

**SOURCEBOOK FOR  
MINISTERIAL DEVELOPMENT  
2019-2024**

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CHURCH OF THE NAZARENE, MESOAMERICA AND SOUTH AMERICA REGIONS

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## INTRODUCTION

It is a great privilege to present this *Sourcebook for Ministerial Development* for the period of 2019-2024 to the people of the Nazarene Church in Mesoamerica and South America. This new version of the *Sourcebook* has a defined mission: to facilitate the development of servant-leaders in our region by providing details of the “ministerial journey” from the time of the call to lifelong learning. We trust that this *Sourcebook* will be a tool that serves Nazarene ministers at the local and district levels, as well as our theological institutions. Every pastor, every district superintendent, every president and director of theological education, and every teacher should be familiar with it and widely disseminate it.

This *Sourcebook* is the result of the work of Nazarene leaders around the world who gathered for five years to introduce universal Biblical principles in all matters relating to the ongoing preparation for ministry. These principles and guidelines were approved by the General Board, the Board of General Superintendents, and finally by the General Assembly of the Church of the Nazarene in 1997.

The General Assembly proposed in the *Manual of the Church of the Nazarene* the creation of a *Sourcebook* for each region or linguistic group. This *Sourcebook* is a continuation of the *Manual* and marks the minimum standards for training and continuing education for ministers in the Church of the Nazarene in the Mesoamerica and South America Regions.

The rules of this *Sourcebook* were created by a committee of presidents of institutions, teachers, district superintendents, educators, pastors, and lay and specialized education administrators. The General Board and the Board of General Superintendents approved the rules of the *Sourcebook*. For the period 2019-2024, it has been thoroughly reviewed and reaffirmed by the regional course of study advisory committees (RCOSAC) whose members were appointed by the Regional Advisory Councils (RAC) of both regions.

The *Sourcebook for Ministerial Development* is an invaluable tool for the District Ministerial Studies Board, the District Ministerial Credentials Board, all local and district ministers, every pastor, and every person called to Christian ministry. The *Sourcebook for Ministerial Development* will show the pathway to either ordination as a Deacon or an Elder.

The importance of the *Sourcebook for Ministerial Development* is that it ensures minimal preparation for each minister in the Church of the Nazarene preserving theological integrity and minimal practice guidelines for the ministry in the Church of the Nazarene.

The *Sourcebook for Ministerial Development* has the same level of authority with regard to the requirements for the ministry as the *Manual of the Church of the Nazarene*.

The purpose of the Church of the Nazarene is clear: to make Christ-like disciples in the nations. Our core values are simple: we are a Christian, holy and missional people.

May the Lord grant that this *Sourcebook for Ministerial Development* be an inspiration to thousands of people that God is calling in our regions to conduct a ministry of excellence for the extension of His kingdom on this earth.

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## **CHAPTER I**

### **THE CALL TO THE MINISTRY**

The call to the ministry

Learning about your call

Functions in the Body of Christ

Understanding the nature and structure of the Body of Christ

Confirming the call

Accepting the call

Learning about the certification of your calling and ministry

The District Ministerial Studies Board

## CHAPTER I

**539. THE CALL TO THE MINISTRY.** Welcome. It is likely you are reading this *Sourcebook for Ministerial Development* because you have shared with your pastor, district superintendent or teacher of a theological institution that you have been called to the ministry or think you are being called to ministry. It is also possible that your pastor, district superintendent or teacher has asked you to read this section, because they have observed that you have gifts for ministry that you desire to use to serve the Lord as He calls.

**539.1. Learning about your call.** The Church of the Nazarene believes in the individual experience of being called and in the confirmation by the Body of Christ. The church assumes that your call is genuine; however, each testimony must be confirmed by God, who gives "gifts and abilities" suitable for ministry.

The Church of the Nazarene recognizes various types of ministry. *An ordained elder* is a person with a call to lifetime ministry with a preaching commitment. *An ordained deacon* is a person with a call to a lifetime of ministry that does not necessarily include a call to preach. *A district licensed minister* is the person who has been licensed by the District Assembly who is proceeding towards ordination. Another category is the *certified lay minister*. People with this last designation are called to minister but feel called to "a public and official work of the ministry" and do not plan to devote all their lives to the ministry (*Manual* 503).

The ordained minister and ministers with district licenses with an active placement can be designated the credential code of "assigned minister." Pastoral Service (*Manual* 523) includes the ministry of a pastor or an associate pastor, who may serve in specialized areas of ministry recognized and approved by the appropriate governing, licensing, and endorsing agencies. A member of the clergy called to any of these levels of pastoral service in connection with a church may be considered an assigned minister. An ordained minister without an active assignment is called "unassigned" (*Manual* 538).

The Church of the Nazarene recognizes that God calls us to serve in many ways. This section describes most of the functions from which a person may choose. Ministerial functions and references from the *Manual* are included below.

**Functions in the Body of Christ:** There are necessary academic requirements for any of the ministerial functions [specialties] in order to comply with the minimum program of the *Sourcebook for Ministerial Development* to be considered part of the clergy (licensed minister, deacon, elder). You are advised to take additional courses specializing in the relevant ministerial area. For the practical requirements see the *Manual* (504, 533.3, 534.3).

**Administrator** (*Manual* 506). The administrator will be considered a deacon.

**Chaplain** (*Manual* 507). Chaplains will be considered deacons unless they also have the call to preach, in which case they could be considered an Elder upon completing the requirements set in the *Manual*.

**Educator** (*Manual* 509). The educator is an elder, deacon, or licensed minister employed to serve on the administrative staff or faculty of one of the educational institutions of the Church of the Nazarene.

**Minister of Christian Education** (*Manual* 511). A member of the clergy responsible for the Christian education of a local church or district. The minister of Christian education will be considered a deacon.

**Evangelist** (*Manual* 510).

**Minister of Music** (*Manual* 512). The minister of music will be considered a deacon.

**Minister for age groups** (children, adolescents, youth, etc.). Such a minister will be considered a deacon.

**Pastor** (*Manual* 514).

**Missionary** (*Manual* 513). The missionary is a member of the clergy or a layperson who has been appointed by the General Board to minister for the church through the Global Mission Committee. A missionary with an appointment and having a ministerial credential shall be considered an assigned minister.

If the assignment is of a technical nature, the missionary does not need to follow this *Sourcebook for Ministerial Development*. The Sourcebook should be followed if the assignment requires the missionary to be part of the clergy.

**Lay Minister** (*Manual* 503.2). There are many ministry opportunities that can allow you to be part of the ministerial body. Consult your church authority for guidance on the process to follow (see *Manual* 529).

*Note: This is only a selection of the various ministries. We recognize that there are a wide variety of ministries in the church.*

**539.2. Confirming the call.** During the early years of ministry, you will be asked to describe your call to various church representatives. In difficult times, your call will serve as a fulcrum. To help you have confidence in your calling, describe it up this point; include date or time period(s) and experience(s) that have led you to think that God is calling you to Christian ministry.

**539.3. Accepting the call.** After reporting on some general aspects of your call and feeling sure that God is calling you to ministry, we welcome you to accept the challenge of journeying on this wonderful road, starting with academic preparation that leads to ordination in the Church of the Nazarene. You are joining the ranks of those who have said, "Here I am" as they stand in front of the great fields that are ready for harvest.

**539.4. Understanding the nature and structure of the Body of Christ.** The community is the main context of the church. Its purpose in ministry is to win others to Christ and to integrate them into the life of the church. For this reason, it is extremely important that you understand the nature and structure of the Body of Christ. This task involves several dimensions. Each church, whether independent or part of a denomination, has a structure

to preserve and develop the spiritual life of its members. You need to know the institutional and political structures of the Church of the Nazarene. These are important resources for ministry.

Read the *Manual*, chapter 1 on "Local Government" (100s). It will be convenient to periodically review this section. It describes the basic structures that a local congregation uses to function effectively for Christ, including the responsibilities of the Pastor and the Church Board. You must learn to serve well as a layman in a local church before having the opportunity to serve in other areas of the organizational structure. At the appropriate time, you also need to read chapter 2 on "District Government" (200s) and Chapter 3 "General Government" (300s).

It is as important to know the administrative and institutional structures of the church, so as to understand and accept God's vision for the church. If you are or have been a member of a healthy church, you have already experienced some key elements of the vision of God for the church. You should give special attention to the theology of the church in preparation for ministry. At this point, you should be aware that the church is a divine institution with a human organization and a theological reality. The New Testament sees the Church as the Body of Christ. In 1 Peter 2:11 the church is described "as strangers and pilgrims." We live in this world, but our true home is the Kingdom of God.

**539.5. Learning about the certification of your calling and ministry.** The Church of the Nazarene emphasizes the importance of its ministers being in good standing. You have already begun this process by talking to your pastor, District Superintendent or teacher and have received their guidance. The church has developed a system whereby your relationship is certified in several areas. Read the *Manual* paragraphs 531-540.12 on "Credentials and Ministerial Regulations."

**539.6. The District Ministerial Studies Board.** When you are aware of your call, you should ask your pastor to enroll you in the District Ministerial Studies Board. The District Board of Ministerial Studies will make the church aware of your calling through the various entities of the church (local church, district, and general church).

Note that the theological institution in your jurisdiction will administer a clinical psychology diagnostic test to determine your mental and emotional health. The results will be strictly confidential. You will be responsible to seek help if necessary, to resolve any situation(s) that might result from the outcome of the test.

You should be able to provide evidence that you are working to maintain good health.

## **CHAPTER II**

### **EDUCATIONAL PREPARATION**

Educational Preparation

The dimensions of educational preparation

Possibilities of educational preparation

Mixed programs

Time limit

Guidelines for approval of educational programs

General objectives of the curriculum

Become familiar with the names and course descriptions for ordination

## CHAPTER II

**540. EDUCATIONAL PREPARATION.** The Church of the Nazarene believes a call to the ministry is also a call to prepare. A significant part of the preparation is education. This led our church from the beginning to establish institutions and systems of education.

Education for ministry in the Church of the Nazarene includes both general and theological education. General education fosters a growing understanding of the historic and current context in which the minister is called to serve. Theological education is an essential part of spiritual development and character formation. It also makes the rich resources of the Christian faith accessible to the individual, enabling the minister to serve humankind and meet societal needs redemptively.

**540.1. The dimensions of educational preparation.** There are four major elements of the educational preparation of ministers (Content, Competence, Character and Context). Content is related to "KNOWING" (mastery of a body of basic Biblical, theological, and historical knowledge). Competence has to do with the "DOING" (developing skills and professional abilities for ministerial practice). Character refers to "BEING" (developing the personal qualities of the minister in character, ethics, spirituality, and family and interpersonal relationships). Context is related to the "PLACE OF MINISTRY" (the context in which the minister serves, including the social, political, religious, cultural, and denominational environments). These four dimensions must be taken into account to a greater or lesser extent in all courses for ordination (*Manual* 529.3). It is recommended that all courses should have the 4 "C," and all should be found in the dimensions of the educational process. These dimensions should be reflected in the course plan, objectives, methodology and evaluation system.

**540.2. Possibilities of educational preparation.** We will explain the possibilities of educational preparation that you have within the Church of the Nazarene. The minimum educational requirement to be recommended as a candidate for ordination is the completion of thirty courses (90 credits) plus supervised practices outlined in this *Sourcebook for Ministerial Development 2019-2024*. This educational preparation may take place through a variety of different delivery systems in any of the theological institutions approved by the South America and Mesoamerica Regions. Any program of a district (offered face to face, decentralized or virtual classes), which is not recognized by one of the institutions in the region, will not be accepted for ordination.

**540.3. Mixed programs.** Any credit received from a diploma, degree or postgraduate studies program will relate only to future graduation for the Program of Ministerial Studies and not for credits for a Diploma, Bachelor, or master's degree. If an educational institution recognizes any study at another institution this will be strictly a decision of that institution.

**540.4. Time limit.** The International Ministerial Development adopted by the International Course of Study Advisory Committee (ICOSAC) affirms that the minimum time required to complete the educational requirements for ordination is three years of full-time study or the equivalent. On the other hand, from the date that the first District License is granted,

the candidate has 10 years to complete the program of study regardless of the education provider he or she may choose (*Manual* 532.4).

540.5. Guide to approve educational programs. The Regional Advisory Committee for the Course of Study (RCOSAC) has approved a program that meets the requirements of ministerial education. The Ministry of Regional Education has submitted this program to the International Course of Study Advisory Committee (ICOSAC) for ratification. Once ratified, it is presented to the General Board for acceptance by the Board of General Superintendents. When the student successfully completes this program, they graduate from the Course of Study (540.10) and (*Manual* 529.1)

Study programs with the objectives of the courses, the outcomes and requirements in accordance with the objectives, must be filed in the institution of theological education with a description of how the objectives are to be met and how the expected skills are to be developed in the curriculum. The Commissioner of Education and/or the Regional Education Coordinator will audit them when considered necessary. Every responsible institution will provide signed certificates with the statement of the student's progress in the program and will do so when the student has graduated. The student will then present the certificate to the District Ministerial Studies Board.

**540.6. General objectives of the curriculum.** To achieve the goals of the Church of the Nazarene for all its ministers, the church has adopted a program of study that focuses on content, competence, character, and context. These are the minimum objectives to be achieved in the ministerial program chosen; each course will reflect on "being," "knowing," and "doing," during the minister's training. According to the *Manual* (529.3), the following categories describe a validated program of studies:

- *Content.* Knowledge of the content of the Old and New Testaments, the theology of the Christian faith, and the history and mission of the Church are essential for ministry. Knowledge of how to interpret Scripture, the doctrine of holiness and our Wesleyan distinctives, and the history and polity of the Church of the Nazarene must be included in these courses.
- *Competency.* Skills in oral and written communication; management and leadership; finance; and analytical thinking are also essential for ministry. In addition to general education in these areas, courses providing skills in preaching, pastoral care and counseling, Biblical exegesis, worship, effective evangelism, Biblical stewardship of life resources, Christian education and church administration must be included. Graduation from a validated course of study requires the partnering of the educational provider and a local church to direct students in ministerial practices and competency development.
- *Character.* Personal growth in character, ethics, spirituality, and personal and family relationship is vital for the ministry. Courses addressing the areas of Christian ethics, spiritual formation, human development, the person of the minister, and marriage and family dynamics must be included.
- *Context.* The minister must understand both the historical and contemporary context and interpret the worldview and social environment of the culture where the Church witnesses. Courses that address the concerns of anthropology and sociology, cross-cultural communication, missions, and social studies must be included (*Manual* 529.3).

**It is expected that the Nazarene minister will BE:**

- **Christian:** The Holy Spirit has testified to your heart that God has saved you through the blood of Christ.
- **Holy:** God has completely sanctified you by the baptism with the Holy Spirit, which is reflected an ethical character in all dealings.
- **Loving:** Love God with all your heart, soul, mind, and strength...
- **Spiritual:** Know God and have an intimate and continuing relationship with Him. Seek the fruit of the Holy Spirit and reflect this in dealing with others.
- **Wise:** Discernment, common sense, and objectivity.
- **Healthy:** Physically, emotionally, and mentally.

**It is expected that the Nazarene minister will KNOW:**

- **The Bible:** have extensive knowledge of Scripture and interpretation methods.
- **The classical theological disciplines:** spirituality, Arminian-Wesleyan Christian theology, worship, ethics, missions, Christian education.
- **The historical heritage of the Christian Church and the Church of the Nazarene, the Manual of the Church of the Nazarene.**
- **Humanities:** philosophy, psychology, sociology, communication, history, Christian ethics, homiletics, contemporary trends, current social issues, environmental charities, and political situations of the day.
- **Relational disciplines:** leadership, management, family, interpersonal dynamics, and resolution of group conflict, church administration, and laws governing the political context of the student's environment.

**It is expected that the Nazarene minister will DO the following:**

- **Practice a consistent devotional life:** Spiritual disciplines (prayer, fasting, spiritual journal, Bible reading, Bible study, individual retreats, silence, Biblical reflection, communal prayer, spiritual mentoring, etc.).
- **Mission:** Fulfill the Great Commission "making" disciples of all nations (Matthew 28:19).
- **Practical Ministry:** Teaching, preaching, serving, the sacraments, ecclesiastical ceremonies, praise and worship, counseling, sensitivity to everyday situations, hospitality, leadership and management, strategic planning.
- **Training:** Equipping the saints for the work of ministry.

- **Family development:** Making conscious and deliberate plans to develop the spiritual, social, and cultural life of your own family.
- **Stewardship of resources:** Ministers should establish a savings plan for retirement and health care.
- **Constant personal development:** Academic, cultural, social.

You should study these expected outcomes at the beginning of your ministerial preparation and periodically look at them again. Maybe you will get discouraged when you first examine them, because there is so much you need to know, be and accomplish in ministry. However, you are not asked to identify these expected outcomes to discourage you. On the contrary, we want to help you focus your efforts in reaching your full potential and become a great servant of God. It will be very useful to know the expected outcomes to help you better study. You will know where you need to concentrate your efforts and improve your service to God throughout your life.

**540.7. Effective use of the 4Cs in the ordination curriculum approved by the International Course of Study Advisory Committee (ICOSAC).** All of our institutions recognize the importance of the 4Cs, along with the continuous recognition of current changes in their operational environment, in the focus on education in general and in this field of action in particular. Indeed, as a unique approach to underpinning our training programs, it has been worthy of emulation by other training institutions. However, it is imperative that we review the efficacy and weight of the prescribed numerical measures of the 4Cs in the design of the curriculum.

The obvious and fundamental purpose of the 4Cs is to train and develop a person with a certain profile, one who has the call of God to show a consistent character, have the required knowledge, understand the context (adaptability) and demonstrate a level of skill (competence) that should continue as you advance in ministerial work. Numerical prescriptions can be a distraction from these same fundamental qualitative prescriptions as they do not add anything to what is a process focused more on the student than the prescriber (teacher). The student's need for the contents, capacities, character, and context as a whole is what should drive the process of ensuring the requirement of the fundamental qualitative values of the 4<sup>th</sup>C. In fact, if one studies the approach of Christ (pedagogy / andragogy) in forming and training disciples, he will see a holistic approach of: focus on the person; the content or knowledge; delivery through parables (nowadays we call scenarios) with questions and analysis; their examples and precepts; practical assignments -tasks- / exercises with reports, etc., which deal with character, capacities, content and context.

Our prescription of the 4 Cs has to be a qualitative expression about the “emphasis” in the design phase, the delivery or implementation phase and in the final evaluation phase. In addition, the curriculum design has to indicate the student's progression in assimilating these fundamental values reflected in the 4Cs in their knowledge (content), abilities (capacities), their psychosocial and spiritual capacity (character) and their ability to adapt (

context), so that they can progress through the curriculum. Also, it is necessary that there be an integration throughout the curriculum so that the holistic way of development of the person is not lost, for Christian leadership in the Nazarene tradition.

From all this, it becomes clear that the impartation of content or knowledge is the basis of the training reflected by the cognitive demands in the student's progression. However, the focus has to be on the main issue and with the correct level of emphasis throughout the curriculum. There may be cases where there is very little emphasis on a particular "C", depending on where the student's level of progress is. The last section of this 2019-2024 Sourcebook for Ministerial Development provides the list and description of the courses required for ordination in your language with the 4Cs emphasis for each of them.

#### **540.8 The approach by ministerial competencies of the 4 Cs.**

Theological education seeks the transformation of the minister as a person, to enable him or her to fulfill the mission of God for the church.

Within this frame of reference, we understand the concept of Ministerial Competence, as the integration of a set of knowledge, which ensures that in the performance of their tasks, a student does something well done and contextually relevant and significant. The ministerial competencies approach integrates holistically, knowledge, skills or abilities, values and attitudes, in life and ministerial contexts, in order to achieve an integral transformation of the person and the future minister of God, to fulfill with excellence the mission of God in the world.

The approach by ministerial competencies helps to better evaluate the quality indicators of the 4 "C". It provides the best alternative for the construction of the thirty study programs (Syllables), of ordination.

The ministerial competencies approach involves at least three movements: a) From the focus on mere knowledge, to the focus on the comprehensive performance of the student in complex ministry situations.

b) From the knowledge approach to the knowledge society approach. In other words, education must contextualize knowledge within a concrete or specific reality. Be it local, regional, or global.

c) From the teaching approach to the learning approach. The question that a theological institution must ask itself is with what resources and from what contexts do students come to our classrooms?

In summary, the approach by ministerial competencies helps us to comply with the 4 Cs of Content, Competency, Character and Context, with a qualitative approach that integrates the different knowledge in a single syllable, for the integral transformation of the minister.

**540.9. Names and descriptions of courses for ordination.**

As already mentioned, the last section of this 2019-2024 Sourcebook for Ministerial Development provides the name and description of the courses required for ordination in the various languages.

**540.10 Recognition of satisfactory completion of all corresponding educational requirements.** The institution in jurisdiction will offer each student a Certificate in Ministerial Studies (or similar depending on the student's geographic area) upon satisfactory completion of the educational requirements.

## CHAPTER III

### LICENSES AND ORDINATION

Learn what happens before ordination

Local Minister's License

Renewal of the Local Minister's License

District Minister's License

Renewal of the District Minister's License

Registration with the District Ministerial Studies Board

Meetings with District Ministerial Credentials Board

Approval of the District Assembly to grant licenses

Learn about ordination

Ordination and its importance

Ordination is an act that gives authority

Ordination is a confirming act

Ordination is a spiritual and theological act

A focus on personal growth

Ordination: a privilege, not a right

Recognition of Elder's credentials

The ordination service

Find out what follows ordination

## CHAPTER III

**541. LICENSES AND ORDINATION.** While you are in the educational path of ministerial preparation, you may think that life will be much simpler and easier after you complete your program of study. However, the reality is usually different. The stage of formal education also includes finding a place to serve and being able to practice what is been learned.

Next, we want to share with you the process toward ordination, which begins immediately upon starting your ministerial career.

**541.1. Learn what happens before ordination.** While you are receiving academic preparation you also begin a period of being a "candidate." This usually refers to a time of ministry experience that will lead to ordination as a minister of the gospel of Christ. In the Church of the Nazarene, this stage is described as "receiving licenses" first from the Local Church then from the District.

The *Manual* sets out the starting points of the nomination procedure. The delivery of the Local Minister's License is the first step, and that decision is made by a vote of the board of the Local Church on the recommendation of your pastor (*Manual 531.1*). The second major step is the delivery of a District Minister's license. This requires a recommendation from the Board of the Local Church to the District Ministerial Credentials Board who will take a vote to recommend you as a candidate or not to the District Assembly (*Manual 532*). If the District Assembly approves the recommendation of the Credentials Board, the final step is the approval of the General Superintendent in the District Assembly (*Manual 534.3*).

A significant part of the stage of the "application" is to discover the gifts and graces for ministry. Learning can happen in conference rooms, in the classroom, and in the practical experience that takes place in the church.

Just as the educational process requires evaluation of the experiences of teachers and educational systems, there is a similar requirement of assessment of the candidate's ministry in the practice of the local church and district.

If your ministerial career is similar to that of the majority, then there will be an overlap between the educational process and the period of candidature. If the process is ideal, you will get your first Local Minister's License and the first District License while you are still in the educational process. However, the process of being a candidate for ministry starts with the commencement of formal ministry, and you will be accountable to the minister of the Local Church and to the District Ministerial Credentials Board. In the normal process, you end your educational preparation of three years of full-time studies as a District Licensed Minister. At this point, the District Ministerial Credentials Board may consider the issue of whether you are ready or not to be ordained.

If your ministerial career does not follow the process outlined above, do not feel alone. Many people called to ministry are in a full-time ministry while they are in the process of completing the educational expectations. Even if you are going to a school, either a Bible

college, seminary, decentralized education or graduate program for educational preparation, it is very important to make contact with the District Ministerial Credentials Board and request credentials at the same time as you develop your local or district ministry.

The stages of the nomination should occur while you are in ministry. The way you coordinate your educational preparation and application may not be identical to that of another person; however, all ministers who aspire to ordination in the Church of the Nazarene must complete the educational part and the application process. To facilitate your ministerial career, we will try to answer some questions related to it and the steps to get there.

Depending on your age, maturity, ministry gifts and tasks fulfilled in the local church, your pastor will decide when it is appropriate to recommend you to have a Local Minister's License. It may take several months or perhaps years while your pastor observes and ask you questions about the understanding of your call. He or she may seek advice and guidance from other spiritual leaders as part of the process of clarifying your call.

**541.2. Local Minister's License.** Once your pastor has concluded that it is appropriate to recommend you, you will be given an application form and your request will be considered at the next meeting of your local Church Board. You need to complete the application form and return it to your pastor. You will then be invited to the board meeting to present your testimony giving special emphasis to your call. The board may ask you questions. If you are married, they may ask you to bring your spouse along to answer questions. Almost always, once you are interviewed, you will be asked to leave the board room while they discuss and take a vote about whether to approve your application. If the board votes not to give you the local minister's license, you should consult with your pastor about finding God's will for your life in ministry.

If the church recommends giving you the Local Pastor's License, it is expected that the pastor will give you the license in a public service. You may be required to share a few words of testimony of your relationship with the Lord and your call to ministry. The pastor may ask several board members and the congregation to approach the altar to lay hands on you, as one of them or the pastor prays for you. If you have not been active in the ministry of the local church, it is expected that you should be involved from this point on. Your pastor should instruct you to write an agreement describing what you hope to accomplish in your ministry, education, development, and ministry of the local church. You must place a copy of that agreement in this Sourcebook and review it regularly.

Once the Local Minister's License has been granted, the pastor will enroll you in the District Ministerial Studies Board (*Manual* 531.4) by means of an official letter addressed to the president or secretary. You must pay immediate and careful attention to the required studies for the local minister by taking courses through a decentralized studies center close to your place of residence, by virtual studies or by another way that is more convenient for you.

**541.3. Renewal of the Local Minister's License.** A church may grant a local minister's license for one year (*Manual 531.1*); therefore, you need to apply to renew the license every year (*Manual 531.3*). During the interview, you should be prepared to discuss your spiritual growth, call to ministry, ministry involvement and how much you have advanced in your educational preparation.

If the local church grants the license renewal, the pastor will provide instructions for the renewal interview for the local minister's license.

*The license of a local minister may be renewed by a local church board having an elder as pastor, upon the recommendation of the pastor; or renewed by a local church board not having an elder as a pastor, provided that the renewal of license is recommended by the pastor and approved by the district superintendent. (Manual 531.3).*

**541.4. District Minister's License.** You must complete a minimum of one year with a local minister's license before the pastor can consider recommending you for a district license (*Manual 532.1*). If you have not made sufficient progress in the gifts and skills for ministry, the pastor may decide to recommend another local minister's license. You may need to review your agreement taking into account the observations and conclusions of your pastor.

If your pastor thinks you are ready for a District License, you may be asked to write an essay reflecting on your growth and ministerial development as a local minister. The issue of suggesting that you be recommended for a District License will be placed on the agenda of the board of the local church.

Once again you will be asked to appear before the Church Board to explain why you believe that God is directing you to apply for a District License. The Board may ask you additional probing questions regarding your spiritual life, your calling, or your understanding of ministry. They will make their decision based on your answers and attitude.

If the Church Board recommends you to the District for a District License, your pastor will give you the form "Application for License District" to complete. Then find out when you need to appear before the District Ministerial Studies Board and District Ministerial Credentials Board. If your pastor does not provide this information and the form, you can get them from the District Secretary (your pastor and/or the office of the local church should have a copy of the minutes of the District Assembly containing the names, addresses, and telephone numbers of all district staff).

If the local church decides not to recommend you for a District License, you should talk to your pastor about why they did not recommend you to take this step. Do not assume that the Board is "against you." The ministry in the church always requires that we submit and accept the judgment and evaluation of others. An angry or immature response by a candidate when the Board refuses a license actually confirms the wisdom of their decision. All of us, in some way, and from time to time, receive the rejection of a petition to the Church Board. Learn the proper way to respond to a negative answer; it can be helpful even at this stage of ministry.

**541.5. Renewal of the District Minister's License.** The District Minister License is granted for one year at a time. You should not assume that the license will be renewed automatically even if you are serving as a pastor (*Manual* 532.5). The process for the original license must be repeated each year (*Manual* 532.3).

You need to provide a current and accurate record of your progress in your educational preparation for the District Ministerial Studies Board. After receiving your first District Minister's license, you will be responsible for completing a minimum of two courses per year to remain eligible for the renewal of the District License (*Manual* 532.3).

To renew your District License, you must follow the procedure for the license of the District Minister. You should do everything in your power to be available each year for an interview with the District Ministerial Credentials Board, even if you do not live in the town where the District Office is located. If getting there is extremely difficult, the Board will try to help conduct the interview. The District Ministerial Credentials Board is not required to help out after the official date; however, they will do everything possible to assist you in the educational process. Some Nazarene educational institutions have received permission from the districts in their jurisdiction to interview students by a committee of the Faculty of Religion/Theology and/or pastors in the area where they minister.

**541.6. Registration in the District Ministerial Studies Board.** When you receive your first local ministerial license, you must register with the District Board of Ministerial Studies (DMSB). DMSB will provide you with direction in your career through the 2019-2024 Ministerial Development Sourcebook. During your career towards ordination, you will be asked to appear before the Ministerial Studies Board to review your progress in the completion of ministerial studies, and that according to your progress in studies assign you to the corresponding career year.

**541.7. Meetings with the District Ministerial Credentials Board.** These meetings with the District Ministerial Credentials Board may be the most important steps in your public career to ordination. Once you have set a date for the interview with the Board of Credentials, you should make every effort to get to the interview. If you need to ask permission from your work, do so. The interview is important.

The District Ministerial Credentials Board may ask your spouse to be in the interview too for your first District License. If the board wishes to interview your spouse during the following interviews for license renewal, make every effort to comply with that request. The way the interview is conducted varies by district.

No matter what the structure or schedule, you should be prepared for the questions of careful examination from the Credential's Board. They will ask you about your spiritual life. They will ask about your experience when you were entirely sanctified and how you support the doctrines, teachings, and principles of the Church of the Nazarene.

They will ask about your theology of ministry and how you see yourself fulfilling your ministry. They need to be aware of your financial stability and whether any debts you may have will limit the places where you may be assigned to the ministry.

You will be asked about your understanding of the Church of the Nazarene and your willingness to work within the structures of the church as you follow God's life call. If you are married, the board will need to determine the health of your marriage and any potential problem areas.

Some District Ministerial Credentials Boards will ask certain questions at your first annual meeting and will have other different questions for the following interviews. You cannot determine a particular structure to the patterns of questions. Some Boards use small subcommittees for the interviews; for others, the full Board conducts the interview. They need to determine how much you read and your interest in learning. They will ask you how you think you would respond to certain problems arising in a local church. Sometimes these board members have been facing the same problems and have been thinking deeply about these issues. The task of the Credentials Board is to determine if you are the kind of minister that they believe can work well with others to fulfill the Great Commission and the Mission Statement of the Church of the Nazarene. This is a big responsibility, and you should be prepared to think carefully and seriously about each of the issues.

The interview is expected to be supportive and affirming to you while you are being evaluated. That is the purpose. If the process seems to be humiliating and you feel that you are being confronted unnecessarily, talk to your pastor after the interview. He or she will help you develop a perspective for the process.

If the board decides not to recommend you for a District License, you should ask your pastor the reasons for that decision. Again, it is an opportunity for growth. An inappropriate response only confirms the decision of the Board not to recommend you.

**541.8. Approval of the District Assembly to grant licenses.** If the Ministerial Credentials Board recommends you for a District License, this recommendation will be referred to the District Assembly for approval by a vote (*Manual* 205.4, 532.1). If the District Assembly votes in favor and recommends you for a license, the final decision for granting a District License shall be made by the General Superintendent (or his replacement) who chairs the Assembly. If you are approved at each step, you will receive a District Minister's license. Your pastor may want to grant the license in a public service of the local church, so that members of the congregation enjoy with you this step on your journey toward ordination.

**541.9. Learn about ordination.** There is a ministerial process for the nomination that takes you to either the ordination as an Elder or Deacon. Ordination is the act of the church that authenticates, authorizes, recognizes, and affirms God's call to ministerial leadership as stewards and people who proclaim the gospel of the church of Jesus Christ.

**541.10. Ordination and its importance.** It is important to understand that it is God who calls and the church that ordains. The church does not claim a right to call people to ministry. That is the work of God and the Holy Spirit. If you do not have in your life the testimony of God's call to ministry, the church cannot ordain you.

On the other hand, some people talk about the call of God on their life, but they do not demonstrate the gifts and virtues that are necessary for ministry. In such cases, the church

must work with the person who has heard the call in order to clarify the understanding they have of God and His calling and then give the person every opportunity to demonstrate if the call is genuine. However, the church cannot accept the ministry of a person whose life does not display the qualities and the perception of authentic ministry, no matter how sincerely the candidate speaks of God's call. Therefore, ordination comes at the end of the authentication process of a person who has been called.

Occasionally this process may be difficult. However, the church is humbly confident that any difficulties that happen during the nomination will be less painful than if they should happen without this authentication process. The damage received by ministers and churches when there are no gifts and virtues is even more painful. We believe that God has designed the ordination process to protect the church and individuals from the deep pain that comes from the lack of quality leadership for ministry. If you find that part of this process difficult, know that difficulties are part of the way God protects you from problems that might happen in the future in ministry.

**541.11. Ordination is an act that gives authority.** Through ordination, the church places the stamp of approval on you as a minister. The ordination service itself bears witness to the universal church and the world at large that you are truly a man or woman of God, you have the gifts and virtues for public ministry, and you have a thirst for knowledge, especially of the Word of God, and that you can clearly communicate the sound doctrine of the gospel. For the church to provide such statements about you, the church must inquire and watch you in both normal and stressful situations. The purpose of this is not to belittle you, but as the Biblical saying goes, "test you by fire."

The Bible teaches that it is by this means that you test your character and purity. The ordination confirms that you are qualified to walk with others through the valley of the shadow of death holding their hand with your hand in God's hand.

**541.12. Ordination is a confirming act.** Ordination is also an act of confirmation by the church. Before the public worship of ordination, the church is evaluating you and your ministry potential. Local boards consider whether your participation and testimony are reasonable to grant a Local Minister License. The Board will consider later if you are worthy of being recommended for a District License. The Local Board and the District Credentials Board observe you carefully to determine if your District License will be renewed each year. Where it is evident that all the requirements for ordination have been met, the Ministerial Credentials Board will recommend you to the District Assembly.

The District Assembly will vote whether or not to present your name to the General Superintendent presiding over the District Assembly. As the representative of the International Church of the Nazarene, he or she will make the final determination whether or not you should be ordained. If the decision is positive, the General Superintendent shall put his hands on you, you will be surrounded by ordained ministers, and in the presence of the District Assembly you will be set apart as a steward and proclaimer of the gospel. Ordination is truly an act of the whole church.

**541.13. Ordination is a spiritual and theological act.** Ordination is also a spiritual and theological act of the church. This is more than receiving a certificate to be a minister. It is more than passing qualifying examinations for your profession. It is the recognition of the Church that God has called you, and that you have the gifts necessary for ministerial leadership in the church.

The church affirms the universal priesthood and ministry of all believers. Ordination is the recognition of God's call on certain individuals to ministerial leadership. Ordination does not confer a special or privileged status, except in the sense of service that you give to the body of Christ. Jesus taught that "whoever would be first among you shall be your servant." For this reason, ordination recognizes and affirms God's call to leadership as stewards of the gospel. Since Scripture teaches that in Christ there is neither slave nor free, neither Jew nor Greek, male or female, but all are one in Christ, the Church of the Nazarene chooses people regardless of their economic status, nationality, race or gender. The group of people who are ordained with you, may be candidates of various races, born in different countries, and may include both women and men. The main issue is the testimony of God's call and the demonstration in the life of the church of the gifts and graces for ministerial leadership.

Because the stage of application is demanding and requires a large investment of energy and resources, the church seeks to determine as early as possible if there are any impediments that may hinder you to meet successful candidacy. For this reason, the church will investigate carefully any criminal activity, sexual misconduct, divorce, debt, or other significant problems in your life story.

Even if you find that these questions are painful, it is best to determine the impact of these issues in your life early in the process for ordination, rather than years later after having carried out preparation for candidacy.

**541.14. A focus on personal growth.** If there is a potential impediment for you to be ordained, such as a divorce or you have been legally convicted, the matter must first be dealt with in the interview with the Ministerial Credentials Board. Your pastor should update the District Superintendent or the District Secretary regarding any issues that need to be addressed. However, if the pastor has not shared these matters with them, you should provide this information in a clear way to the District Superintendent before the interview to ensure that the District Ministerial Credentials Board and in some cases the Board of General Superintendents have the information they need.

Once you are in full time or part time ministry, you need to have a mentor and be accountable to someone to learn the practical aspects of ministry.

If your District does not assign a pastoral/spiritual mentor or a committee, you should seek a mentor and notify your District Superintendent about this. It would be best to have a group of three people to meet with you at least every three months, and one of them should call you once a week. It would be helpful if at least one of your mentors is a member of the District Ministerial Credentials Board who has understanding of the personal development and training needed for this part of ministry. You should encourage

the members of your committee of mentors to come uninvited to visit the church where you are serving during the worship services and at other times.

Develop a kind of commitment whereby you receive their evaluation and show them that you are accountable to them. They can become your best allies to help you be the minister that God wants you to be.

**541.15. Ordination: a privilege, not a right.** The Church of the Nazarene has certain education requirements (described above) and ministerial experience before a person can be ordained (*Manual* 502). The period of full-time preparation for ministry varies from two to four years depending on the type of ministry you want to exercise. Just by completing the minimum education requirements and the time expected of ministerial experience does not automatically qualify a person for ordination. The task of the District Ministerial Credentials Board is to determine when you are ready to be interviewed with the possibility to be recommended for ordination. This board will use various methods to reach this conclusion.

The personal observations that the Board make about you, the reports of your congregation and the report of your District Superintendent, are some of the ways they seek information that will help them to know if it is time to invite you for an interview for ordination.

Be wise. Do not announce publicly that you have met the requirements when your application is still in process. Wait for the official communication from the Board of Credentials to be eligible for the ordination service.

You need not worry as the time approaches for ordination. You will not get financial benefits, but you will increase your opportunities for ministry when you are introduced as someone ordained and not just as a Licensed Minister of your District. Since ordination is for life, the church, represented by the District Ministerial Credentials Board and you want to be sure that all spiritual, theological, and personal issues are fully resolved before ordination.

Note: It is not the job of the theological institutions to determine whether a candidate is ready or not to be ordained. Such an allocation is the prerogative of the District Credentials Board. Theological education institutions only provide academic preparation for ordination and report that the candidate has fulfilled the requirements.

It is important to understand that this is a deliberate process. The disappointment of waiting another year to be ordained and/or the pain once again of receiving the renewed District License is less distressing than having to surrender your ordination credential for any reason.

Careful and deliberate process is important to relieve you and the church of the damage that accompanies failure in ministry. It is for this reason that the Church should follow the teaching of Scripture, "Do not be hasty in the laying on of hands" (1 Timothy 5:22 NIV).

When the District Ministerial Credentials Board believes that you are ready to be interviewed regarding the ordination, they will invite you. Usually they will give you the date of the interview several weeks before the District Assembly, so that family members have time to make plans to attend your ordination if you are approved. If you are married, it is very important that your spouse attend this interview. The interview is similar to the interviews to obtain or renew the District License, except that this interview will be more intense. Usually, the entire District Ministerial Credentials Board or a Committee of several people will conduct the interview. You will answer questions about your personal and family life, your ministry, your professional competence, and your spiritual life and growth. The Credentials Board should have complete certainty that you are qualified and ready to be ordained before they can proceed. We hope you will feel the love of the members of the Board of Credentials and their concern for you and the church during the interview. They have a burden of responsibility for you and the church in the decision that soon they will be making. If you are truly ready for ordination, you will start to feel that you are their colleague in the care of the church.

After the interview you will be asked to leave the room and the Credentials Board will make the decision whether or not to recommend you to the District Assembly and the General Superintendent. You will usually be notified of the decision that same day.

**541.16. Recognition of Elder's credentials.** Ordained ministers from other evangelical denominations who wish to join the Church of the Nazarene may do so if they meet all the requirements for ordination as stated in the *Manual* (535, 228, 529-535). The District Credentials Board also examines the behavior, personal experience, and the doctrine of those who wish to have their credentials recognized. There are certain strategic courses that are not recognized. Candidates must take these courses in a Nazarene theological institution in any of its delivery systems. In the last Appendix of this Sourcebook you will find the list of those courses for your language.

**541.17. The ordination Service.** The ordination service will be an important moment in your life and ministry. Remember the significant passages of Scripture and comments made during and after the ordination sermon. It is important to recognize those who served as instruments of God from your call to ministry to this important moment in your life when you are being ordained as an ordained minister in the Church of the Nazarene.

**541.18. Learn about what follows ordination.** The application process is so intense and takes so long that it often seems like it will never end. Sometimes there can be a feeling of discouragement after ordination. You may be tempted to assume that you have passed the difficult parts.

Since ordination is an action for lifetime, you will not have to fill out forms to renew your license. However, this does not mean you can advance through the ministry without evaluation or answering to someone else. If you were worthy to be ordained, the church expects you to show leadership now.

In your ministerial development, you will have to build a structure of accountability to someone and even to yourself. You may want to belong to a spiritual formation group to

which you can respond. You must continue reading and studying about the faith you proclaim. If you carry out your ministry faithfully, perhaps you will be asked to be a mentor to a candidate or to become a member of the Board of Ministerial Studies or the District Ministerial Credentials Board. You will have ample opportunity to share what you have learned in your career with another candidate that is coming behind you. Let them find you faithful!

## **CHAPTER IV**

### **LIFELONG LEARNING**

Discover the primary purpose of lifelong learning

Develop a study plan for life

Be informed about the tools available for lifelong learning

Get involved in programs and courses to assist you in achieving your study plan

Report on lifelong learning

Continue until you reach the summit

Table of lifelong learning - a four-year program

## CHAPTER IV

**542. LIFELONG LEARNING.** You have reached a very important part of your ministerial career. In the last District Assembly, you reached one of the outstanding achievements of your ministry: ordination.

**You met the educational and practical requirements** and have been given the official Certificate of Ordination.

**You are an Ordained Minister! Finally, you reached your goal!**

You may think perhaps you have reached the end of your career and will not require further study or accountability. Or maybe you have met other ministers who have said something similar. However, God and the church have a more excellent way.

**It's called lifelong learning!**

The ministerial excellence to which God has called us requires a lifetime of study and learning. Although the Bible remains constant, the methods of understanding and communicating its truths are constantly changing. The theology of the church finds new forms of expression every day to meet the needs of the changing culture. Practical knowledge of the ministry always needs to be developed.

A person will never learn enough about human beings and their needs. To be a good steward of the ministry to which God has called you, you will need lifelong learning.

Ordination is a credential for life. It is based on the spiritual and theological truths that make it different from the assumptions that are included in other professional credentials. At the heart of ordination is spiritual integrity rather than the acquisition of knowledge. Therefore, unlike other professional credentials, you are not required to take a number of courses per year to renew the credential as an ordained minister. However, the failure to continue your studies diminishes your spiritual integrity and limits knowledge that could enhance the work of ministry.

Recognizing these truths, the Church of the Nazarene believes that ministry involves a process of learning that lasts a lifetime. The *Manual* states the following:

*Once a minister has fulfilled the requirements of a validated course of study for ministry, he or she will continue a pattern of lifelong learning to enhance the ministry to which God has called him or her. A minimum expectation is 20 hours of lifelong learning each year... All licensed and ordained ministers shall report on their progress in a program of lifelong learning as part of their report to the district assembly. An up-to-date report on his or her lifelong learning program will be used in the church/pastoral review process and in the process of calling a pastor... (529.6, 2017-2021, see Appendix).*

It is clear that the Church of the Nazarene understands that lifelong learning is part of the spiritual and professional stewardship of its ordained ministers. That is why the same paragraph (*Manual* 529.6), indicates that “an up-to-date report on his or her lifelong learning program will be used in the church/pastoral review process and in the process of calling a pastor.”

The love we have for those to whom we minister demands that we grow in knowledge, skills, and practice. We love our brothers and sisters in ministry so much that we want everyone to minister from a holistic perspective of love, meaning and fulfillment.

Lifelong learning offers the opportunity to help not only ourselves, but also those with whom we minister, so as to serve with energy and effectiveness.

Since our task is to be a missionary church, lifelong learning is very important for the life of the ministers. We can no longer assume that our ministry is within Christian nations. A Minister's role is to portray the light of the gospel to the church.

Changing patterns of culture require us to enhance both our knowledge and ministry skills if we are to establish the kingdom of God on earth. The very nature of the mission of the church calls for lifelong learning.

In the lectures on "*The Preparation of Ministerial Body for the XXI Century*," which were presented in Breckenridge, Colorado, United States, the church affirmed the importance of "knowing, doing, and being" as essential areas in which competence for ministry must be nurtured. Your development as an adult goes through stages of change, which means that different issues impact you, your work, and your knowledge as you progress in the ministry. This means you will want to carefully plan your strategy of lifelong learning including topics of "knowing, being and doing," as well as including the dimensions of content, skills, character, and context.

The courses provide us with resources and a responsibility to others in terms of "character" and "being." However, as part of your lifelong learning, you will need to pay special attention to your own ongoing process of spiritual life throughout your ministry. Lifelong learning will provide resources; however, you must take the initiative to care for your own spiritual life while you care for the lives of others.

**542.1. Discover the primary purpose of lifelong learning.** The primary purpose of the program of lifelong learning is continued growth and effective ministry. This has several aspects:

1. *It allows you to have the most updated information in an environment of continuous change.* A minister who is not up to date in a changing world may become irrelevant in the context in which he or she serves.
2. *It helps you to be equipped for the future.* Good planning focuses not only on the current situation, but also helps meet the challenges of the future.
3. *It makes you grow in knowledge and practice.* It is the opportunity to develop and enhance your understanding so as to be more effective in your current ministry.
4. *It gives you the opportunity to complete studies in other areas.* For some it is a chance to complete the educational foundation, a bachelor's degree, or perhaps pursue a bachelor's or master's degree. The key issue is: "What will help me be a better minister of the gospel of Jesus Christ?"

5. *It gives you the opportunity to grow in ministry skills.* When ministers grow in their skills, everyone wins: the minister, the district, the local church, the area, the region, and the kingdom of God. With the variety of responsibilities and challenges, the church needs competent leaders.

**542.2. Develop a study plan.** As an ordained minister and professional, the church expects you to continue to prepare a learning program appropriate for your whole life for the development of your professional needs. You will have a variety of learning opportunities available to you; however, your vision and strength should be to improve the stewardship of your ministry which will inspire the study plan.

After the Breckenridge Consultation on "*The Preparation of the Clergy for the XXI Century*," the Church recommends that you include lifelong learning in the dimensions of content, skills, character, and context every four years. The need to organize and acquire these four yearly learning opportunities is your responsibility, as is your vision for the ministry which God has entrusted to you. However, you would be deceiving yourself if your plan for lifelong learning only focused on one or two of these areas. Lifelong learning assumes that ordination is not the summit of the mountain, but rather that it is the base camp. Examining your needs and progress in lifelong learning every four years will serve as your base camp as you ascend to the summit of the ministerial career.

You should develop a four-year table registering your lifelong learning in the development and discovery of your ministry. This will provide a panoramic glimpse of your progress. Your district and/or educational institutions of the Church of the Nazarene in your country or area will provide opportunities to complete a program for lifelong learning.

If the lifelong learning is to achieve the maximum benefit, you should schedule time not only for the classroom, but also for reading assignments and writing papers.

**542.3. Be informed about the tools available for lifelong learning.** There are a variety of learning aids that will provide support to meet the expectations of the *Manual* 529.6 (20 clock hours of lifelong learning each year).

You can take one or more courses to gain credits from a university, institution, or program of decentralized theological studies. If it is available, you can use the modern communication such as videoconference or online classes. Many government agencies, businesses, and local institutions provide courses that can be applied to the lifelong learning hours (you should consult with the Ministerial Credentials Board before taking these courses to see if they qualify). Your Ministerial Studies Board has the responsibility to provide lifelong learning opportunities if there are none available in the area where you reside.

You must seize the opportunity when the District Ministerial Studies Board announces lifelong learning opportunities. Take advantage of any good resources available. Once again, we encourage you to pay careful attention to modern technology that provides educational opportunities. Ultimately, you are responsible to find and register with the Board of Ministerial Credentials your progress in the area of lifelong learning.

#### **542.4. Get involved in programs and courses to assist you in achieving your study plan.**

The programs of lifelong learning can be developed by the district or local church, educational institutions, or decentralized programs. The Ministerial Studies Board District will be responsible for determining the number of credits that can be given and to keep a record of these credits. As a minister, you should be informed of these courses and programs.

The respective authorities will follow the following steps to establish a program:

##### 1. Determine the need.

A questionnaire or assessment of a district or national board can help determine the needs of the ministers of the area. It is important to know if there are a significant number of people in a country or area with the same needs in order to make the best use of the resources. If there are a few who have the need for a course or program, find a solution, perhaps involving a tutor. If a specific course is offered in a public institution or another non-Nazarene center, it is possible to refer to the Board of District Ministerial Studies concerning accreditation of the course by the Church of the Nazarene. As a minister, you should be informed of the courses and approved programs and be involved in them.

##### 2. Will look for the necessary resources.

Each district should make available the necessary resources for study and/or make agreements with sister institutions, both inside and outside the denomination, to facilitate ministerial study. These resources may include books, videos, study guides, extension centers, workshops, and seminars.

We encourage you who are following a plan of "lifelong learning" to take advantage of all the resources at your disposal.

##### 3. The courses should be offered strategically.

The most economical and effective way to offer courses or workshops to complete your study plan is by including sessions during a conference or meeting where a good representation of pastors and leaders will be present. Theological Institutions can also offer programs with intensive conferences with a focus on helping pastors and leaders in their ministry. Any course that is offered in a Theological Institution or decentralized/virtual program can be taken for credit if the student has not taken this course recently. Apart from the above, you have a number of new courses in the appendix of this Sourcebook that can be beneficial to your ministry.

**542.5. Report on your lifelong learning.** The *Manual* (529.6) states that you must report your "Lifelong Learning" in your annual report to the District Assembly. Your district, supported by the Ministerial Development Sourcebook, will provide you with the appropriate forms to report on this.

The responsibility for recording, archiving, and reporting lifelong learning rests with the Ministerial Studies Board. Always make sure the providers with whom you take lifelong learning hours are approved by the District Ministerial Studies Board. All Nazarene

ministers are required to regularly record their lifelong learning by following the detailed instructions on the site: <https://learning.nazarene.org>

**542.6. Continue until you reach the summit.** The main weakness of the metaphors of racing and climbing mountains for lifelong learning is that in fact you will never reach the summit or achieve the goal of complete knowledge in this life. Some elderly ministers whom you admire, and love are still studying and learning in retirement.

They represent the vision of lifelong learning for all ministers of the Church of the Nazarene. Our hope is that even during the time of retirement you will continue to grow and learn more about the life, ministry, and the gospel of Christ. When we finally graduate from this life and sit at the feet of our Master and Lord for eternity, it will be easier the more we learn here. Until then, enjoy yourself in a career of lifelong learning! You have companions along the way.

**TABLE OF LIFELONG LEARNING**  
**4-YEAR PROGRAM**  
Proposal

	<b>AREA</b>	<b>COURSE</b>	<b>OPTIONAL COURSES</b>
FIRST YEAR	PASTORAL	HOLISTIC HEALTHY MINISTRY	
	BIBLE	NARRATIVE PREACHING	DIFFICULT PASSAGES FOR INTERPRETATION
SECOND YEAR	THEOLOGY	DOCTRINE, IDENTITY AND VALUES	
	GENERAL	LEGAL ASPECTS OF MINISTRY	ACCOUNTING FOR PASTORS
THIRD YEAR	BIBLE	APOSTLES AND PROPHETS	
	PASTORAL	DOMESTIC VIOLENCE	MEDIATION Y RESOLUTION OF CONFLICTS
FOURTH YEAR	GENERAL	HOW TO LEAD BOARD AND ANNUAL MEETINGS	
	PASTORAL	SEXUALITY AND MINISTRY	SPECIALIZED COUNSELING WITH ADOLESCENTS AND YOUTH

**APPENDIX**

District Ministerial Studies Board

District Ministerial Credentials Board

Procedure for Licensure

Procedure for Ordination

Definition of Terms

Ordination track descriptions and course requirements by language

## DISTRICT MINISTERIAL STUDIES BOARD

The responsibilities of a District Ministerial Studies Board are the following:

1. To facilitate communication between the theological institutions providing academic training and the candidate.
2. To monitor the candidate who has expressed a call to ministry in the development of his or her studies.
3. To evaluate the progress of the candidate each year and report to the District Assembly.
4. To confirm that the candidate completed the required thirty courses (90 credits) plus the three Supervised Ministry Experiences required for ordination with the official transcripts from the corresponding theological institution.
5. To assign mentors to accompany the candidates in their ministerial preparation.
6. To provide direction for lifelong learning for those who have completed their formal curriculum.

### **Qualifications to be a member of the District Ministerial Studies Board.**

A summary of the duties of the Board of District Ministerial Studies is in the Manual (229-231.10).

**Requirements.** When selecting candidates for this board, keep in mind that it must be composed of mature ministers. They must have the necessary education to take responsibility as educators. They must sustain high standards for ministry and be an example of such rules. It is essential they be willing to maintain a continuous and personal interest in the educational advancement of the candidates. They must be faithful to their church, believe in the government and minister with joy within its structure.

It is especially important for the success of the board that data is meticulously archived, and correspondence answered promptly and efficiently. Whoever is elected secretary of the board must be detail oriented and be willing to devote the time necessary to accomplish the task.

**Duties of the President.** The following are the duties of the Chairman of the District Ministerial Studies Board:

1. To be familiar with the current *Manual* and Sourcebook for Ministerial Development. The Sourcebook is an official extension of the *Manual*, which outlines the course of study and administrative procedures (*Manual* 529.3).
2. To make arrangements with the District Superintendent about establishing a budget to cover the expenses of the board.

3. To ensure that each board member has a copy of the Sourcebook for Ministerial Development and the appropriate study guides.
4. To work with the secretary of the board to prepare the format for the Record of the District Minutes.
5. To assign mentors to registered candidates. If possible, mentors should help the candidates themselves through all levels of the course of study.

**Duties of the Secretary.** The duties of the Secretary of the District Ministerial Studies Board are these:

1. To receive, maintain and file documents for all candidates, including records, previous actions of the board, and courses for each registered candidate.
2. To get materials, various forms, records of courses, registration forms, a copy of the current Manual, the Sourcebook for Ministerial Development, study guides and the necessary administrative forms.
3. To keep detailed minutes of each meeting.
4. To register the new candidates.
5. To inform each candidate of the person who will serve as his or her mentor.
6. To collaborate with the District Superintendent in the preparation of the minutes of the District, and to inform candidates about personnel changes on the board.
7. To transfer as soon as possible to the appropriate District Ministerial Studies Board all information and relevant files when a student transfers to another district.
8. To fill in the required forms for ordination to demonstrate that the candidate has taken the entire course of study for ordination.

## DISTRICT MINISTERIAL CREDENTIALS BOARD

This board consists of five or more ordained ministers elected by the District Assembly for a period of four years in order to examine, analyze and guide potential candidates of their district towards ordination.

### Requirements

In selecting candidates for this meeting, the following criteria should be followed:

1. They must be mature ministers, not necessarily in relation to age, but in character and ministry experience.
2. They must sustain high ethical standards for ministry and be an example of such standards.
3. They must be faithful to the church, agree with the governmental structure and minister with joy in that structure.
4. They must be diligent in fulfilling their responsibility to examine, analyze and advise potential candidates for ordination.

**Duties of the Chairman.** The duties of the Chairman of the District Ministerial Credentials Board include the following:

1. To be familiar with the current *Manual* and *Sourcebook for Ministerial Development*. The *Sourcebook* is an official extension of the *Manual*, which outlines the Study Plans and administrative procedures (*Manual* 529.3).
2. To establish appropriate methodology in consultation with the District Superintendent, so as to examine, evaluate and guide potential candidates for ordination, with due notice to the District Assembly.
3. To establish a schedule of meetings prior to the District Assembly with the members of the District Ministerial Credentials Board and with possible candidates for ordination for the year.
4. Make arrangements with the District Superintendent to establish a budget to cover the expenses of the Board and the purchase of this *Sourcebook*. Ensure that each member has a copy of it.
5. Ensure that each potential candidate has a copy of the *Sourcebook for Ministerial Development*<sup>9</sup>
6. Assign advisors or mentors for each of the possible candidates for ordination.
7. Submit a report to the District Assembly.

**Duties of Secretary.** The duties of the Secretary of the District Ministerial Credentials Board are the following:

1. To file documents of all possible candidates for ordination and license renewals.
2. To keep detailed minutes of each meeting.
3. To acquire sufficient copies of the *Sourcebook for Ministerial Development* and application forms necessary for administration.
4. To request from the District Ministerial Studies Board a report stating that the candidate has met 90 credit hours required for ordination (using the official form).
5. To file the recommendation that the District Advisory Board or the General Board of the church makes for a possible candidate.
6. To inform each possible candidate of the name of their mentor.
7. To transfer to the District Ministerial Credentials Board, as soon as possible, all information and related files upon learning that a possible candidate is moving to another district.

#### **Duties of Members**

1. To attend all scheduled meetings.
2. To mentor potential candidates for ordination.
3. To remain loyal and discreet in decisions that the District Ministerial Credentials Board determines, maintaining its integrity and prestige, and remembering that these are decisions made collectively.

## PROCEDURE FOR LICENSURE

### **Steps to obtain the Local License** (*Manual 531*).

1. Be examined as to their personal experience of salvation.
2. Have a basic knowledge of the doctrines of the Bible.
3. Have a basic knowledge of the order of the church.
4. Have a clear call to ministry.
5. Demonstrate the call through graces, gifts, and usefulness.
6. Submit a report to your local church at its annual meeting.
7. Have the recommendation of the pastor for the local board.
8. Be approved by the local board.
9. Have meaningful participation in a local or district ministry.
10. Complete two courses yearly as prescribed in the Sourcebook for Ministerial Development.

### **Steps to obtain the first District License** (*Manual 532*).

1. Hold the local license for one year.
2. Have the recommendation of the local board to receive the District License.
3. Complete the application form for the District License.
4. Deliver the form to the District Advisory Board.
5. Attend an interview with the Ministerial Credentials Board.
6. Complete at least 10 courses of the Program of Study prescribed in this *Sourcebook for Ministerial Development*.

### **Steps to Renew District License** (*Manual 532.3*).

1. Hold the District license for one year.
2. Have the recommendation of the local board to receive the District License.
3. Complete the application form for the District License.
4. Deliver the form to the District Advisory Board.
5. Attend an interview with the Ministerial Credentials Board.
6. Complete at least two courses in the Program of Study prescribed in this *Sourcebook for Ministerial Development*.
7. If the candidate is a pastor, the recommendation must come from the Advisory Board.

## PROCEDURE FOR ORDINATION

There are two types of ministers ordained in the Church of the Nazarene: Ordained Deacon and Ordained Elder.

### **Steps to be considered for ordination as a minister** (*Manual* 533, 534).

1. The candidate currently holds a district license and has at one time held a license for not less than three consecutive years (533.3, 534.3).
2. The candidate must have been an assigned minister for not less than three consecutive years, and the candidate must currently be serving in an assigned ministry. In the case of part-time ministry, refer to the *Manual* (533.3, 534.3).
3. Completion of at least 30 courses and three Supervised Ministerial Experiences (96 credits) of the Course of Study prescribed in the Nazarene *Sourcebook for Ministerial Development* in a recognized institution or its equivalent approved by the institution, the Board of Ministerial Study and the Ministerial Credentials Board. The Advisory Board will provide the appropriate form.
4. Complete the application form for the new District License.
5. Complete the application form for ordination.
6. The local church must send a request to the Advisory Board asking for ordination (if your ministry is in the district, the District Superintendent may recommend you to the Advisory Board).
7. Receive the recommendation of the Advisory Board recommending you for the license and for ordination.
8. Attend an interview with the Ministerial Credentials Board.
9. Receive a positive recommendation from the Ministerial Credentials Board to the District Assembly for District License Renewal.
10. Receive a positive recommendation from the Ministerial Credentials Board to the District Assembly for ordination.
11. Receive the positive two-thirds vote of the District Assembly recommending you to the General Superintendent to receive ordination.
12. Attend an interview with the General Superintendent before the service of ordination.
13. Receive the approval of the General Superintendent.
14. Receive ordination to the Christian ministry in the Church of the Nazarene by the General Superintendent in jurisdiction.

## DEFINITION OF TERMS

**Local Minister** - 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 (*Manual 531*).

**Licensed Minister** - A licensed minister is one whose ministerial calling and gifts have been formally recognized by the district assembly through the granting of a ministerial license. The district license authorizes and appoints the minister to a larger sphere of service and to greater rights and responsibilities than those pertaining to a local minister, normally as a step toward ordination as an elder or a deacon. The district ministerial license shall include a statement indicating whether the minister is preparing for ordination as an elder or a deacon or a district license not leading to ordination (532).

**Deacon** - An ordained deacon is a minister called of God to Christian ministry, whose gifts, graces, and usefulness have been demonstrated and enhanced by proper training and experience, who has been separated to the service of Christ by a vote of the district assembly and by the solemn act of ordination, and who has been invested to perform certain functions of Christian ministry (*Manual 533*).

**Elder** - An elder is a minister who is called of God to preach, whose gifts and usefulness have been demonstrated and enhanced by proper training and experience, and who has been separated to the service of Christ through His church by the vote of a district assembly and by the solemn act of ordination, and thus has been fully invested to perform all functions of the Christian ministry (*Manual 534*).

### **Terms Related to the Various Categories (Conditions) of Ministers (*Manual 538*)**

**Assigned Minister** - The status of a member of the clergy who is active in one of the roles listed in paragraphs 506-528 of the Manual 2017-2021.

**Unassigned Minister** - The status of a member of the clergy who is in good standing but not presently active in one of the roles listed in paragraphs 506-528 *Manual 2017-2021*.

**Filed Credential** - The status of the credential of a member of the clergy in good standing who, because of inactivity in the ministry, has voluntarily temporarily given up the rights, privileges, and responsibilities of being a member of the clergy by filing his or her credential with the General Secretary. A person who files his or her credential remains a member of the clergy and may have the rights, privileges, and responsibilities of being a member of the clergy reinstated by requesting that his or her credential be returned, in accordance with *Manual 540.2*.

**Disciplined** - The status of a member of the clergy who has been deprived of the rights, privileges, and responsibilities of being a member of the clergy by disciplinary action.

**Removed** - The status of the credential of a member of the clergy whose name has been removed from the roll of ministers in accordance with the provisions of *Manual* 539.5.

**Surrendered Credential** - The status of the credential of a member of the clergy who, because of misconduct, accusations, confessions, result of action by a board of discipline, or voluntary action for any reason other than inactivity in the ministry, has been deprived of the rights, privileges, and responsibilities of being a member of the clergy. The person who surrenders his or her credential is still a member of the clergy, under discipline. The rights, privileges, and responsibilities of the member of the clergy may be restored.

**Return of Credential** - The reinstatement to the rights, privileges, and responsibilities of being a member of the clergy to one who has filed his or her credential.

**Restoration of Credential** - The reinstatement to the rights, privileges, and responsibilities of being a member of the clergy to one whose credential is surrendered or removed.

**Resigned** - The status of the credential of a member of the clergy in good standing who, for personal reasons, has decided that he or she no longer wishes to be considered as a minister, and gives up the rights, privileges, and responsibilities of being a member of the clergy to become a layperson on a permanent basis. A member of the clergy who is not in good standing may also resign his or her credential according to the provisions outlined in paragraph 537.4 (*Manual* 539,6, 539.2).

**Retired Assigned** - The status of a retired member of the clergy who was assigned at the time retirement was requested.

**Retired Unassigned** - The status of a retired member of the clergy who was not assigned at the time retirement was requested.

## DESCRIPTION OF COURSES FOR ORDINATION

**Caribbean Nazarene College (CNC)** – Diploma in Theology (Campus); Diploma in Ministerial Studies (Extension Centers)  
(30 Credits, 90 Hours)

The Ministerial Studies Diploma is designed to prepare persons for pastoral ministries and to prepare the minister to meet the current educational requirements for ordination as elder in the Church of the Nazarene in the Caribbean Nazarene College zone of the Caribbean region. (Sourcebook for Ministerial Development, 436.5)

“And his (Christ’s) gifts were that some should be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for work of ministry, for building up the body of Christ (Eph. 4:11-12, RSV).

Effective ministry requires understanding of the Bible, the Church, Christian theology, and general education areas. The Diploma requires the completion of 90 credit hours and a practicum experience for persons who are not presently involved in Pastoral ministries. The practicum experience must be supervised and coordinated by the LLP Coordinator of that particular district/center.

### I. BIBLICAL LITERATURE (18)

BL 1001	Survey of the Old Testament	3
BL 1002	Survey of the New Testament	3
BL 2000	Hermeneutics	3
BL 2100	Pentateuch	3
BL 2300	Pauline Epistles	3
BL 2400	Major & Minor Prophets	3

### II. DOCTRINAL THEOLOGY (12)

DT 2000	Survey of Theology	3
DT 3110	Theology I	3
DT 3120	Theology II	3
DT 3200	Doctrine of Holiness	3

### III. CHURCH HISTORY (9)

CH 2000	Heritage of the Church of the Nazarene*	3
Or		
CH 2010	Denominational History (Non-Nazarene)	3

	Christian Heritage I	
CH 3010		3
CH 3020	Christian Heritage II	3

**IV. MISSIONS AND EVANGELISM (6)**

ME 2500	Evangelism and Missions	3
ME 3500	Church Planting and Growth	3

**V. PRACTICAL THEOLOGY (24)**

CE 1001	Survey of Christian Education	3
PT 1010	Spiritual Formation	3
PT 2110	Introduction to Homiletics	3
PT 3100	Pastoral Care and Counselling	3
MU1000	Church Music and Worship	3
PT 3220	Church Administration & Finance	3
PT 3500	Christian Leadership and Management	3
PT 3430	Ministerial Practicum I*	No credit
PT 3600	Foundation of Ministry	3

\*The Practicum would include a Seminar that would include practicum type experiences in preparation for the student to complete at least one semester of ministry practicum in a local church.

\*\*A student may participate in the practicum after completing three core practical theology courses.

**VI. GENERAL EDUCATION (21)**

LA 0910-0920	English Language	No Credit
PS 3200	Conflict Resolution	3
LA 3300	Principles of Communication	3
PH 2000	Philosophy & Christian Ethics	3
PS 2000	Introduction to Psychology & Counseling	3
SO2000	Introduction to Sociology	3
PS 2500	Introduction to Family Counselling	3
SO 3200	Caribbean Thought and Culture	3

## **COURSE DESCRIPTIONS**

### **BIBLICAL LITERATURE (BL)** (18 credits)

#### **BL 1001 Survey of the Old Testament (3)**

A survey of the content and message of the Old Testament, its literary characteristics, origin and development, geography, and the social and religious milieu. A pre-requisite for all BL courses except BL 1002.

#### **BL 1002 Survey of the New Testament (3)**

A survey of the content and message of the New Testament, its literary characteristics, origin and development, geography, the intertestamental period, and the social and religious milieu of the times of Christ and the early Church. A pre-requisite for all BL courses except BL 1001.

#### **BL 2000 Hermeneutics (3)**

A brief survey of the history of Biblical interpretation followed by an introduction of various methods, principles, and tools of biblical exegesis with attention given to how to develop and present an exegetical study. Some emphasis will be given to interpreting the prophetic writings. A pre-requisite for all BL courses except BL 1001 and 1002.

#### **BL 2100 Pentateuch (3)**

A study of the historical background and theological content of the first five books of the Old Testament focusing primarily on the theological interpretation of Israel's origin and early history and the concepts of creation, sin, covenant, election, and redemption. Pre-requisite: BL 2000.

#### **BL 2300 Pauline Epistles (3)**

A study of the historical and cultural backgrounds and the theological teachings of Paul as presented in his epistles. Emphasis will be placed on the application of Pauline principles to specific church situations as well as their importance to the Christian community as a whole. Pre-requisite: BL 200.

#### **BL 2400 Major and Minor Prophets (3)**

A study of the time, character, and message of the Old Testament Prophets: Isaiah, Jeremiah, Ezekiel, Daniel, Hosea, Joel, Amos, Obadiah, Jonah, Micah, Nahum, Habakkuk, Zephaniah, Haggai, Zechariah and Malachi. Attention is given to the nature and role of prophets, the phenomena of prophecy, and the major themes of prophetic preaching, and how these apply to contemporary ministry and preaching. Pre-requisite: BL 200.

**CHURCH HISTORY** (9 credits)**CH 2000 Heritage of the Church of the Nazarene (3) – STRATEGIC COURSE**

A survey of the history and development of the International Church of the Nazarene, including its missionary movement, with special emphasis given to the Caribbean development from its inception to the present.

**CH 2010 Denominational Readings (3)**

A course of research and readings in the history of a particular denomination. Designed for students affiliated with denominations other than the Church of the Nazarene and offered on demand in lieu of CH 200.

**CH 3010 Christian Heritage I (3)**

A study of the history and theology of the Christian Church from the Apostolic period up to the Reformation, with emphasis upon the development of Western Christianity. The social, political, and historical context of Western Civilization in relation to key persons, events, and doctrinal developments within Christianity will be highlighted.

**CH 3020 Christian Heritage II (3)**

A continuation of Christian Heritage I, from the Reformation to the Modern era. A unit will be given to the inception and development of Christianity in the Caribbean.

**DOCTRINAL THEOLOGY (DT)** (12 credits)**DT 2000 Survey of Theology (3)**

An introductory study of the fundamental doctrines of the Christian faith from a Biblical basis, with special attention to theological issues confronting the Caribbean, in order to equip the student personally and for ministry.

**DT 3110 Theology I (3)**

A systematic and comprehensive study of the major Christian doctrines examined in the light of their Biblical foundations, historical development, philosophical presuppositions, and practical applications. Special emphasis will be given to theological issues impacting the Caribbean. The following doctrinal areas will be explored: revelation and inspiration, the being and nature of God, creation, man, and sin. Pre-requisite: DT 2000.

**DT 3120 Theology II (3)**

A continuation of Theology I. The following topics will be examined: Christology, pneumatology, the Church, the sacraments, and eschatology. Pre-requisites: DT 2000 and 3110.

**DT 3200 Doctrine of Holiness (3) – STRATEGIC COURSE**

An in-depth study of the Biblical foundations, historical background, theological distinctions, and experiential implications of the doctrine of entire sanctification or Christian perfection. Pre-requisite: DT 2000.

**MISSION & EVANGELISM (6 credits)****ME 2500 Missions and Evangelism (3)**

A survey of the history, methodology, theology and Biblical principles of evangelism and missions with special focus on the principles underlying the ministry of Jesus Christ in personal and mass evangelism.

**ME 3500 Church Planting and Growth (3)**

A study of the principles of church growth that focuses on the church's holistic development through analysis of the spiritual, economic, and socio-political factors which bear upon its effectiveness. Specific strategies will be examined and proposed as potential catalysts for the growth of the church in the Caribbean region.

**PRACTICAL THEOLOGY (24 credits)****CE 1001 Survey of Christian Education (3)**

An introduction to the teaching ministry of the church. This includes a survey of the history of Christian education, organizational and administrative guidelines, curriculum and objectives of the Sunday school, biblical leadership roles, and creative need-oriented education for the future. A pre-requisite to all other CE courses.

**PT 1010 Spiritual Formation I (3)**

A course designed to enhance the personal and spiritual growth of the student by exploring various components of the history, theology, methods, and resources of Christian spiritual formation.

**PT 2110 Introduction to Homiletics (3)**

As an introduction to the field of preaching, this course seeks to address matters relating to the life and anointing of the preacher and the mechanics of homiletics, including the fundamental principles of sermon construction, the treatment of the text, use of illustrations, types of sermons, methods of delivery, and source materials for the preparation of the sermon. Emphasis is given to practical application. Pre-requisites: BL 2000 and LA 1010.

**PS 3100 (PT) Pastoral Care and Counselling (3)**

An introduction to the basic principles and techniques of pastoral care and counselling with attention given to the characteristics of an effective caring pastor, the development of counselling skills, the various types of pastoral care and counselling and their relevance to the Caribbean context, and their place in the church. Pre-requisite: PS 2000.

**PT 3600 Foundations of Ministry (3)**

This is an overview of the foundational issues of ministry, which includes establishing a theology of ministry. Special attention will be given to the role of the minister, ministerial ethics, servant hood in ministry, and Jesus' model of ministry. Emphasis will also be placed upon the sacraments and specialized ministries, such as weddings and funerals.

**PT 3220 Church Administration & Finance (3)**

A study of the day-to-day planning and operations of the local church, with some attention given to understanding the operations of the Church of the Nazarene at the district, regional, and general levels. Polity, financial management, record keeping, district reporting, church board administration, cost-effective facilities management, and worship and liturgy will comprise the primary units of the course.

**PT 3500 Christian Leadership and Management (3)**

The study examines the various types and principles of Christian leadership and human resource development and management. Focus will be on areas such as time management, stress management, and conflict management, and recruiting, equipping, and motivating laity

**MU 1000 Church Music and Worship (3)**

An introductory course in the theology and practice of worship, the elements of music, song leadership, and music in the worship service. Emphasis will be given to investigating the Biblical and theological foundations of worship, as well as to providing the student with a practical knowledge of the hymnal, elementary conducting, service planning, and organizing for effective use of music in the local church.

**PT 3420 Ministerial Practicum Seminar (NC)**

An introduction to the field-education experience through the presentation of topics most likely to be encountered by the student while ministering in the field. To be taken the semester prior to contracting for Ministerial Practicum.

**PT 3430 Ministerial Practicum (NC)**

Upon a student's completion of the Ministerial Practicum Seminar, a contract is written for the student to work as a full-time pastor or associate pastor/minister for three consecutive months (June - August), or as a part-time minister over the course of two semesters. The practicum involves guided instruction and practical church-work experience under the supervision of both the College and the district or local pastoral

leadership. A copy of the approved contract must be presented prior to registering for PT 343-344. Pre-requisite: PT 342.

### **GENERAL EDUCATION** (21 credits)

#### **LA 0910-0920 Fundamental English Lab (NC)**

An elementary English course designed to assist the student in the fundamentals of the grammar and syntax of English and its acceptable written and spoken usage. This is an English Lab designed for students currently enrolled in a Greek or Hebrew class to better understand biblical grammar and syntax.

#### **PS 2000 Introduction to Psychology & Counselling (3)**

This course is an introduction to the basic theories and principles of human behavior and psychological development, and the integration of psychology and the Christian faith. Some focus will be given to the basic counselling skills in addressing various psychological problems and behavioral issues in the Caribbean, including how to identify and deal with these issues.

#### **LA 330 Principles of Communications (3)**

This course focuses on the principles and practices of effective human communication, including public speaking. It is also intended to familiarize the student with a variety of media and communications resources, in order to enhance and facilitate efficient practice of ministry and communication of the Gospel in modern society.

#### **SO 2000 Introduction to Sociology (3)**

An introduction of the forms, functions, and institutions of society with practical attention to West Indian societies, current sociological issues, and the Christian's role and response.

#### **SO 3000 Introduction to Family Counselling (3)**

A study of the structure and function of the family and its place in society, from a sociological and theological perspective. The study will focus on family-system theory, adult development, mate selection, the courtship process, and adjustments in marriage. Attention will also be given to parenting with emphasis on the passing on of family values and traditions. The Caribbean family structure, with its unique characteristics, will be studied as well.

#### **SO 3200 Caribbean Thought and Culture (3)**

An exploration of the anthropological and sociological concerns pertinent to the Caribbean, including religions of the Caribbean. The unique features of Caribbean thought and culture, the contributions of significant historical figures, and key similarities and differences among Caribbean peoples will be examined in an effort to identify key trends and ideas in Caribbean society, and to understand how these may be used to the advantage of the minister and the church.

**PH 2000 Philosophy & Christian Ethics (3)**

This course is a philosophical study of values development, the fundamental truths of self, the world, and relationships. It will also consider how one determines the morality of an action and how humans resolve ethical dilemmas in contemporary society, from a biblical perspective.

**PS/ (HR) 3200 Conflict Resolution (3)**

A course which focuses on the development of the communication and management skills essential for successfully resolving conflict situations involving both employee and management practices.

**STRATEGIC COURSES**

The two strategic courses of the study program are not transferable and must be taken in a Nazarene theological education institution in any of its modalities. They are:

- **Heritage of the Church of the Nazarene**
- **Doctrine of Holiness**

**CARIBBEAN NAZARENE COLLEGE**  
**DIPLOMA IN THEOLOGY / DIPLOMA IN MINISTERIAL STUDIES**  
**TABLE OF VALIDATION OF 4 C's (2020)**

<b>Course#</b>	<b>Courses</b>	<b>Character</b>	<b>Competence</b>	<b>Content</b>	<b>Context</b>	<b>Teaching &amp; Learning Strategies</b>
<b>1) BL 1001</b>	Survey of the Old Testament	Adequate Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Research Paper 2.Journal 3.Class Participation 4.Class Presentation 5.Quizzes 6.Mid-term 7.Finals 8.Reading
<b>2) BL 1002</b>	Survey of the New Testament	Minimum Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Research Paper 2.Presentation 3.Quizzes 4.Mid-term 5.Finals 6.Reading
<b>3) BL 2000</b>	Hermeneutics	Adequate Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Exegetical Paper 2.Journal 3.Presentation

						4.Quizzes 5.Mid-term 6.Finals 7.Class Participation 8.Reading
<b>4) BL 2100</b>	Pentateuch	Adequate Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Research Paper 2.Journal 3.Presentation 4.Quizzes 5.Mid-term 6.Finals 7.Class Participation 8.Notebook 9.Reading
<b>5) BL 2300</b>	Pauline Epistles	Adequate Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Research Paper 2.Journal 3.Presentation 4.Quizzes 5.Mid-term 6.Finals 7.Class Participation 8.Notebook 9.Reading
<b>6) BL2400</b>	Major & Minor Prophets	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Minimum Emphasis	1.Portfolio 2.Reading 3.Presentation 4.Seminar 5.Exam 6.Class Participation
<b>7) DT 2000</b>	Survey of Theology	Adequate Emphasis	Adequate Competence	Maximum Emphasis	Adequate Emphasis	1.Research Papers 2.Journal 3.Presentation 4.Quizzes 5.Final 6.Class Participation 7.Reading
<b>8) DT 3110</b>	Theology I	Maximum Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Research Papers 2.Bi-Weekly Report 3.Reading
<b>9) DT 3120</b>	Theology II	Maximum Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Research Papers 2.Bi-Weekly Report 3.Reading
<b>10) DT 3200</b>	Doctrine of Holiness	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Minimum Emphasis	1.Research Project 2.Presentation 3.Mid-Term 4.Final 5.Class Participation 6.Reading

<b>11)* CH 2000 *</b>	Heritage of the Church of the Nazarene* (or CH 2010)	Maximum Emphasis	Adequate Emphasis	Maximum Emphasis	Adequate Emphasis	1.Research Paper 2.Presentation 3.Reflections 4.Reading 5.Meeting with facilitator
<b>12) CH 3010</b>	Christian Heritage I	Maximum Emphasis	Maximum Emphasis	Maximum Emphasis	Maximum Emphasis	1.Research Paper 2.Discussion Papers 3.Church History Project 4.Reading
<b>13) CH 3020</b>	Christian Heritage II	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Minimum Emphasis	1.Research Paper 2.Presentation 3.Mid-Terms 4.Final Exam 5.Class Participation 6.Reading
<b>N.B. CH 2010 * (or CH2000)</b>	Denominational History *(or CH 2000)	Maximum Emphasis	Adequate Emphasis	Maximum Emphasis	Adequate Emphasis	1.Research Paper 2.Post-Modern Assignment 3.Facebook Assignment 4.Meeting with Facilitator 5.Reading
<b>14) ME 2500</b>	Evangelism and Missions	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Adequate Emphasis	1.Report 2.Evangelism Experience 3Project 4.Essay 5.Class Participation 6.Reading
<b>15) ME 3500</b>	Church Planting and Growth	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Adequate Emphasis	1.Reading 2.Term Paper 3.Presentation 4.Mid Terms 5.Class Participation 6.Finals
<b>16) CE 1001</b>	Survey of Christian Education	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Adequate Emphasis	1.Reading 2.Research Paper 3.Class Project 4.Class Participation 5.Final Exam
<b>17) PT 1010</b>	Spiritual Formation I	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Adequate Emphasis	1.Reading Journal 2.Class Project 3.Class Participation 4.Final Exam
<b>18) PT 2110</b>	Introduction to Homiletics	Adequate Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Reading 2.Written Sermon 3.Oral Presentation 4.Mid-term Exam

						5.Quiz
<b>19) PT 3100</b>	Pastoral Care and Counselling	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Minimum Emphasis	1.Reading& Reading Report 2.Mid-Term Exam 3.Pastoral Care & Counselling Guide Project 4.Journal 5.Class Presentation
<b>20) PT3220</b>	Church Administration & Finance	Minimum Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1. Reading 2. Research Paper 3. Mid-term Exam 4. Presentation 5. Flow Charts 6. Manual 7. Quizzes 8. Final Exam
<b>21) PT 3500</b>	Christian Leadership & Management	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Minimum Emphasis	1. Critical Response Papers 2. Group Presentation 3. Mid-Term Project 4. Reading 5. Final Assessment 6. Class Participation & Attendance
<b>22) PT 3600</b>	Foundations of Ministry	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Adequate Emphasis	1. Reading 2. Research Paper 3. Class Project 4. Class Participation 5. Exams
<b>23) MU 1000</b>	Church Music & Worship	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Minimum Emphasis	1. Reading of Texts & Report 2. Collateral Reading & Content Reports 3. Project A 4. Project B 5. Mid-term Exam 6. Final Exam
<b>24) PS 3200</b>	Conflict Resolution	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Adequate Emphasis	1. Conflict Analysis 2. Chapter Presentations 3. Group Project 4. Class Attendance, Participation 5. Reading 7. Mid-Term Exam
<b>25) SO 2000</b>	Introduction to Sociology	Maximum Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1. Research Paper 2. Critical Analysis 3. Power Presentation

						5.Class Participation 6.Reading
<b>26) LA 3300</b>	Principles of Communications	Adequate Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Reading 2.Report on Visit 3.Project 4.Chapter Presentation 5.Mid-Term Exam 6.Final Exam
<b>27) PH 2000</b>	Philosophy & Christian Ethics	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Minimum Emphasis	1.Reading 2.Presentations 3.Essays 4.Class Attendance 5.Written Tests
<b>28) PS 2000</b>	Introduction to Psychology & Counselling	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Minimum Emphasis	1.Reading 2.Research Paper 3.Group Presentation 4.Class Participation 5.Quizzes 6.Final Exam
<b>29) SO 3000</b>	Introduction to Family Counselling	Adequate Emphasis	Adequate Emphasis	Maximum Emphasis	Adequate Emphasis	1.Reading 2.Research Paper 3.Family Life Seminar 4.Class Participation 5.Exams
<b>30) SO 3200</b>	Caribbean Thought and Culture	Adequate Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Reading 2.Research Paper 3.Class Project 4.Class Presentation 5.Mid-Term Exam
<b>PT 3430*</b>  <b>(NC) not for credit</b>	Ministerial Practicum I	Maximum Emphasis	Maximum Emphasis	Maximum Emphasis	Adequate Emphasis	1.Class Participation 2.Devotionals 3.Journal Entries 4.Ministry Portfolio