.

Safe travels!

Wilbur W. Brannon, Director

Clergy Services

April 2000

**\*NOTE:** Dr. Wilbur Brannon served as Director of Clergy Services (previously Pastoral Ministries and Office of the Ministry) from 1982-2001.

## **Interviewing Can Be Fun**

The first person you tell about your call defines your first interview. It would not be surprising for you to express enthusiasm and joy over the awesome sense of God's love. The unsolicited inward feeling that God is calling you to be part of His work in the world is both astonishing and affirming. It is worth sharing with someone. When you do, you may be met with surprise, excitement, and encouragement. Although some may doubt your call, that isn't important. When God is calling, obedience to that call is your highest goal. Say to Him, "I am following Your calling, whatever others may think."

Usually, the first person you share this great news with is your pastor or youth minister. However, it may be a parent or someone who has become a role model. That first "interview," however informal, puts you on a course along which you will encounter many friends in the ministry.

You will want to build a strong relationship with your pastor. One of the first things to do is register your call on the form provided in the *Sourcebook for Ministerial Development*. Copies of that form will be sent to the district superintendent, District Ministerial Studies Board, and Clergy Services in Kansas City. Your pastor will guide you through the first steps in learning about the process of ministerial development.

### **Local Church Board**

A time will come when you will want the local church board to grant you a Local Minister's License. You will be given an opportunity to share your experiences with God and your sense of God's call on your life. An application form prepares you for the kinds of questions they may ask in your interview. Upon recommendation of the pastor, the church board grants the Local Minister's License.

It is expected that you will be presented the Local Minister's License in a public worship service. The members of the church board and other members of the church may gather around you at the altar and offer prayers to bless you as you follow your calling. The whole church thus becomes involved in your calling. In the midst of the congregation, among believers, you will learn many basic foundations for ministry. You will learn both from clergy and laity. It is an exciting adventure!

### **District Ministerial Studies Board**

Upon receiving the Local Minister's License, the pastor is responsible to inform the District Ministerial Studies Board (DMSB) of the local church board's action and request that you be enrolled in the ministerial Course of Study. The *Sourcebook for Ministerial Development* contains a list of books you will want to start reading.

If you expect to graduate from the Course of Study through completion of college/university and/or seminary work, you will want to make sure that the program of study has been approved by Clergy Services and the Course of Study Advisory Committee (USA) to meet ordination requirements. An academic major in religion does not necessarily meet all the educational requirements for graduation from the ministerial Course of Study. While doing your studies, you will need to submit certified copies of your academic transcripts to the District Ministerial Studies Board.

The District Ministerial Studies Board will "carry out its responsibilities in conformity with the official *Sourcebook for Ministerial Development*" (*Manual* 231.2). The Course of Study outlined in the *Sourcebook* rests on a foundation of "ability" statements. These ability statements represent competencies to be satisfied in a program of study submitted by the educational institutions to the Clergy Services and the Course of Study Advisory Committee (USA).

This process means that the responsibility of the District Ministerial Studies Board is not

simply to ask, "What courses did you take?" and check them off. They must determine whether the competencies expected both in academic classes and in the practice of ministry have been met by asking, "What have you learned and how have you applied this new learning?" Not all learning is academic and limited to the classroom. Experiential learning is equally important.

For that reason the questions in your interview become critical. The questions should correspond with some of the competency statements in the *Sourcebook for Ministerial Development*. This is a new approach for developing ministers and requires patience from all of us as we seek to understand our roles. We are recognizing the significance of becoming true mentors in your development.

The *Sourcebook* emphasizes the requirement for the "educational provider and a local church to direct students in ministerial practices and competency development" (*Manual* 424.3, page 181). The weight of responsibility does not rest only on the educational provider but is shared by a mentoring pastor and a nurturing congregation. It is from both of these environments we discover what you have learned.

The DMSB recognizes that each student is at a different point in the development and aptitudes for learning theological concepts. As DMSB members they want to understand your concerns and to provide the opportunity for learning from each other. We are all learners on a pilgrimage together.

An important assumption must be noted here. The whole approach to ministerial development emphasizes that you are to be involved in some form of ministry while you are continuing your educational preparation. Ministerial development cannot take place unless you are ministering. A great way to evaluate your progress is to record your ministry activity in a journal. Such a tool can become invaluable as you review your work in preparation for interviews with various boards.

### **District Ministerial Credentials Board**

The District Ministerial Studies Board is learning the importance of working closely with the District Ministerial Credentials Board (DMCB). The District Ministerial Studies Board monitors your educational progress and your practices of ministry. These are reflected in both your academic record and your ministry activities. Internship evaluations are enormously useful. The District Ministerial Credentials Board receives reports and recommendations from the District Ministerial Studies Board.

The difference between these two boards is distinct. The District Ministerial Studies Board focuses on *what* you have learned in the "Four C's" (Content, Competency, Character, and Context) both academically and experientially. The District Ministerial Credentials Board is interested in *how*, having learned these things, you have applied them to your life. Your behavioral conduct and character development is central to their concerns. For example, you may understand the concept of Christian ethics as it relates to social justice. But they may want to know how those concepts have been translated into outward visible activities in your Christian ministry.

The District Ministerial Credentials Board will focus on the "gifts and graces" of ministry we often hear about. Three lists of competencies in the *Sourcebook for Ministerial Development* have headings **Be**, **Know**, and **Do**. It is expected that the District Ministerial Credentials Board will use these as an overlay through which to view the "Four C's." The questions they ask will focus on a personal dimension that goes deeper than the questions the District Ministerial Studies Board explores with you. It is important to remember we want to be your friends and will support and encourage you in the process of getting to know you better.

If the District Ministerial Credentials Board decides that you meet the qualifications to be an ordained minister in the Church of the Nazarene they will make their recommendation to the district assembly. The general superintendent in jurisdiction will interview you, will lay hands on

you and will ordain you to Christian ministry. It is a moment you will always treasure in your memory. If God has called you for His work, don't stoop to anything else.

## **Making Important Connections**

Basic to the entire credentialing process is that **you** are personally responsible for your progress, records, and interview appointments. A basic goal of the district boards is to build trustful, enriching relationships with you. Therefore, as district leaders, they will endeavor to keep you informed and accountable to the process.

Your progress will be made easier and unnecessary anxiety may be alleviated if you remember to:

### **1. Use Available Resources**

- > Become familiar with the latest edition of the *Manual* and the *Sourcebook for Ministerial Development*. Both of these resources are available from Nazarene Publishing House. You should understand the requirements for licensing in the Church of the Nazarene.

### **2. Make Significant Connections**

- > Be aware of significant connections with:
  - > The pastor
  - > Local Church Board
  - > District Secretary
  - > District Ministerial Studies Board Secretary
  - > District Ministerial Credentials Board Secretary

### **3. Apply for a Local Minister's License**

The first time you apply you should:

- > Register your call to ministry with the local church pastor, the district superintendent, District Ministerial Studies Board secretary and Clergy Services.
- > Request an *Application for Local Minister's License* from the pastor of the local church where you hold membership. Fill out and return the form for consideration.
- > Interview with the local church board where you hold membership.
- > Enroll in the Course of Study for ministerial education.
- > Practice ministry with a Local Minister's License one full year before applying for the District Minister's License

### **4. Renew Your Local Minister's License**

To renew your Local Minister's License you must:

- > Complete the minimum studies requirement during the year.
- > Request an application for a renewal of a Local Minister's License from the pastor of the local church where you hold membership. Fill out and return the form for consideration.
- > Interview with the local church board where you hold membership.
- > If married (or soon to be), you should bring your spouse at the earliest possible date for an interview.

### **5. Apply for your District Minister's License**

The first time you apply you should:

- > Request the pastor of the local church where you hold membership to send a recommendation to the District Ministerial Studies Board secretary.
- > Request an application for District Minister's License from the District Secretary of the district where you hold membership. Fill out and return the form for consideration.
- > Fulfill the minimum studies to apply for a District Minister's License. The District Ministerial Studies Board secretary is the source for this information.
- > Submit certified copies of academic transcripts to the District Ministerial Studies Board secretary.
- > Inquire as to the time and place of meetings with the District Ministerial Credentials Board and the District Ministerial Studies Board.
- > Request an appointment to meet the District Ministerial Credentials Board and District Ministerial Studies Board.
- > Confirm an appointment for the time and place of the interviews with the District Ministerial Studies Board and the District Ministerial Credentials Board.
- > If married (or soon to be), you should bring your spouse at the earliest possible date for an interview.
- > The District Ministerial Studies Board and the District Ministerial Credentials Board must recommend you to the district assembly for granting the District Minister's License.
- > Understand that enrollment in an approved ministerial Course of Study (a program sponsored either by the district or educational institution) does not assure that your application for a District Minister's License will be approved automatically.

## **6. Renew Your District License**

To apply for renewal of your District Minister's License you must:

- > Complete the minimum studies requirement during the year to re-apply for a District Minister's License.
- > Continue the minimum studies to re-apply for a District Minister's License until the Course of Study is completed.
- > Request an application for renewal of a District Minister's License from the District Secretary. Fill out and return the form for consideration.
- > Request an appointment to meet the District Ministerial Credentials Board and the District Ministerial Studies Board.
- > If married (or soon to be), you should bring your spouse at the earliest possible date for an interview.
- > Understand that enrollment in an approved ministerial Course of Study (a program sponsored either by the district or educational institution) does not automatically assure that an application for a District Minister's License will be approved.
- > The District Minister's License may be presented at the district assembly ordination service with the general superintendent praying for all receiving a district license. The applicant then becomes a candidate for ordination.

## 7. Become Acquainted with District Practices

- > Some districts urge the local church to function as a training center to develop spiritual leaders and serve as a repository of information for the district boards from the local church's perspective.
- > Others use a questionnaire that the candidate submits to the District Ministerial Credentials Board prior to the interview. The interview is a time for nurturing the candidate, identifying areas for improvement, and affirming the strong areas.
- > At the first interview, districts often invite the pastor/mentor to be present and interviewed along with the candidate and spouse, if married.
- > Some districts use members of the District Ministerial Studies Board and District Ministerial Credentials Board members as mentors to meet with the candidates at various times during the year. They give progress reports on the candidate to the entire board.
- > District Board members may contact candidates when making visits to the college or university campus to keep alive the relationships and the accountability strong with the district.

## 8. Two Critical Statements from the *Manual*:

- > "All programs for providing educational foundations for the ordained ministry that shall seek approval by Clergy Services should give careful attention to content, competency, character, and context" (Par. 424.3, page 180).
- > "Graduation from the Course of Study requires the partnering of the educational provider and a local church to direct students in ministerial practices and competency development" (Par. 424.3, page 181).

Your initiatives will be crucial to make these partnerships work. Draw from the experiences of a trusted pastor/mentor or faculty/mentor to design strategies that are flexible with lines of accountability. The language of these paragraphs is purposely direct, assertive, and obligatory. We must not compromise our commitment to learning both concepts and practices in the environments of both the academic classroom (school) and the mentoring community (church).

May these days of learning to **Be**, **Know**, and **Do** resonate with continued fulfillment of God's dream for your life.