

Oregon Pacific District Pastoral Development Handbook

Ordination Process Overview

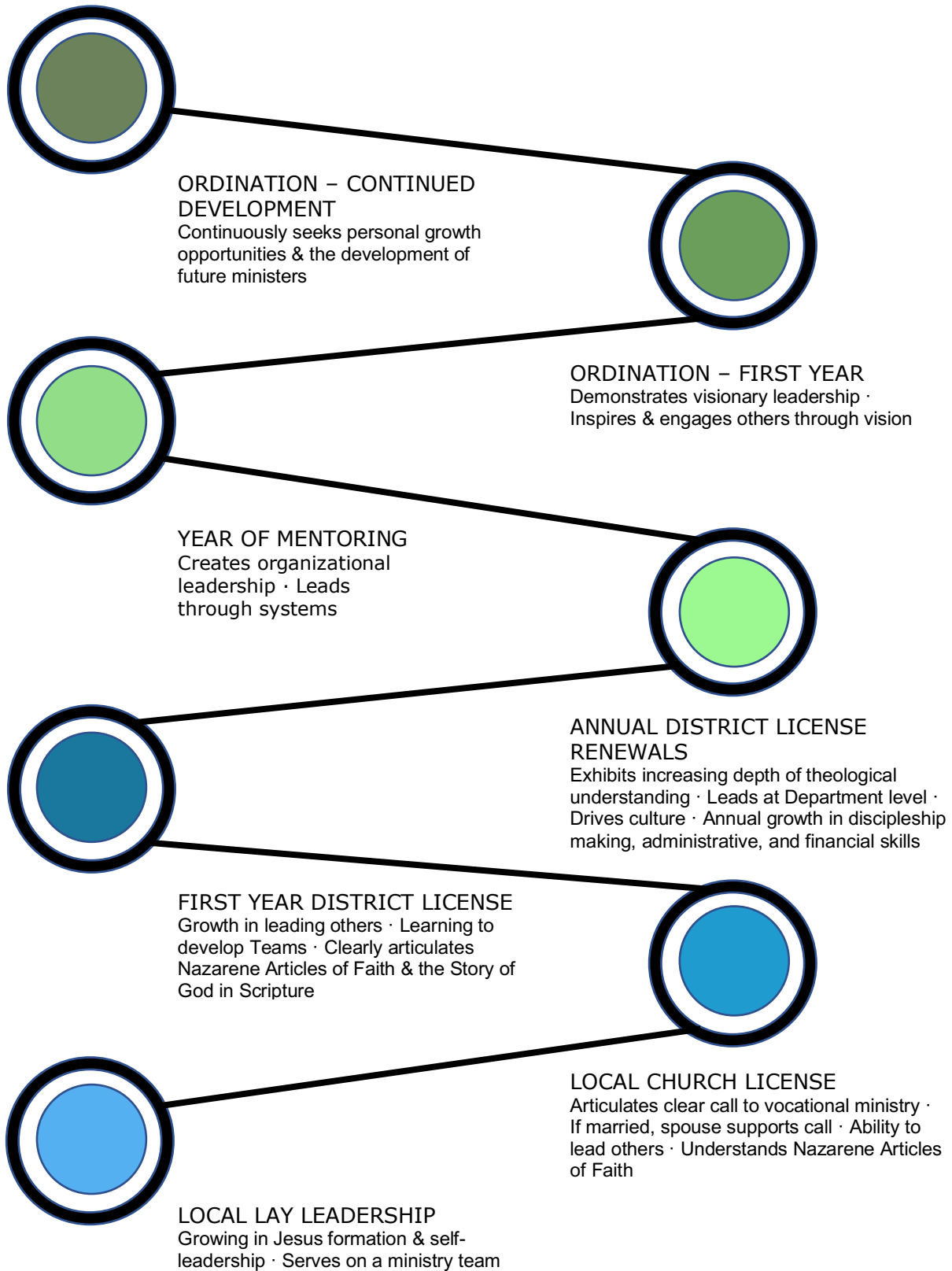


Table of Contents

Core Competency Overview	6
Local Lay Leadership.....	8
Development.....	8
Core Competencies.....	8
Next Steps.....	8
Local Church License.....	9
Development.....	9
Core Competencies.....	9
Interview.....	10
Candidate Interview Questions.....	10
Spouse Interview Questions:	10
Next Steps.....	11
Level One District License	12
Development.....	12
Core Competencies.....	12
Interview.....	13
Candidate Interview Questions.....	13
Recommendation.....	16
Next Steps.....	17
Level Two District License.....	18
Development.....	18
Core Competencies.....	18
Interview.....	19
Candidate Interview Questions.....	19
Recommendation.....	22
Next Steps.....	23
Level Three District License	24
Development.....	24
Core Competencies.....	24
Interview.....	25

Candidate Interview Questions.....	25
Recommendation.....	29
Next Steps.....	30
<i>Level Four District License</i>	<i>31</i>
Development.....	31
Core Competencies.....	31
Interview.....	32
Candidate Interview Questions.....	32
Recommendation.....	35
Next Steps.....	36
<i>Year of Mentoring</i>	<i>37</i>
Development.....	37
Core Competencies.....	37
Interview.....	38
Candidate Interview Questions.....	38
Recommendation.....	40
Growth Goals and Notes for Assigned Mentor:	41
<i>Ordination.....</i>	<i>42</i>
Interview.....	42
Candidate Interview Questions.....	42
Recommendation.....	44
Growth Goals and Notes for Ordination Mentor:	45

Core Competency Overview

		Core Competency			
Leader Level Progression	Leadership Ability	Active Prayer & Jesus Formation (Eph.1:15-26)			Disciple Making Vision (Col.1:28)
		Emotional & Spiritual Health	Pastoral Care & Community Health	Community Prayer Rhythms	Theological & Ministry Experience
Ordination Continued Development	Continuously seeks personal growth opportunities & the development of future ministers	Connected to a group of peers & Confidential prayer team	Able to develop and continuously articulate vision & healthy culture	Creates and executes an annual prayer rhythm calendar	Remains a Lifelong Learner • Documents minimum of 20 hours per year
Ordination First Year	Demonstrates visionary leadership • Inspires & engages others through vision	Seeks out additional relationships for personal growth & transformation			
Year of Mentoring	Creates organizational leadership • Leads through systems	Personality, behavioral & gift assessments with facilitator • Marriage assessment with trained assessor • Creates Genogram • Practices healthy boundaries. • Demonstrates increasingly less-anxious presence	Continually training to provide prayer & pastoral care in times of crisis, trauma, & mandatory reporting • Leads the congregation to care for one another through groups ministry & prayer • Is mentored by an ordained minister to officiate weddings, funerals, to call on the sick	Teaches, leads, or preaches a series on prayer Able to effectively preach & pray with people towards salvation & sanctification	Completes Course of Study • Achieves Core Competencies • Completes required time in service
Annual District License Renewals	Exhibits increasing depth of theological understanding • Leads at Department level • Drives culture • Annual growth in discipleship making, administrative, and financial skills	Maintains rhythms of Sabbath rest • Practices physical & financial stewardship			
First Year District License	Growth in leading others • Learning to develop Teams • Clearly articulates Nazarene Articles of Faith & the Story of God in Scripture			Activates groups in rhythms of prayer	Completed (6) including: History & Polity of the Church of the Nazarene & Wesleyan Holiness • Local License for one year
Local Church License	Articulates clear call to vocational ministry • If married, spouse supports call • Ability to lead others • Understands Nazarene Articles of Faith	If married, spouse demonstrates and articulates support of minister's call. • Pursues health in all relationships	Evident compassionate heart • Works well within teams • Prays regularly for the church's mission, unity, & people	Leads prayer in groups • Comfortable praying publicly	Has effectively led a discipleship group • Has effectively led a ministry team
Lay Leader	Growing in Jesus Formation & self-leadership • Serves on a Ministry Team	Practices spiritual formation leading to Christ-like character		Has developed a daily rhythm of personal prayer	Is an active, tithing, & serving Member of the Church of the Nazarene

Core Competency						
Disciple Making Vision (Col.1:28)		Leadership Development (2 Tim. 2)		Community Engagement (Luke 4:18-19)		
Developing Discipleship Systems	Personal Development	Developing Others	Understanding Culture	Collaboration	Community Engagement	
Executes a discipleship making vision that produces disciples who make disciples	Learns how to align resources towards mission • Maintains future orientation • Remains connected to changing culture	Multiplies leaders, ministries, & churches	Regularly casts vision to engage in community	Continues cultivating relationships within community leadership	Leads church to grow as positive witness to local community • Leads congregation to participate in direct ministry to community	
		Continuously articulating vision for evangelistic & leadership multiplication locally & globally	Leads the congregaton to actively love their neighbor	Shows ability to gather & move resources to engage their community		
Working understanding of church budgets & Funding the Mission	Coached on leading board meetings by Ordained ORPAC ministers at various size churches	Able to create and develop scalable teams	Skilled at holding loving conversations around challenging cultural topics while maintaining a Wesleyan-Holiness perspective	Fosters relationship with community resources • Positive relationships with other pastors and spiritual leaders in community • Intentional & growing relationships with Oregon Pacific District Pastors & Leaders	Engages their ministry directly into community mission • Participates in leadership group outside local church to meet community needs • Evaluates local community demographics	
Actively pursues evangelistic opportunities personally & as a discipleship group leader and/or ministry team leader	Coached on how to lead missional change effectively • Motivated to lead by personal identity in Christ • Understands and is becoming a differentiated self	Has handed off leadership of group and/or team to another leader they have personally developed • Able to lead others through discipleship systems				
Clearly articulates discipleship pathway of their Local Church • Coached on administering Baptism & Communion	Effectively navigates conflict with others	Has built a team that follows their lead	Is thoughtfully applying Nazarene perspectives in current cultural contexts	Joins Ministerial Development Cohort for intentional development and relationship building		
Able to clearly articulate what it means to be a follower of Jesus including sanctification	Growing in self-awareness, calling, giftedness & Identity in Christ	Able to spiritually lead a small group	Seeks authentic relationships across socio-economic barriers & with people who do not follow Jesus	Fosters awareness and connection with community resources	Clearly communicates and leads their ministry towards community-minded mission and mindset	
Can express personal testimony of salvation & sanctification	Seeks opportunities for transformation to Christ-likeness • Knows spiritual gifts	Humbly submits to authority	Communicates the Gospel to others through their personal testimony	Growing understanding of community need	Serves with outside groups to meet community needs	

Local Lay Leadership Development

Growing in Jesus formation & self-leadership · Serves on a Ministry Team

Core Competencies

Active Prayer & Jesus Formation

- Practices spiritual formation leading to Christ-like character
- Prays regularly for the church's mission, unity, & people
- Has developed a daily rhythm of personal prayer
- Works well within teams

Disciple Making Vision

- Is an active, tithing, & serving Member of the Church of the Nazarene
- Can express personal testimony of salvation & sanctification

Leadership Development

- Seeks opportunities for transformation to Christlikeness
- Knows spiritual gifts
- Humbly submits to authority

Community Engagement

- Communicates the Gospel to others through their personal testimony
- Growing understanding of community needs
- Serves with groups outside church to meet community needs

<https://orpac.org/developmentlibrary/>

Next Steps

Ready for your Local Church License? Follow these Steps:

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

Local Church License Development

**Articulates clear call to vocational ministry • If married, spouse supports call
• Ability to lead others • Understands Nazarene Articles of Faith**

Core Competencies

Active Prayer & Jesus Formation

- **Pursues health in all relationships**
- **Leads prayer in groups**
- **Comfortable praying publicly**
- Practices spiritual formation leading to Christ-like character
- Prays regularly for the church's mission, unity, & people
- Has developed a daily rhythm of personal prayer
- Works well within teams

Disciple Making Vision

- **Has effectively led a discipleship group**
- **Has effectively led a ministry team**
- **Able to explain what it means to be a follower of Jesus, including sanctification**
- Is an active, tithing, & serving Member of the Church of the Nazarene
- Can express personal testimony of salvation & sanctification

Leadership Development

- **Growing in self-awareness, calling, giftedness and identity in Christ**
- **Able to spiritually lead a small group**
- Seeks opportunities for transformation to Christlikeness
- Knows spiritual gifts
- Humbly submits to authority

Community Engagement

- **Seeks authentic relationships across socio-economic barriers & with people who do not follow Jesus**
- **Fosters awareness and connection with community resources**
- **Clearly communicates and leads their ministry towards community-minded mission and mindset**
- Communicates the Gospel to others through their personal testimony
- Growing understanding of community needs
- Serves with groups outside church to meet community needs

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Interview

Articulates clear call to vocational ministry • If married, spouse supports call • Ability to lead others • Understands Nazarene Articles of Faith

Lead Pastor and Church Board: These questions are offered as a help and guide as you consider a member for their Local License: both first time and renewal. Establishing a formal interview process helps churches and candidates in the discernment process and can form a pathway for development in the coming year. Additionally, candidates who eventually apply for District License are much better prepared for Board of Ministry interviews.

Candidate Interview Questions

- Share your testimony of salvation and sanctification.
- How do you keep your relationship with Jesus growing?
- What has God been teaching you lately?
- What questions do you have about the Nazarene Articles of Faith?
- Why is it especially important for those pursuing Ordination to be faithful in their personal stewardship? How has God been leading and growing you in this area?
- What group/s have you led?
- How have you seen God use you to lead people into deeper a relationship with Jesus Christ?
- Who has been supporting and mentoring you as a leader in the past year?
- How have you grown in your leadership?
- How can the Church Board support you in exploring your call?

Spouse Interview Questions:

- How do you feel about your spouse pursuing the path of Ordination in the Church of the Nazarene?
- What concerns or questions do you have about the process or how this may impact your family?

Lead Pastor and Church Board: In the space provided, please note comments of encouragement and growth goals.

Next Steps

Ready for your First District License?

Follow these Steps:

- [District License Application](#)
 - *due November 15th*
 - Interviews will be scheduled for early January
- Complete Divorce Barrier Removal application (if needed)
 - *due October 15th*
 - Interview will be scheduled no later than early December
- Respond by deadlines to all District communication regarding the interview process
- [Pastor Ability Report](#)
 - Completed by your Local Church Pastor or Advisor
 - *due November 15th*
- [Board Recommendation to the District Assembly](#)
 - Completed by your Local Church Board and Pastor
 - *due December 15th*
- [Submit Updated Transcripts or Course of Study Completion Certificate](#)
- [Submit a copy of your Job Description if in assigned ministry](#)

Level One District License Development

Growth in leading others · Learning to develop Teams · Clearly articulates Nazarene Articles of Faith & the Story of God in Scripture

Core Competencies

Active Prayer & Jesus Formation

- **Maintains rhythms of Sabbath rest**
- **Practices physical & financial stewardship**
- **Continually training to provide prayer & pastoral care in times of crisis, trauma, & mandatory reporting**
- **Leads the congregation to care for one another through groups ministry & effective prayer**
- **Is mentored by an ordained minister to officiate weddings, funerals, & to call on the sick**
- **Activates groups in rhythms of prayer**
- Pursues health in all relationships
- Leads prayer in groups
- Comfortable praying publicly
- Practices spiritual formation leading to Christ-like character
- Prays regularly for the church's mission, unity, & people
- Has developed a daily rhythm of personal prayer
- Works well within teams

Disciple Making Vision

- **Completed (6) classes including History and Polity & Wesleyan Holiness**
- **Local License for One Year**
- **Clearly articulates discipleship pathway of their Local Church**
- **Coached on administering Baptism & Communion**
- **Able to clearly articulate what it means to be a follower of Jesus including sanctification**
- Has effectively led a discipleship group
- Has effectively led a ministry team
- Is an active, tithing, & serving Member of the Church of the Nazarene
- Can express personal testimony of salvation & sanctification

Leadership Development

- **Effectively navigates conflict with others**
- **Has built a team that follows their lead**
- Growing in self-awareness, calling, giftedness and identity in Christ
- Able to spiritually lead a small group
- Seeks opportunities for transformation to Christlikeness
- Knows spiritual gifts
- Humbly submits to authority

Community Engagement

- **Is thoughtfully applying Nazarene perspectives in current cultural contexts**
- **Joins Ministerial Development Cohort for intentional development and relationship building**
- Seeks authentic relationships across socio-economic barriers & people who do not follow Jesus
- Fosters awareness and connection with community resources
- Communicates the Gospel to others through their personal testimony
- Growing understanding of community needs
- Serves with groups outside church to meet community needs

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Level One District License Interview

Growth in leading others · Learning to develop Teams · Clearly articulates Nazarene Articles of Faith & the Story of God in Scripture

Board of Ministry: Please include questions from all five sections during your interview. Oregon Pacific District cares deeply about developing pastors theologically, practically, as leaders, and especially as Jesus followers. Please note strengths and weaknesses of candidate's replies. Encourage use of Scripture where applicable.

Candidate Interview Questions

I. About You...

- **Describe your call to vocational ministry and how that call has been affirmed. (5 - 6 minutes)**

- **Share your testimony of salvation and sanctification. (5 – 6 minutes)**

- Why are you pursuing Ordination within the Church of the Nazarene? How do you feel God is equipping you for pastoral ministry?

- If married, how does your spouse feel about your pursuit towards ordination? Becoming a pastor's spouse? How are they growing in their own faith? Describe the ways your spouse is connected to your local church.

II. Active Prayer & Jesus Formation...

- What spiritual practices (means of grace) keep your relationship with Jesus growing strong?

- What has God been teaching you lately through your spiritual practices?

- **How would you describe your typical Sabbath? How often do you practice a 24-hour Sabbath?**

- Why is it especially important for those pursuing ordination to be faithful in their personal stewardship (physical & financial)? How has God been leading and growing you in these areas?

III. Disciple Making Vision...

- **Will you give us a Biblical timeline focusing on the unfolding of God's redemptive story? (6 – 8 minutes)**

- What groups have you led and how have you seen God use you to lead people into deeper relationship with Jesus Christ?

- **How would you explain the Gospel to someone and lead the towards a decision to follow Jesus Christ (include references to Scripture.)**

- Article 1: What do Nazarenes (& you) believe about God?

- **Article 2: What do Nazarenes (& you) believe about Jesus?**

- Article 3: Describe the work of the Holy Spirit in our lives.

- **Article 4: What do Nazarenes (& you) believe about Scripture? Describe ways this may differ from other traditions/denominations.**

IV. Leadership Development...

- Who has been supporting and mentoring you as a leader in the past year? How have you grown in your leadership?

-
- Per *Manual 29.5*, We ask our members to abstain from alcohol. What would you say to someone who asked you why?

-
- How do explain the Church of the Nazarene's theology of women in ministry?

V. *Community Engagement...*

- **Covenant of Christian Conduct 28.3: Describe the relationship between holiness, justice, and identification with the poor as seen in Scripture.**

Board of Ministry: Please check if the candidate has thoroughly articulated a call to vocational ministry, salvation, sanctification, and Biblical timeline with Scripture (must be thoroughly successful *prior* to Year of Mentoring interview).

- Call to Vocational Ministry
- Salvation (with Scripture)
- Sanctification (with Scripture)
- Biblical Timeline (with Scripture)

Please note anything further which will be helpful for next year's interview team.

Level One District License Recommendation

Growth in leading others · Learning to develop Teams · Clearly articulates Nazarene Articles of Faith & the Story of God in Scripture

Recommendation

Candidate Name _____

- We strongly recommend for District License
- We recommend for District License with the following notable concerns:

- We do not recommend for District License

Growth Goals: Board of Ministry: Please record candidate goals for the coming year, include anything pertaining to articulation of call to vocational ministry, salvation, sanctification, and Biblical timeline if needed.

Board of Ministry E-Signatures

Date: _____

Next Steps

Each Year for District License Renewal: Follow these Steps:

- [District License Application](#)
 - *due November 15th*
- Respond by deadlines to all District communication regarding the interview process
- [Pastor Ability Report](#)
 - Completed by your Local Church Pastor or Advisor
 - *due November 15th*
- [Board Recommendation to the District Assembly](#)
 - Completed by your Local Church Board and Pastor
 - *due December 15th*
- [Submit Updated Transcripts or Course of Study Completion Certificate](#)
- [Submit a copy of your Job Description if in assigned ministry](#)

Level Two District License Development

Exhibits increasing depth of theological understanding · Leads at Department level · Drives culture · Annual growth in discipleship making, administrative, and financial skills

Core Competencies

Active Prayer & Jesus Formation

- **Demonstrates increasingly less-anxious presence**
- **Practices healthy boundaries**
- **Able to effectively preach and pray with people towards salvation & sanctification**
- **Activates groups in rhythms of prayer**
- Maintains rhythms of Sabbath rest & spiritual formation
- Practices physical & financial stewardship
- Continually training to provide prayer & pastoral care in times of crisis, trauma, & mandatory reporting
- Leads the congregation to care for one another through groups ministry & effective prayer
- Is mentored by an ordained minister to officiate weddings, funerals, & to call on the sick

Disciple Making Vision

- **Completed (11-15) classes including History and Polity & Wesleyan Holiness**
- **District License for at least one year**
- **(1 – 1.5) years of service**
- **Actively pursues evangelistic opportunities personally & as a discipleship group leader and/or ministry team leader**
- **Able to clearly articulate God's unfolding story of salvation in Scripture**
- Able to clearly articulate what it means to be a follower of Jesus, including sanctification

Leadership Development

- **Coached on how to lead missional change effectively**
- **Motivated to lead by personal identity in Christ**
- **Understands and is becoming a differentiated self**
- **Has handed off leadership of group and/or team to another leader they have personally developed**
- **Able to lead others through discipleship systems**
- Effectively navigates conflict with others

Community Engagement

- Is thoughtfully applying Nazarene perspectives in current cultural contexts
- **Continues with Ministerial Development Cohort for intentional development and relationship building**
- **Clearly communicates and leads their ministry towards community-minded mission and mindset**
- Seeks authentic relationships across socio-economic barriers & people who do not follow Jesus
- Fosters awareness and connection with community resources
- Communicates the Gospel to others through their personal testimony
- Growing understanding of community needs
- Serves with groups outside church to meet community needs

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Level Two District License Interview

Exhibits increasing depth of theological understanding · Leads at Department level · Drives culture · Annual growth in discipleship making, administrative, and financial skills

Board of Ministry: Please include questions from all five sections during your interview. We suggest leaving the final 20 minutes of the interview to revisit call to vocational ministry, salvation, sanctification, or Biblical timeline *if needed*. See notes from Level One Interview. Please note strengths and weaknesses of candidate's replies. **Candidates should demonstrate growth in their application of Scripture.**

Candidate Interview Questions

I. About You...

- **Spend time discussing identified growth areas from the previous year. How have you grown as a leader this year?**

- What courses did you take this past year? Describe a time or two you were able to directly apply your education in your ministry context.

II. Active Prayer & Jesus Formation...

- How have you been stewarding your own personal health? (diet, exercise, family, Sabbath) What motivates you to be disciplined in these areas? What help do you need?

- **What training have you had in mandatory reporting? How do you know when you should make a mandatory report?**

III. Disciple Making Vision...

- What is the discipleship making vision in your local church? How do you participate?

- **Tell us about someone you have led to relationship with Jesus and how you have personally discipled them this year.**

-
- Covenant of Christian Character 21.1 (6): How would you explain tithing as a biblical principle of Christian stewardship to a membership class?

-
- Covenant of Christian Character 21.2 (1): What does it mean to take God's name in vain?

-
- Article 5 – Explain what is meant by 'original' and 'personal' sin.

-
- Article 6 – A member of your small group mentions they are struggling to understand why Jesus had to die on the cross. How might you explain the work of atonement to them?

-
- **Article 7 – Talk about the significance of the Wesleyan distinctive of Prevenient Grace in the Church of the Nazarene.**

-
- Article 8 – How do you respond to someone who says, "I heard Nazarenes believe you can lose your salvation, is that true?"

IV. Leadership Development...

- **How have you grown in self-awareness this year? How is that shaping your view on your giftedness and calling?**

-
- Describe a ministry conflict you have navigated this year. What tools helped you navigate it? How would you act differently in the future?

-
- Tell us about the team(s) you are leading this year. Describe any new insights about team development and dynamics.

V. *Community Engagement...*

- What have you done this year to become better acquainted with the needs in your community? What other organizations are helping meet those needs?

- **In what ways have you been actively involved in your community this past year?**

- Covenant of Christian Conduct 30.1: How would you counsel, nurture, and support a woman seeking your advice regarding an unwanted pregnancy?

- Covenant of Christian Conduct 30.5: How would you counsel an 87-year-old widower suffering from a painful terminal cancer with no cure in sight, asking you what you believe about ending his life mercifully?

- Covenant of Christian Conduct 30.6: You have been invited into a family discussion about starting or stopping life support for a parent. The family is divided on the decision. They turn to you for spiritual input and guidance. What is your response?

Board of Ministry: If not completed in Level One, please check if the candidate has thoroughly articulated a call to vocational ministry, salvation, sanctification, and Biblical timeline with Scripture (must be thoroughly successful *prior* to Year of Mentoring interview).

Call to Vocational Ministry (must be complete to move to Level Three)

Salvation (with Scripture)

Sanctification (with Scripture)

Biblical Timeline (with Scripture)

Please note anything further which will be helpful for next year's interview team.

Level Two District License Recommendation

Growth in leading others · Learning to develop Teams · Clearly articulates Nazarene Articles of Faith & the Story of God in Scripture

Recommendation

Candidate Name _____

- We strongly recommend for District License
- We recommend for District License with the following notable concerns:

- We do not recommend for District License (*choose this option if the candidate is unable to articulate a clear call to vocational ministry*)

Growth Goals: Board of Ministry: Please record candidate goals for the coming year, include anything pertaining to articulation of salvation, sanctification, and Biblical timeline if needed.

Board of Ministry E-Signatures

Date: _____

Next Steps

Each Year for District License Renewal: Follow these Steps:

- [District License Application](#)
 - *due November 15th*
- Respond by deadlines to all District communication regarding the interview process
- [Pastor Ability Report](#)
 - Completed by your Local Church Pastor or Advisor
 - *due November 15th*
- [Board Recommendation to the District Assembly](#)
 - Completed by your Local Church Board and Pastor
 - *due December 15th*
- [Submit Updated Transcripts or Course of Study Completion Certificate](#)
- [Submit a copy of your Job Description if in assigned ministry](#)

If preparing to interview for Year of Mentoring at Level Three:

- Have you completed two or more years of full-time ministerial service?
- Have you completed at least 22 courses of the Course of Study and will all educational requirements be complete in the next 14 months?
- Do you feel confident in your understanding of the material and practical ministry requirements for ordination?
- Submit your Year of Mentoring application in addition to your District License renewal paperwork

**If applying for the Year of Mentoring at Level Three, next year's district license interview will cover both Level Three and Level Four of this handbook.*

Level Three District License Development

Exhibits increasing depth of theological understanding · Leads at Department level · Drives culture · Annual growth in discipleship making, administrative, and financial skills

Core Competencies

Active Prayer & Jesus Formation

- **Creates Genogram with Cohort**
- **If married, completes marriage assessment with trained assessor**
- **Personality, behavioral & gifts assessments with facilitator**
- Demonstrates increasingly less-anxious presence
- Practices healthy boundaries
- Able to effectively preach and pray with people towards salvation & sanctification

Disciple Making Vision

- **Completed (16 – 21) classes including History and Polity & Wesleyan Holiness**
- **District License for at least two years**
- **(1.5 – 2.5) years of service (some candidates qualify for Year of Mentoring at Level Three)**
- Able to clearly articulate God's unfolding story of salvation in Scripture
- Able to clearly articulate what it means to be a follower of Jesus, including sanctification
- Actively pursues evangelistic opportunities personally & as a discipleship group leader and/or ministry team leader

Leadership Development

- Coached on how to lead missional change effectively
- Motivated to lead by personal identity in Christ
- Understands and is becoming a differentiated self
- Has handed off leadership of group and/or team to another leader they have personally developed
- Able to lead others through discipleship systems
- Effectively navigates conflict with others

Community Engagement

- **Enters relationship with other pastors and spiritual leaders in local community**
- Is thoughtfully applying Nazarene perspectives in current cultural contexts
- Continues with Ministerial Development Cohort for intentional development and relationship building
- Seeks authentic relationships across socio-economic barriers & with people who do not follow Jesus
- Fosters awareness and connection with community resources
- **Clearly communicates and leads their ministry towards community-minded mission and mindset**
- Communicates the Gospel to others through their personal testimony
- Growing understanding of community needs
- Serves with groups outside church to meet community needs

<https://orpac.org/developmentlibrary/>

Level Three District License Interview

Exhibits increasing depth of theological understanding · Leads at Department level · Drives culture · Annual growth in discipleship making, administrative, and financial skills

Board of Ministry: Please include questions from all five sections during your interview. If needed, we suggest leaving the final 20 minutes of the interview to revisit salvation, sanctification, and Biblical timeline (call to vocational ministry completed by Level Two). See notes from Level Two Interview. Please note strengths and weaknesses of candidate's replies. **Candidates should be consistent in application of Scripture.**

Candidate Interview Questions

I. About You...

- **Spend time discussing identified growth areas from the previous year. How have you grown as a leader this year?**

- What have been some of your greatest celebrations in ministry this year? Biggest challenges?

- What courses did you take this past year? Describe a time or two you were able to directly apply your education in your ministry context.

II. Active Prayer & Jesus Formation...

- **Describe your preaching experience so far. How did that go for you? How can you grow as a preacher and what are your plans to do so?**

- Imagine you are preaching a message on salvation. How might you call people to respond?

- **Covenant of Christian Character 21.2 (3), Covenant of Christian Conduct 31: Describe God's ideal for a life of sexual holiness for single and married people.**

What happens to society, families, and individuals when humans choose their own path apart from God's best plan? With whom are you accountable for your sexuality? How do you protect yourself from pornography?

III. Disciple Making Vision...

- How have you been leading people to spiritual practices and means of grace to nurture their development into Christlikeness? (Covenant of Christian Character 21.1(7))
-

- **Article 9 – Explain what is meant by the terms: Justification, Regeneration, and Adoption**
-

- Article 10 – Pretend you are explaining Entire Sanctification to someone who has never heard the term. Be sure to include scriptural support.
-

- How much growing is left to do after someone is entirely sanctified?
-

- Article 12 – Why is the sacrament of baptism important?
-

IV. Leadership Development...

- Tell us about a lay leader you have developed. How did you identify them as a leader? What did you do to develop them?
-

- Covenant of Christian Character 21.2(5): How have you (or will you) establish a culture in your ministry of healthy conflict resolution where gossip and slander are not tolerated? What is your role in building that culture?
-

- **How have you seen personal development in becoming a less-anxious leader? Where do you see ministry fruit as a result?**
-

V. *Community Engagement...*

- Who are some of the people you look to for mentorship and wise counsel?

- Article 11 – What do you hope for the Church? How would you encourage someone to become part of the community of faith?

- **Covenant of Christian Character 21.2 (3), Covenant of Christian Conduct 31: Describe some of the sensitivities you might encounter when a person in your ministry context identifies as bi-sexual, gay, transgendered, etc. What do you want to communicate in this setting?**

Board of Ministry: If not completed in Level One or Two, please check if the candidate has thoroughly articulated salvation, sanctification, and Biblical timeline with Scripture (must be thoroughly successful *prior* to Year of Mentoring interview).

Salvation (with Scripture)

Sanctification (with Scripture)

Biblical Timeline (with Scripture)

Please note anything further which will be helpful for next year's interview team.

Level Three District License Recommendation

Growth in leading others · Learning to develop Teams · Clearly articulates Nazarene Articles of Faith & the Story of God in Scripture

Recommendation

Candidate Name _____

- We strongly recommend for District License
- We recommend for District License with the following notable concerns:

- We do not recommend for District License
- We recommend into the Year of Mentoring

Growth Goals: Board of Ministry: Please record candidate goals for the coming year, include anything pertaining to articulation of salvation, sanctification, and Biblical timeline if needed.

Board of Ministry E-Signatures

Date: _____

Next Steps

Each Year for District License Renewal: Follow these Steps:

- [District License Application](#)
 - *due November 15th*
- Respond by deadlines to all District communication regarding the interview process
- [Pastor Ability Report](#)
 - Completed by your Local Church Pastor or Advisor
 - *due November 15th*
- [Board Recommendation to the District Assembly](#)
 - Completed by your Local Church Board and Pastor
 - *due December 15th*
- [Submit Updated Transcripts or Course of Study Completion Certificate](#)
- [Submit a copy of your Job Description if in assigned ministry](#)

If preparing to interview for Year of Mentoring at Level Four:

- Have you completed two or more years of full-time ministerial service?
- Have you completed at least 22 courses of the Course of Study and will all educational requirements be complete in the next 14 months?
- Do you feel confident in your understanding of the material and practical ministry requirements for ordination?
- Submit your Year of Mentoring application in addition to your District License renewal paperwork

Level Four District License Development

Creates organizational leadership · Leads through systems

Core Competencies

Active Prayer & Jesus Formation

- Created Genogram with Cohort
- If married, completes marriage assessment with trained assessor
- Personality, behavioral & gifts assessments with facilitator
- Demonstrates increasingly less-anxious presence
- Practices healthy boundaries
- Able to effectively preach and pray with people towards salvation & sanctification

Disciple Making Vision

- **Completed (22 – 25) classes including History and Polity & Wesleyan Holiness**
- **District License for at least three years**
- **2.5 or more years of service**
- Able to effectively preach & pray with people towards salvation & sanctification
- Actively pursues evangelistic opportunities personally & as a discipleship group leader and/or ministry team leader
- Has practiced administering Baptism & Communion

Leadership Development

- **Working understanding of church budgets & Funding the Mission**
- **Coached on leading board meetings by Ordained ORPAC ministers at various size churches**
- **Able to create and develop scalable teams**
- Coached on how to lead missional change effectively
- Motivated to lead by personal identity in Christ
- Understands and is becoming a differentiated self
- Has handed off leadership of group and/or team to another leader they have personally developed
- Able to lead others through discipleship systems
- Effectively navigates conflict with others

Community Engagement

- **Foster relationship with community resources**
- **Positive relationships with other pastors and spiritual leaders in local community**
- **Engages their ministry directly into community mission**
- **Year of Mentoring – takes initiative to establish meetings with Mentor**
- Is thoughtfully applying Nazarene perspectives in current cultural contexts
- Continues with Ministerial Development Cohort for intentional development and relationship building
- Seeks authentic relationships across socio-economic barriers & with people who do not follow Jesus
- Communicates the Gospel to others through their personal testimony

<https://orpac.org/developmentlibrary/>

Level Four District License Interview

Creates organizational leadership · Leads through systems

Board of Ministry: Please include questions from all five sections during your interview. Oregon Pacific District cares deeply about developing pastors theologically, practically, as leaders, and especially as Jesus followers. Please note strengths and weaknesses of candidate's replies. **Candidates must consistently apply Scripture in their responses.**

Candidate Interview Questions

I. About You...

- **Spend time discussing identified growth areas from the previous year. How have you grown as a leader this year?**

- **How have you seen God moving in ministry this year? What happened that caused doubt or confusion?**

II. Active Prayer & Jesus Formation

- **Article 14 – How do you incorporate prayer, practices, and teaching on our belief in divine healing into your ministry? Why is it important for people to understand this concept? What fears do you experience related to prayer or teaching on prayer?**

- **What new spiritual practice/s (discipline/s) have you personally engaged this year? What was your experience?**

III. Disciple Making Vision...

- **Who have you led into relationship with Jesus this year? How have you discipled them?**

- **Article 13 – How would you explain the significance of practicing the sacrament of Holy Communion to your group or congregation? What things should we highlight and remember as we approach the Lord's Table?**

- Article 15 – What do Nazarenes believe about Jesus’ Second Coming and why is it important?

- Article 16 – What do we believe about Resurrection, Judgment, and Destiny?

IV. Leadership Development...

- **Tell us about a leader you have developed and released and what they are doing now.**

- **What qualities or characteristics help you identify a leader?**

- Name one or two resources that have been most helpful in your leadership development this year.

- **What does leadership mean to you in the context of Christian ministry?**

V. Community Engagement...

- **Who are some of the people you look to for mentorship and wise counsel?**

- **How has interacting with service groups outside the church influenced you? Your church?**

Board of Ministry: Is the candidate able to thoroughly articulate salvation, sanctification, and Biblical timeline with Scripture (must be thoroughly successful *prior* to Year of Mentoring interview)?

Salvation (with Scripture)

Sanctification (with Scripture)

Biblical Timeline (with Scripture)

Please note anything further which will be helpful for next year's interview team.

Level Four District License Recommendation

Creates organizational leadership · Leads through systems

Recommendation

Candidate Name _____

- We strongly recommend for District License
- We recommend for District License with the following notable concerns:

- We do not recommend for District License
- We recommend into the Year of Mentoring

Growth Goals: Board of Ministry: Please record candidate goals for the coming year, include anything pertaining to articulation of salvation, sanctification, and Biblical timeline if needed.

Board of Ministry E-Signatures

Date: _____

Next Steps

Each Year for District License Renewal: Follow these Steps:

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- [Submit Updated Transcripts or Course of Study Completion Certificate](#)
- [Submit a copy of your Job Description if in assigned ministry](#)

If preparing to interview for Year of Mentoring Next Year

- Have you completed two or more years of full-time ministerial service?
- Have you completed at least 22 courses of the Course of Study and will all educational requirements be complete in the next 14 months?
- Do you feel confident in your understanding of the material and practical ministry requirements for ordination?
- Submit your Year of Mentoring application in addition to your District License renewal paperwork

Year of Mentoring Development

Creates organizational leadership · Leads through systems

Core Competencies

Active Prayer & Jesus Formation

- **Teaches, leads, or preaches a series on prayer**
- Created Genogram with Cohort
- If married, completes marriage assessment with trained assessor
- Personality, behavioral & gifts assessments with facilitator
- Demonstrates increasingly less-anxious presence
- Practices healthy boundaries
- Able to effectively preach and pray with people towards salvation & sanctification

Disciple Making Vision

- Completed (22 – 25) classes including History and Polity & Wesleyan Holiness
- District License for at least three years
- 2.5 or more years of service
- Able to effectively preach & pray with people towards salvation & sanctification
- Actively pursues evangelistic opportunities personally & as a discipleship group leader and/or ministry team leader
- Has practiced administering Baptism & Communion

Leadership Development

- Working understanding of church budgets & Funding the Mission
- Coached on leading board meetings by Ordained ORPAC ministers at various size churches
- Able to create and develop scalable teams
- Coached on how to lead missional change effectively
- Motivated to lead by personal identity in Christ
- Understands and is becoming a differentiated self
- Has handed off leadership of group and/or team to another leader they have personally developed
- Able to lead others through discipleship systems
- Effectively navigates conflict with others

Community Engagement

- Foster relationship with community resources
- Positive relationships with other pastors and spiritual leaders in local community
- Engages their ministry directly into community mission
- Year of Mentoring – takes initiative to establish meetings with Mentor
- Is thoughtfully applying Nazarene perspectives in current cultural contexts
- Seeks authentic relationships across socio-economic barriers & with people who do not follow Jesus
- Communicates the Gospel to others through their personal testimony

<https://orpac.org/developmentlibrary/>

Year of Mentoring Interview

Candidate Interview Questions

I. About You

How has God been growing you in ministry this year? Why do you feel it is time to enter this year of mentoring?

If married...

- How do you keep your marriage healthy and growing? What do you appreciate about one another?

- What does it mean to you to surrender to God's call as a couple? How do you each serve and support the work of the Church?

If single...

- Sometimes church communication and activities are oriented toward married people. How can the District and your Church support you as a single person?

Looking ahead...

- Considering all you have learned so far through mentoring, education, and experience; how do you see God using you in ministry in future?

Looking at the Ministerial Core Competency Chart, what are the top three things you would like to focus on in your year of mentoring?

- Understanding Church Finances
- Leading Effective Change
- Discipleship Systems
- Developing Leaders and Boards
- Engaging Culture
- Local and Global Mission
- Casting Compelling Vision
- Other..._____

II. Active Prayer & Jesus Formation

- Describe your sense of readiness for preaching? How do you go about preparing a sermon? What experience do you hope to gain in this area over the next year?

- **What are some things you have done to practice healthy boundaries as you lead?**

- When providing pastoral care to congregants, what are some common themes you have helped them walk through? What resources do you often reference or refer people to?

III. Disciple Making Vision

- What is the purpose of discipleship? What is the disciple making vision in your local context? How are you leading people towards discipleship?

IV. Leadership Development

- **Anyone who leads anything will eventually be criticized. When have you faced criticism as a leader? How did you respond? What did you learn?**

- We also face conflict as leaders. How do you handle conflict in ways that honor God and bring unity in the Church?

V. Community Engagement

- **How are you leading the church to grow as a positive witness to your community?**

- What systems do you need to develop further to have greater community impact?

Year of Mentoring Recommendation

Creates organizational leadership · Leads through systems

Candidate Name _____

Recommendation

We strongly recommend for Year of Mentoring:

Name of Mentor _____

We do not recommend for Year of Mentoring

Board of Ministry E-Signatures

Date: _____

_____	_____
_____	_____
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Growth Goals and Notes for Assigned Mentor:

Board of Ministry: Please record candidate goals for the coming year.

Ordination – Interview

Candidate Interview Questions

I. About You

- Looking back on the past year, tell us about a ‘milestone’ in your ministerial development.

- "Tell us about your Year of Mentoring experience. What worked well for you? What didn't? How can the District better equip ministers pursuing ordination in the Church of the Nazarene while maintaining high standards of evaluation?"

If married...

- To Spouse: Describe your feelings, positive, negative, and otherwise when you think of your spouse being called to serve the church for life.

- To the couple: Have you had clear conversations about expectations for the role of the spouse in ministry? How will you maintain healthy boundaries between home and church?

- If there are/will be children: Have you discussed the impact of being raised as “Pastor’s Kids?” What special concerns do you have for your family?

If single...

- Sometimes church communication and activities are oriented toward married people. How can the District and your Church support you as a single person?

Looking ahead...

- Considering all you have learned so far through mentoring, education, and experience; how do you see God using you in ministry in future?

II. Core Competencies

- What have you learned about creating and sustaining healthy church culture?

- Describe your Spirit-inspired vision for disciple making.

- What is your plan for continued personal growth? Include educational, transformational, etc.

- Tell us about your current participation in community life and/or ministry outside of church.

Board of Ministry:

Please ask follow-up questions pertaining to focus areas from the Candidate's Year of Mentoring recommendation.

Ordination - Recommendation

Demonstrates visionary leadership · Inspires and engages others through vision

Candidate Name _____

Recommendation

- We strongly recommend for Ordination
- We do not recommend for Ordination
- We recommend another Year of Mentoring

Assigned Mentor: _____

Board of Ministry E-Signatures

Date: _____

_____	_____
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Growth Goals and Notes for Ordination Mentor:

Board of Ministry: Please record candidate goals for the coming year.
