

OREGON PACIFIC DISTRICT

MINISTERIAL DEVELOPMENT

Church of the Nazarene



The Process from Call to Ordination

Have you or someone in your church sensed a call to become a pastor? You've come to the right place!

Welcome to the Oregon Pacific District Board of Ministry Process Overview. These pages will guide you through the process from a call to vocational ministry, through Local and District licensing, educational preparation, and on to ordination as an Elder or Deacon in the Church of the Nazarene.

If you are a pastor or local church member guiding someone in your church who has signaled they are called to prepare for ministry, please give them this packet and together refer to the 'Development' tab at ORPAC.org.

The District Office and Ministerial Development Director are here to help! orpacoffice@orpac.org or julieohara@orpac.org



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THE LOCAL LICENSE - EXPLORING

Called to Vocational Ministry and Local Minister's License

- Upon sensing God's call to vocational ministry, invite your pastor into the discernment process. He/she will support, encourage, and guide you in the process of identifying and answering God's call on your life. Begin by familiarizing yourselves with this Ministerial Development Process Overview and the information on <http://orpac.org/development>.
- A Local Minister's License provides time to explore God's call while discerning specific gifts and graces for ministry. Your pastor may invite you to apply for a Local Minister's License after you have been observed in ministerial leadership within your Local Church. This license is for one-year (renewable) so you and your church may partner in exploring your call. (see *paragraphs 531 - 531.7 at 2017.manual.nazarene.org*) The Local Church is not required to grant or renew a Local License. Upon being licensed, register with the District Board of Ministry at <http://orpac.org/development>.
- When registering, candidates identify their Local Ministry Advisor. This person will likely be your pastor but may be another ordained Nazarene minister in your Local Church (retired minister, associate staff member). Plan to meet with this Local Advisor on at least a quarterly basis for prayer, mentoring, and accountability. He or she will also complete an annual Pastoral Ability Report online at orpac.org for the District Board of Ministry.
- The call to vocational ministry is a call to prepare. The local minister is expected to begin biblical, theological, practical, and historical education through the Nazarene Course of Study for Ministers, or an undergraduate degree or Master's Program at a Nazarene institution that fulfills the requirements of the Nazarene Ability Statements for Ordination. The curriculum may be delivered on-campus or online. Your Local Ministry Advisor and the District Office can help select the best program for you.
- At least two modules in approved coursework must be completed annually to renew the Local License.
- After receiving your Local License, begin your ministerial education, enter into covenant with your Local Mentor and register your call with the Board of Ministry, you will begin receiving occasional correspondence regarding the development process from the District Office. Careful reading and timely replies will keep you on track!



Manual Paragraph 531

A local minister is a lay member of the Church of the Nazarene whom the local church board has licensed for ministry, under the pastor's direction, and as opportunity affords, thus providing for the demonstration, employment, and development of ministerial gifts and usefulness. He or she is entering into a process of lifelong learning.

THE DISTRICT LICENSE - EQUIPPING

The Next Step of the Ministerial Preparation Path



Receiving a District Minister's License is recognition by the Oregon Pacific District that one has sufficient spiritual maturity, theological education, and practical experience to begin leading as a pastor. Prerequisites to apply are: Local Minister's License for at least one year, Completion of at least one-quarter of the Course of Study modules (including History and Polity and Holiness), Church Board recommendation, completion of background check administered by the Oregon Pacific District, Pastoral Ability Report, and submission of application for District License.

Candidates who are divorced will work through a process of removing this "barrier" to receiving a District License (see *Manual* 532.1 and talk with the Ministerial Development Director). The process must be complete prior to consideration for District License. It is incumbent upon you to notify the District as soon as possible if you have ever been divorced.

District License Responsibilities & Renewal

- If serving in an appropriate role, you are vested with the authority to administer the sacraments of baptism and the Lord's Supper in your own congregation and to officiate at marriages (see *Manual* 532.7.)
- You become a mandatory reporter of suspected abuse.
- Clergy-Penitent privilege applies to confidential communications.
- For these reasons a District Licensed Minister is now appropriately referred to as "Pastor."
- If you receive financial compensation for your ministry from a church, you become "Self- Employed for Income Tax purposes". More information is available through the District Office. (lauralehman@orpac.org)
- Any compensation received for housing is not subject to federal income taxation.
- You may begin accruing time in service toward Ordination for recognized assigned ministry.*
- The District License may be renewed annually.
- District License renewal requires completion of at least two Course of Study modules per year and completion of full program within ten years.
- See *Manual* 505- 528.

**Ordination requires the equivalent of three years consecutive full-time assigned ministry (paid or unpaid). If the ministry assignment is less than full-time, the Manual requires additional consecutive years. (e.g. half-time is six years of consecutive service). Interruption in consecutive years of service requires starting over.*

YEAR OF MENTORING - EMPOWERING



Preparation for Ordination

It's finally time to prepare for Ordination! When near completion of the Course of Study and service time in assigned ministry, candidates interview for a Year of Mentoring. A member of the District Board of Ministry (or their designee) will be your assigned Mentor in addition to your Local Advisor. The Year of Mentoring challenges candidates to fully master requirements for ordination as ministers in the Church of the Nazarene.

During the Year of Mentoring, candidates and mentors meet to address any issues arising from the pre-Year of Mentoring interview and to otherwise empower them for Ordination. Candidates provide their latest Pastoral Abilities Report at the pre-mentoring interview and at the Year of Mentoring mid-point. Candidates are responsible to take the initiative to schedule mentor meetings and to communicate throughout the year.

At the completion of the Year of Mentoring, if he or she deems it advisable, mentors become the candidate's advocate to the District Board of Ministry during ordination interviews. Upon completion of a successful ordination interview, the Board of Ministry recommends for ordination as an Elder or a Deacon to the Oregon Pacific District Assembly. Upon the Assembly's vote and the General Superintendent's examination and approval, you will be ordained as a minister in the Church of the Nazarene!

"Ordination bears witness to the Church universal and the world at large that this candidate reveals a life of holiness, possesses gifts and graces for public ministry, demonstrates a thirst for knowledge, especially for the Word of God, and displays capacity to communicate sound doctrine." Manual ¶502

The process of preparation, first as a Local Minister, and then as a District Licensed Minister, is a journey of candidacy for Ordination. Ordination is the authenticating, authorizing act of the church that recognizes and confirms God's call on the lives of women and men 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. The church is responsible to discern the call of God on a person's life considering both personal testimony to that call and evidence of gifts and graces for ministry. Thus, Ordination lies at the end of an authenticating process of one's call.

This process may be challenging at times. However, the church is humbly confident that the discernment exercised during candidacy is crucial to the well-being both of the church and of the candidate.

LOCAL CHURCH AND THE DEVELOPMENT PROCESS



Shepherding the Candidates

The Ministerial Development Process takes several years and involves the Local Church, the District, and the General Church. Initially, the Local Church takes the lead role supporting women and men who sense a call to ministry by walking them through the Local License process. After a season of education, development and accountability, the Local Church *may* recommend for first District License if the Local Licensed Minister has met the education requirements. Churches and pastors are urged to seriously undertake this responsibility, be active in the process of developing ministers, and careful in their recommendations.

It is far better to slow down, or even offramp, a candidate before risking possible denial of a District License by recommending a Board of Ministry interview for an unqualified candidate. Therefore, every Local and District Licensed person must be in an accountability relationship with an ordained minister in the Church of the Nazarene. Licensed ministers will seek out this relationship and ask the pastor to complete the annual Pastoral Ability Report. The partnership and involvement of pastors and churches in this process is crucial to candidate's development.

After District Licensing, the Local Church continues in the vital role of nurturing and developing the minister's gifts through practical application of the candidates's education. We encourage the Local Church to provide appropriate assigned ministry to qualified candidates. Time in service is a critical component of Ordination. Assigned ministry may be paid or unpaid.

The local church identifies, evaluates, encourages, holds accountable, supports, challenges, develops, and recommends those called to ministry in the Church of the Nazarene. Churches and pastors are urged to seriously undertake this responsibility, be active in the process of developing ministers, and careful in their recommendations.

Local License Process

Snapshot

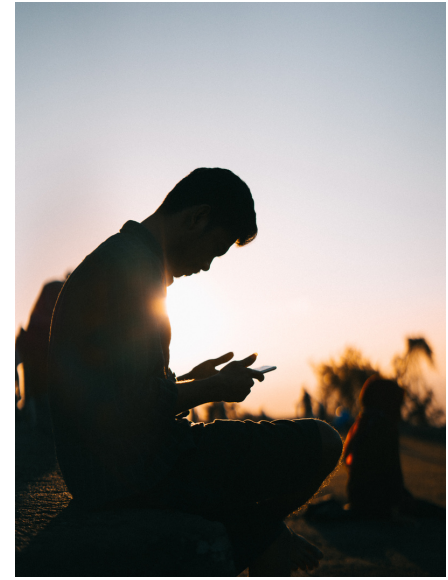
- Verification of Credential History (denomination requirement)
- Local License Application
- Local License Interview
- Church Background Check
- Issue Local License
- Register with Board of Ministry at orpac.org
- Determine path for theological education



LOCAL CHURCH AND THE DEVELOPMENT PROCESS

Navigating the Process

- Verify that the one called to ministry registers with the District Board of Ministry and completes a Verification of Credential History form (available on <http://:orpac.org/development>).
- Have the candidate for a Local License read and complete the Application for a Local Minister's License.
- Consider the Local License Interview guide for a Church Board interview before issuing a Local Minister's License.
- Prepare your own Local License certificate to give to the candidate in public service.
- The Local Minister is required to give a report each year (verbal or written) at the Annual Meeting of the church.
- The Local Minister's License may or may not be renewed on an annual basis based on completion of at least 2 courses in a validated course of study and the continued demonstration of necessary gifts and graces for the ministry.
- After holding a Local Minister's License for at least one year and completion of one-quarter of the Course of Study for Ministers (including History & Polity of the Church of the Nazarene and Holiness), he or she will be eligible to apply for a District Minister's License.
- The Local Church Pastor and Board must be firmly convinced that the District License candidate is indeed called to ministry and demonstrates the requisite knowledge, gifts, and graces for pastoral ministry.
- The Local Church Board completes the Recommendation for a District License at its September or October board meeting so the candidate may be interviewed for a District License the following January.
- *Manual*, Ministry and Christian Service section, paragraphs 500 - 532.1 contains all details pertaining to the Ministerial Development Process.



District License Process Snapshot

- District License Application
- Pastor Ability Report
- Board Recommendation to the District Assembly
- Provide Updated Transcripts or Course Completion
- Job Description Document if in assigned ministry



INTERVIEW PREPARATION

The District License Interview and Application



Applicants for District License are interviewed annually by a small group of the District Board of Ministry. They are expected to be progressing in understanding of ministry, the Bible, theology and the doctrine of the Church of the Nazarene. Qualified candidates will also be increasing in spiritual and emotional maturity and self-awareness. Expect the interviews to become deeper and more intense as you progress toward ordination.

Upon recommendation of the interview team, the Board of Ministry recommends candidates to the District Assembly to receive a District License. The District Assembly then votes whether to grant the District License. This process repeats annually until Ordination.

What to Expect from the District License Interview

- The *Oregon Pacific Pastoral Development Handbook* is your guide to preparation.
- Interview Levels* are based upon completed coursework and time in service fulfillment.
- Interviews are scheduled each January at multiple sites across the District.
- Interviews are scheduled for 90-minutes to include time for prayer, feedback, and next steps.
- Interviews become progressively more comprehensive culminating with the Year of Mentoring in preparation for Ordination.
- The longer you have been in the Ministerial Development Process, the more “ready” you should be.
- The Board of Ministry do not plan surprise “gotcha” questions.
- The Board does plan to help and encourage candidates through this process.
- Expect to be challenged. Be able to demonstrate not only book knowledge but also practical ministry application.



*Interview Levels

Level One = 6-10 classes and less than 1 year of service

Level Two = 11-15 classes and 1 to 1.5 years of service

Level Three = 16-21 classes and 1.5 to 2.5 years of service, some candidates qualify for Year of Mentoring interview at Level Three

Level Four = 22-26 classes and 2.5 or more years of service.

(Year of Mentoring interview).

INTERVIEW PREPARATION

Board of Ministry Expectations During the Interview Process

- Provide a clear testimony of when you came to Christ, your experience of entire sanctification, and your call to ministry. Do this in 5-6 minutes.
- Demonstrate your grasp of the contents of Scripture by giving a chronology of the story of God's interaction with humanity, according to the Bible, starting with Adam and Eve until the birth of Jesus, including key characters and events. While telling "what" happened, always connect "why". Do this in around 5-6 minutes.
- Provide clear Biblical instruction, including scripture references and/or quotes, describing how a person can become a Christian.
- Provide clear Biblical instruction, including scripture references and/or quotes, describing how a person can be entirely sanctified.
- Demonstrate your grasp of the Articles of Faith of the Church of the Nazarene by being able to name them, describe them in your own words, and provide the Scriptural foundation for each.
- Give evidence of spiritual practices which nurture your ongoing transformation to Christ-likeness.
- Share how God has shaped your disciple-making vision the previous year.
- Discuss your growth as a leader during the previous year.
- Tell about your recent experiences in mission-minded community engagement.
- Demonstrate ability to practically apply the Covenants of Christian Character and Conduct with a Kingdom mindset.



Resources to Prepare for the Interview

- The Oregon Pacific District *Pastoral Development Handbook* is designed to complement your theological education, Local Church ministerial training, and the *Manual* of the Church of the Nazarene.
- Upon becoming District Licensed, candidates join a Cohort of men and women at their level of ministry. Cohorts meet frequently through the year with a Facilitator who guides them through the Pastoral Development Handbook.