

CHURCH OF THE NAZARENE

G L O B A L M I N I S T R Y C E N T E R

CLERGY DEVELOPMENT

Date: February 21, 2011

To: USA/Canada District Superintendents

From: Dan Copp, Global Clergy Development Director

Re: Planning for Chaplaincy Support

Greetings in the name of Jesus the Resurrection and Hope!

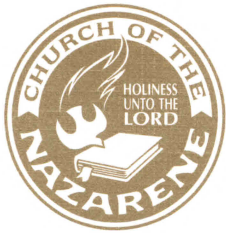
In the past all chaplaincy endorsement processes have come through the Global Clergy Development Office. In the future, most endorsement processes will come through the district. Essentially the district that already handles the credentialing process for its clergy and best knows their clergy considering chaplaincy will be the ones to process the chaplaincy request.

First, it should be noted that for screening/endorsement of military chaplains there is little change. We will continue to work with each district for references in this process. However, in compliance with **Manual 405**, military chaplains will continue to be screened/endorsed through the Global Clergy Development Office in meetings with the Chaplaincy Advisory Council (CAC) and the Board of General Superintendents.

For non-military chaplains, the screening/endorsement process will be coordinated by the district. If someone from your district contacts the Global Clergy Development Office to apply for chaplaincy, they will be referred to your District Office.

In shaping the endorsement process for your district, feel free to use whatever screening and assessing method works best for you. It could be an added agenda item at the district's credentialing meeting, a personal interview (with District Superintendent, District Chaplaincy Director-"DCD", etc.), or any method that assures you an assessment of the requisite gifts, character, and temperament for the chaplaincy assignment (In a normal year this will involve screening no more than one to three persons). We believe that in this district-centered process the people that know the chaplaincy candidate best will now be the ones leading the screening/endorsement process.

To assist districts, Global Clergy Development is initially providing at least three resources: First, Global Clergy Development will provide a contracted Chaplaincy Consultant to resource and assist DSs and DCDs as they support their chaplains. Second, we are developing a "Global Clergy Development's "Handbook for Chaplaincy in the Church of the Nazarene. The Handbook contains suggested steps and resources for screening/endorsement, along with a description of each of the major chaplaincy fields and



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the specific educational/professional requirements. It should provide practical helps for the district endorsement process. Third, Global Clergy Development will continue to represent the denomination to the 15-20 chaplain professional organizations who resource and provide professional development training in their specific chaplaincy field. For many chaplains, membership in the appropriate professional organization is required to maintain endorsement and employment. Of course, Global Clergy Development will continue to provide additional resources to districts as needed. Once the district makes the decision to endorse, please notify the Global Clergy Development office.

One of the potential keys to the success of this district-centered process is the selection of the best District Chaplaincy Director "DCD" possible. The right DCD can be a great help with the screening/endorsement process. The DCD does not need to be a chaplain, but it is important that the DCD be someone who has a passion for supporting chaplains and is closely connected to the district superintendent and district boards they would be working with in the screening/endorsement process. I encourage you to contact me if you would like to consult when selecting a DCD. I would ask that you notify our office whenever you change your DCD so we can be sure to support them.

Though this plan became necessary because of the need for a redistribution of budget and personnel at the GMC, it brings the process closer to those that know the chaplain best and it has the possibility of advancing those relationships (chaplain/district/local church) for the benefit of all. If you have questions or suggestions, feel free to contact me or my office at any time. I appreciate your partnership in this important work.

Grace & Peace,

Dan