

The Pastor/Mentor's Guide
for the

MINISTERIAL JOURNEY

Sourcebook for Ministerial Development
SUPPLEMENT



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



Context

Content

Competency

Character

The Pastor/Mentor Guide for the Ministerial Journey

Sourcebook for Ministerial Development
Supplement

Clergy Services
Church of the Nazarene

FORWARD

This is the pastor/mentor's "travel guide" about the new system for ministerial development. It provides helpful suggestions to pastor/mentors as they guide candidates toward fulfilling their calling.

The responsibility of developing ministers does not belong exclusively to the college or university. Ministerial development is the responsibility of the *whole* church, beginning in the local congregation. 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 21st century must be shaped so they can uncompromisingly announce the message with integrity and conviction to a secularized culture unlike preceding generations.

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

The new approach to 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 learning as well as a strong motivational base (**Competency**).

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

The **roadbed** represents spiritual formation and serves as the base on which everything rests (**Character**.) Beginning with a new set of values, the information (**Content**), the field

experiences (**Competency**), and our reflection on both (**Context**) will take us on a different set of tracks.

It is important to keep a balance among these four essential elements for:

- > 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 as positive relationships are developed between board members and candidates. Developing such personal connections before interview time builds confidence. A spirit of openness and a sense of freedom enhance meetings with local and district boards.

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 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 support and understand our deep concern to uphold a high standard for ministry in the church.

During interviews the candidate will be sharing his/her spiritual journey particularly as it relates to God's call on his/her life. 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 for the interview process.*

We recognize the risk that questions contained in this guide might cause interviews to become 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.

All of us who are growing with a dynamic faith continue to wrestle with unanswered questions. Otherwise, it would not be faith that we possess. 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 unwaveringly committed.

The call of God comes to each of us in different ways. There is a temptation for the potential candidate to hesitate to announce he/she is called for fear of being mistaken. Members of your board and your congregation should be committed to help clarify the candidate's call and to test the validity of that call.

Candidates should be encouraged to follow their heart and be empowered to declare God's call upon their life. Their relationship with you gives them an opportunity to explore the possibilities of Christian service within the range of their gifts and graces. Hopefully you will be available to help in the early formation of their ministry desires and objectives. As a trusted friend you can help them evaluate their gifts and strengths needed for effective ministry.

We hope the candidate will have a dynamic and fruitful relationship with you. 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 may be supervising them.

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

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****Encourage candidates to register their call with you on the form that is included in the *Sourcebook for Ministerial Development*. This is not enrollment in the Course of Study. It is only a declaration of their call. Additional forms may be ordered from Nazarene Publishing. Registering their call begins the process of ministerial development. It will help them connect with important people in their life who will assist them in taking the steps to know more fully what God is saying to them about their specific role of ministry.**

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

Pastor/Mentor Guide: Preliminary Questions

The following questions are to help you as a pastor/mentor develop a relationship with a prospective ministerial candidate. The questions flow from the content in Stage One of the *Sourcebook for Ministerial Development*. They are not meant to put words in your mouth. 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 may be necessary, particularly if you have known the person for some time. Our hope is you will feel the candidate's excitement in taking these first steps of a new journey and lead the way with a renewed sense of fulfillment and justified pride.

I. Background Issues

1. Describe the occasion when God first became more than just a word to you.
2. What does God mean to you now?
3. In your opinion when does a person first experience the grace of God?
4. Does the term "salvation" have a special meaning to you? How have you come to understand that term at this point in your life?
5. In practical terms, how would you define "sanctification?" Entire sanctification?
6. Is there anything special about the way the doctrine of entire sanctification is to be understood in the Church of the Nazarene?
7. If you were to talk to a friend about Christ, what would you say?
8. How would you explain to your friend what a life of holiness is like?
9. Why would you want anyone to become involved with you in the ministries of the Church of the Nazarene?
10. Is there anything special about your sensing God's call upon your life to enter the ministry? Are there any apprehensions or hesitations? If so, what are they?
11. Do you have any questions about your call? About your relationship with God? About your relationship with the church?
12. Even without all questions being answered and without obligation (except to follow God's will, as you understand it), are you willing to register your call with the district and the general Clergy Services?
13. Are you willing to remain open to God's spiritual guidance and providential pressures toward new understandings of His will?
14. Will you continue your relationship with your pastor/mentor for encouragement, opportunities for service and ministry development?

II. Exploring Your Call

1. After reading *Manual* paragraphs 400-401.5; 408 on the "Call and Qualifications of the Minister," how do you understand the difference between an ordained elder, an ordained deacon, and a lay minister's certificate?
2. According to *Manual* 420 what does the term "pastoral service" include?

3. How do you understand the direction of ministry God may be leading you to take? Do you have any leanings toward something specific?
4. What spiritual activities do you enjoy participating in the most? What things do you feel most comfortable in doing related to ministry?
5. What have others said about your gifts or recognize you do well that relate to ministry?
6. Are you willing to take the *Ministry and Gifts Survey* and talk about its results?
7. How did you summarize *Manual* paragraphs 400-401.5 on the "Call and Qualifications of the Minister? (Reflections should be recorded on *Forms F 5 and 6* in the *Sourcebook for Ministerial Development* as indicated in paragraphs 436.12-14) Do you have any questions about this material?
8. How did you summarize *Manual* paragraphs 402-423.1 on the "Categories and Roles of Ministry? (Reflections should be recorded on *Forms F 7 and 8* in the *Sourcebook for Ministerial Development* as indicated in paragraphs 436.15-16) Do you have any questions about this material?
9. What feelings did you have while reading the various "Ministry Specialties" listed in the *Sourcebook for Ministerial Development* paragraphs 436.18-58? What specialties interest you? Why?
10. How did you respond to the questions listed in the *Sourcebook for Ministerial Development* paragraph 436.59? What are your strong points? What areas would you like to improve? How can you improve in these areas? (Reflections should be recorded on *Forms F 9* in the *Sourcebook for Ministerial Development*)
11. Are you aware that there will be times when you will question your call? When those times come, are you willing to talk with your mentor about your questions?
12. Will you diligently pray to seek God's will about your questions?

III. Discovering the Church of the Nazarene

1. How did you summarize your understandings of what Nazarenes believe as found in *Manual* paragraphs 1-41 (Parts II and III)? What feelings and questions do you have on this section? (Reflections should be recorded on *Forms F 10* in the *Sourcebook for Ministerial Development* as indicated in paragraphs 436.62)
2. What questions do you have from your review of *Manual* paragraphs 100-161.8 on "Local Government?"
3. How do you understand God's vision for the church as described in *Sourcebook for Ministerial Development* paragraph 436.65?

IV. Certifying Your Call and Ministry

1. What response do you have to *Manual* paragraphs 426-435.8 on "Credentials and Ministerial Regulations?"
2. What are the steps involved in getting a local minister's license? Are you ready to complete the application and be interviewed by the church board?
3. What were your feelings during your meeting with the local church board? How did you record those feelings in your journal (SMD, *Forms F-12*)?
4. How did you feel during the local covenant service? What did you record about those feelings in your journal (SMD, *Forms F-12*)?