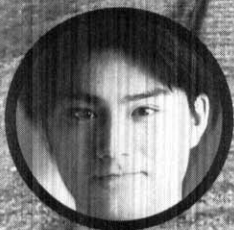


The District Boards' Guide  
for the

# MINISTERIAL JOURNEY

*Sourcebook for Ministerial Development*  
**SUPPLEMENT**



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



Context

Content

Competency

Character

# The District Boards' Guide for the Ministerial Journey

*Sourcebook for Ministerial Development*  
Supplement

Clergy Services  
Church of the Nazarene

## FORWARD

This is the district's "travel guide" to help candidates begin their ministerial development on the new transit system. It is to help district boards guide candidates toward fulfilling their calling. There is also a companion pastor/mentor guide.

The responsibility of developing ministers does not belong exclusively to the college or university. Ministerial development is the responsibility of the whole church, beginning at the local congregation level. Although education is essential, ministers are formed by experience in a parish-centered environment. Congregations must re-vision their commitment to include intentional leadership development.

We can no longer rely on previous training methods. The realities have changed. Ministers for the 21<sup>st</sup> century must be shaped so they can uncompromisingly announce the message with integrity and conviction to a secularized culture unlike any preceding generation.

A new system is required. The new Course of Study is described in *Manual 424.3* and *Sourcebook for Ministerial Development 437.33*. Ability statements outline what a candidate must learn in each of the "Four-C's", (**Content**, **Competency**, **Character**, and **Context**).

The new ministerial development can be graphically represented by a transit system metaphor. Ministerial development moves along two rails: 1) the cognitive domain of the academic classroom and 2) the active domain of experience in the church. Ministers develop best when moving along both rails, reflecting and applying their knowledge and abilities on a moral base that will hold them steady around the sharpest curves and steepest climbs.

**Rail No.1** provides cognitive input or an informational base on which to begin work (**Content**).

**Rail No. 2** provides experience for skill development and a reference for your learning as well as a strong motivational base (**Competency**).

The **crossties** hold the two rails parallel and represent the dynamic reflection that enables the 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 all else rests (**Character**.) Beginning with a different set of values, the information (**Context**), the field experiences (**Competency**), and our reflection on both (**Context**) will take us on a different set of tracks.

It is important to keep a balance among 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 **dynamically 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.

Important connections take place with significant persons at providential intersections. Interviews with various boards and individuals are critical intersections. Anxiety will be greatly reduced if positive relationships are developed between board members and candidates. Developing such personal connections before interview time builds confidence. Personal relationships can bring a spirit of openness and a sense of freedom to local and district board meetings.

We are partners in ministry. The candidate's feelings are important to us especially in areas where improvements or remedial actions may be appropriate. The candidate's educational experiences and transitional stages in character development are important (i.e., attitudes, aptitudes, maturity, and personal integrity). We want to affirm the candidate's gifts and graces for ministry. We are committed to helping him/her become the most honorable and effective minister that is possible to the glory of God.

We are friends taking this journey together. As friends, we must be forthright and faithful to the candidates. As churchmen we are responsible to safeguard and protect the integrity of the church. Therefore, we hope each candidate will feel our compassion and support and understand our deep concern to uphold a high standard for ministry in the church.

During interviews candidates will be sharing their spiritual journey particularly as it relates to God's call on their lives. The questions in these pages are offered to help them understand some of the expectations raised in the *Sourcebook for Ministerial Development*. The lists of questions are not meant to be exhaustive and not all of them may be questions you will ask. *They are simply idea generators and examples of how questions might be formed to prepare candidates and board members for the interview process.*

We recognize the risk that questions contained in this guide could make interviews routine resulting in "canned" answers. Our desire, however, is to probe the critical issues candidates are facing. They will need to share the convictions they hold and the honest questions they have.

As board members we need to be continually humbled as we grow in faith and wrestle with unanswered questions. We are all seekers in that sense and we are on a journey toward fully knowing and being fully known. Until that "day of perfection" there are some things we hold to be foundational to the Christian faith. To those we are unswervingly committed.

Candidates may feel tentative about their future and where God may lead them. But their relationship with your board gives them an opportunity to explore the possibilities of Christian service within the range of their gifts and graces. Such trusted friends can help them evaluate the strengths needed for effective ministry. Hopefully you will be available to help them shape their earliest concepts of ministry consistent with their desires and gifts.

Members of the board should be committed to help candidates clarify their call and to test the validity of that call. All candidates should be encouraged to follow their heart and empowered to declare God's call upon their life. We need to help them maintain connections with important people in their lives by registering their call with their pastor, the District Ministerial Studies Board, the district superintendent, and Clergy Services. Registering their call connects them with the process of ministerial development and can help them know more fully what God is saying regarding ministry.

We hope the candidate will have a fruitful relationship with members of your board. Such relationships are not developed in one or two meetings. During their time of educational

preparation and in ministry assignments they should continue developing enriching relationships with those who are supervising them.

We are all made from the same clay. Experienced pastors have gained valuable lessons that can be informative to the candidate's understandings of ministry. My prayer is that you will make opportunities to discover jewels in the rough and help in the polishing process. They will sparkle with the glistening rays of God's grace and become a part of your eternal reward.

Wilbur W. Brannon, Director

Clergy Services

Clergy Services/Ministerial Development

April, 2000

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

## Suggested Examples of General Questions

*For District Ministerial Studies Boards and District Ministerial Credentials Boards*

The following questions are to help district boards develop positive relationships with prospective ministerial candidates. The questions flow from the content in Stage Two and Stage Three in the *Sourcebook for Ministerial Development*. They should not be used verbatim. You will probably have a much better way of getting at the issues. Our purpose is to help generate ideas that will stimulate a conversation on the important matters that relate to ministerial development.

In framing these questions we have gone into more detail than necessary. The intention is that the time spent with the candidate be spontaneous and free. The candidate should feel your support and encouragement. Hopefully you will feel the candidate's excitement of taking these important steps on a very important journey into their future. Your reward will be investing in these precious lives that represent the future of our Church.

### Questions on Content (SMD 437.34)

#### 1) Old Testament

1. Which book in the Old Testament interest you the most? Why?
2. What part of the Old Testament contains the best preaching resources for you?
3. What worship resources and ideas have you received from the Old Testament?
4. In what ways has the Old Testament contributed to your spiritual formation or the enrichment of your personal devotional life?

#### 2) New Testament

1. What part of the New Testament has the greatest impact on your life personally? Why?
2. What does the resurrection of Jesus have to do with the story of human tragedy read in today's news?
3. What do you think St. Paul would write to the Church of the Nazarene if he were living in this generation?
4. How does God's image in the Old Testament contrast with the image of God in the New Testament? Is that any problem to you? If so, how do you handle it?

#### 3) Interpretation of Scripture

1. What difference do you see between the Reformed and Calvinistic view of Scripture and Article IV in the Constitution of the Church of the Nazarene?
2. How do you use the Scriptures in ministry?
3. What steps do you think are important in learning what the Bible is saying to contemporary people?
4. What translation of the Bible do you use? Why?

#### 4) Theology

1. How does your understanding of the nature of God today differ from the way you understood God 2-5 years ago?
2. What aspect of Jesus' life is most awesome to you? How has this made a difference in your life?
3. If you were to describe "sin" to a person who has limited or no knowledge of the Bible, what approach would you make?

4. How would you define "salvation" to a person who is in your generation so that they could understand it?
5. What is the feature that most distinguishes a Christian from a non-Christian? Why?
6. Why are the sacraments important to the church?
7. How are you bringing your ministry into alignment with God's call for you?

**5) Doctrine of Holiness**

1. What is most appealing to you about the doctrine of holiness? The most problematic?
2. How would you make holiness a desired lifestyle for someone who is unacquainted with this grace?
3. When does sanctification begin? Then what?
4. What are the fruits or benefits of entire sanctification?
5. How is the holiness of God related to worship?

**6) Church History**

1. How do the origins of the Church of the Nazarene inform you of the place our church has to fulfil her mission in the 21<sup>st</sup> century?
2. What significant persons in Church history challenged you to re-think your understanding of the Church of the Nazarene in fresh ways?
3. What has the Church done in implementing her mission in history that might show the Church of the Nazarene a direction to take in implementing her mission today?
4. What especially stands out to you in the Wesleyan revival that has special relevance for the Church of the Nazarene in this new century?

**7) The History and Polity of the Church of the Nazarene**

1. What were the formative influences that brought the Church of the Nazarene into existence?
2. Which of the "Articles of Faith" are the most difficult to explain? Why?
3. At this point in your personal journey, what question (and we all have them) poses the greatest challenge to you? How are you dealing with it in the meantime?
4. How do you share your Christian faith with conviction when you do not have all the answers?
5. How do you approach the "Special Rules" of the Church of the Nazarene with persons who are being introduced to our denomination?

**Questions on Competency (SMD 437.35)**

**1) Oral and Written Communication**

1. What experiences have you had in public speaking? Preaching?
2. What has been the most difficult aspect of speaking before an audience?
3. What resource have you found to be most helpful in the public reading of the Holy Scriptures? How has it helped you?
4. What enjoyment do you get from writing out your thoughts? What do you find most difficult in writing out your thoughts?

**2) Management, Leadership, Finance, and Church Administration**

1. What does "ministry" mean to you? What is your philosophy of ministry?
2. What have people said about your ability to get along with people? How do you rate the accuracy of their perceptions?
3. What aspect of ministry do you find the most enjoyment?
4. How do you respond to someone who challenges your authority?
5. How would you go about developing a team of laity to accomplish a task?
6. Describe the way you handle your finances. Is this way satisfactory to you? What changes would you make?
7. How would you go about getting members of your board to "buy in" to a new idea? How would you feel if they took ownership of it?

**3) Analytical Thinking**

1. What are some of the approaches you take in solving problems?
2. For example, what would you do when there is a misunderstanding between you and another person regarding a position you have taken?
3. Or, replacing a children's supervisor when a group in the church opposes your action?
4. How would you change the direction of people if you saw that remaining the same would have negative consequences?

**4) Preaching**

1. What experience have you had in preaching? How many times have you preached?
2. What, for you, is the most enjoyable part about preaching?
3. What, for you, is the most difficult part about preaching?
4. What opportunities have you made for yourself to formally speak in a group setting?
5. How would you describe your passion for others to know the gospel?

**5) Pastoral Care and Counseling**

1. At what point do you think it appropriate to refer a person who has come to you for counseling to a competent professional?
2. What boundaries have you set for yourself to protect the integrity of your ministry with those of the opposite sex?
3. What understanding do you have about "transference" in a counseling situation?
4. Do you think counseling is a priority for you as a pastor? Why?
5. What personality inventories or other evaluative instruments have you taken for self-discovery? Were they helpful? How?

**6) Worship**

1. What is the purpose of worship? In a wedding? A funeral?
2. What are the essential elements in Christian worship?
3. How would you facilitate changes in the worship service of your church?
4. To what degree should worship reflect the surrounding culture in which the church exists?

5. What does the Eucharist mean to you? Baptism?

**7) Effective Evangelism**

1. What does "evangelism" mean to you? How does that affect your lifestyle?
2. How is the mission of the church related to evangelism?
3. How would you go about opening up a "closed" congregation to new people?
4. How can the church add value to the surrounding community? Is this important? If so, why?
5. How would you engage your congregation with the unconverted? With the surrounding culture? With various culture groups?

**8) Christian Education**

1. How would you describe the purpose of the Sunday school?
2. In your opinion, how effective does it fulfill its purpose?
3. What changes do you think would be important to disciple church members and new Christians?
4. What do you believe about day schools for children and youth?
5. How would you make sure to protect your children and teen-agers from physical and sexual abuse?

Questions on Character (SMD 437.36)

**1) Personal Growth**

1. Describe those significant events or experiences during the past year that made spiritual markers in your personal growth.
2. Describe the pattern of your devotional life during the last three months. How would you compare it with the previous three months?
3. Identify the personal encounters that have caused you to stretch for the highest personal goals you have made.
4. What is your passion?

**2) Christian Ethics**

1. What is your response to a couple that is living together and wants to join the church? Who wants to get married in the church?
2. What are the boundaries you have set for yourself to maintain sexual purity?
3. How do you define personal integrity?
4. What is your moral responsibility to your spouse and children as a model to your congregation?

**3) Spiritual Formation**

1. What is the defining characteristic of being a Christian?
2. What are the areas in your life you are working on for personal spiritual development?
3. How are you "perfecting holiness in the fear of God?" (2 Corinthians 7:1).
4. How do you lead those for whom you are directly responsible to be growing Christians?

#### **4) Person of the Minister**

1. How has your concept of God changed with your maturing as a Christian?
2. What new spiritual goals or understandings have you come to acknowledge in your pursuit of holiness?
3. How well are you balancing family (or social responsibilities) and church responsibilities? Would your spouse (or friends) agree with your answer?
4. How does your spouse (if married) feel about your becoming a minister in the Church of the Nazarene? Have there been any adjustments to the idea of such a calling?
5. What are your habits to keep a healthy body as well as a healthy soul?

#### Questions on Context (SMD 437.37)

##### **1) Contemporary Context and Social Environment**

1. Describe the social context of your ministry setting.
2. How are you leading those under your influence to make relational connections with those in the surrounding community?
3. What initiatives have you taken to engage (or lead your church to engage) your secular community? What Biblical examples support crossing those boundaries?
4. How should a holiness church exemplify Jesus' intolerance of sin and His irreversible love for the sinner?

##### **2) Anthropology and Cross-Cultural Communication**

1. How does your cultural history determine your individuality? What does this say about others who had no choice where they were born?
2. Are persons of a minority group valued and would they feel welcome in your church? If not, what are you doing to cultivate an inclusive church?
3. If your situation is racially diverse how are you offering those groups your concern with the compelling claims of the gospel?
4. What does our doctrine of holiness and the Christian Pentecost experience (Acts 2) say about crossing ethnic and language barriers with the gospel of Jesus Christ?

##### **3) Missions**

1. What does David McKenna's statement mean for the Church of the Nazarene when he says, "Every nation is a mission field, every church a mission outpost, and every Christian a missionary?"
2. How do you (would you) help the people under your leadership understand the Church of the Nazarene's global mission?
3. How do you (would you) help your people become a people "on mission" i.e., being "sent" as well as sending others.
4. How do you envision the people in your immediate surroundings as a mission field? How would you describe it as the basis for Christian mission?

## Preparing For Ordination

The following lists of questions represent areas that may or may not be covered in previous interviews. However, reflection on such questions should give you the opportunity to learn some things about your candidate that may not have surfaced before.

### 1. A Time of Licensing (SMD 439.1)

1. When did you receive your first Local Minister's License?
2. How long after receiving your Local Minister's license did you apply for a District Minister's License? How long have you kept the District Minister's License renewed?
3. How would you describe your feelings about the polity and practices of the Church of the Nazarene?
4. What comments might you have that would help improve the licensing process?
5. What questions have been in your mind as you are re-visioning your philosophy of ministry and are beginning to set new goals?
6. Having come to this point in your journey, what discoveries have you made about your gifts for ministry? Your strengths? The aspects of ministry you most enjoy?
7. What have been your greatest surprises? Challenges?

### 2. Ordination and Its Importance

1. Is ordination important to you? Why are you interested in being ordained in the Church of the Nazarene?
2. What does ordination mean? (SMD 439.8-10)
3. What does the statement "Ordination: A Privilege, Not a Right" mean to you?
4. Has there been any part of your life that would disqualify you for ordination according to the requirements set forth in the *Manual* of the Church of the Nazarene?

### 3. Steps Toward Ordination

1. How would you describe the mentoring relationships provided for you in your ministerial development process? Local church and district?
2. How well have the District Ministerial Studies Board and the District Ministerial Credentials Board responded to the questions and needs you have expressed? Describe the relationships developed with these board members during the process.
3. What faculty/mentors have been especially helpful to you, as you have made your journey toward candidacy? How were those relationships nurtured?
4. How have you attempted to meet the ministry internship requirement for graduating from the Course of Study?
5. How well did the district and educational provider help facilitate the partnering between them to direct you in ministerial practices and competency development?
6. What would you suggest to improve facilitating this requirement for graduation from the Course of Study?
7. Would you be willing to enter into a covenant relationship during your first assignment with a trusted elder for a period of 9 months during which you would meet regularly in a ministry internship program?
8. After ordination, then what? Will you continue faithfully to fulfill your ministry? To update your ministry with the current changes in society? To continue built-in patterns of accountability and self-evaluation? To continue in an accountability or spiritual formation group?

#### **4. A Deliberative Process**

- > This quotation from the *Sourcebook for Ministerial Development* is worth noting here: "The careful and deliberative process is important in sparing both you and the church the pain and damage that accompany failure in ministry. It is for this reason that the church must follow the teaching of Scripture in 1 Timothy 5:22, 'Do not ordain anyone hastily' (NRSV)" (SMD 439.40).
- > The candidate and spouse (if married) should feel the love and concern of the members of your Board. You should also know the Board's love and concern for the church in this deliberative process.

The following questions represent some of the areas of interest the candidate might expect you to address:

##### **1. Experience in Ministry**

1. How did God's call become real to you?
2. What has been your experience in ministry?
3. What do you enjoy most about ministry?
4. What is the most difficult?

##### **2. Personal life as it impinges on ministry**

1. What emotions do you recognize in yourself when you are dealing with "difficult" people?
2. How well can you remain objective in the midst of a conflicting situation?
3. What is your passion? Illustrate how others might detect it.
4. What boundaries have you set for yourself with persons of the opposite sex?
5. Have you ever been divorced? What were the circumstances surrounding that painful experience? Is the first time this issue has come up in your interviews?
6. Have you ever had a trusted friend or group to whom you have held yourself accountable? How would you feel about seeking such a person or group?
7. How much of an educational debt are you carrying? How do you plan to repay it?
8. How would you describe your present state of grace with God?

##### **3. Professional competence**

1. What is your highest priority in ministry?
2. How would you describe people's willingness to take your suggestions?
3. What are the goals you have in fulfilling your ministry?
4. How would you go about forming a leadership team?

##### **4. Theological Integrity**

1. What do you believe about our distinctive doctrine, the entire sanctification of the believer? Are you pursuing after it or have you experienced it? Describe.
2. What are your core beliefs? That is, what are those convictions you are not willing to compromise?

##### **5. Spiritual life and growth**

1. What devotional patterns have you set that are still fresh? How do you keep your spiritual life alive?
2. What are the peaks in your spiritual mountain climbing? When did they occur? And the valleys? When did they occur?

**6. Family life**

1. What will you have to work on the most to keep your family and your ministry in balance?
2. What five adjectives best describe your spouse?
3. What role do you envision your spouse to have in your ministry?

**7. Contingency**

1. How would you feel if we found it on the part of wisdom to postpone ordaining you for one more year?