

PASTORS' COVENANT

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District Directory

Facebook



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COVENANT EXPECTATIONS






PASTORS' COVENANT VIRGINIA DISTRICT CHURCH OF THE NAZARENE

The **Virginia District is** a group of local churches with a heart for and a mission for Christ in Virginia and beyond. Our pastors love God, love people and serve both, and are characterized by this mission. These missional priorities and operational values:

- ❑ The **Mission** of the Virginia District Church of the Nazarene is:

To equip established and new congregations to make and shape Christlike disciples in Virginia and beyond.

- ❑ Our **Five Missional Priorities** are:

-  Future Envisioning
-  Fruitful Evangelizing
-  Faithful Equipping
-  Frequent Encouraging
-  Fearless Excelling with Accountability

- ❑ Our **Seven Operational Values** are:

- ✝ Christ-centered
- ✝ Love for all people
- ✝ Intentional Collaboration
- ✝ Risk-taking enterprise
- ✝ Outlandish Generosity
- ✝ Passionate Worship
- ✝ Accepting Change

OBJECTIVES/EXPECTATIONS FOR EVERY PASTOR:

- Love and lead lost people to Jesus and help them become Christlike disciples.
- Live and preach the doctrines of the salvation of sinners and entire sanctification of believers.
- Establish and maintain a vibrant ministry of prayer.
- Know (memorize even?) the “Agreed Statement of Belief” (see attached).
- Work together with your Church Board to establish and follow a vision for ministry.
- Serve as a team player in cooperation with other Nazarene Pastors, the District Superintendent, and General Church leaders. This includes, but is not limited to reading the materials sent to you from them and becoming familiar with, and supporting, through your attendance and participation, district and general church events (see below).
- Establish goals for growth in the local church and make plans to reach these goals:
 - Numeric attendance growth in Sunday School/Discipleship Ministry.
 - Numeric attendance growth in Primary Worship Attendance versus prior year.
 - Numeric growth in Responsibility List total (for definition see nazarene.org/ministries/ssm/resources/statistics/display.html).
 - Increases in finances:
 - ✓ Increases in Church Income compared to prior year.
 - ✓ Increases in giving to World Evangelism Fund and 10% Mission Specials.
 - ✓ Increases in giving to Pension, ENC, and VA Missions Fund Budgets.
 - To gain at least one (1) New Nazarene member to the Church per year.
 - To baptize at least one (1) person to faith in Jesus Christ.
 - Growth in the total number of Members in the local church.
 - Paying All Four (4) Denominational Budgets in full: (1) World Evangelism, (2) Eastern Nazarene College, (3) VA District, and the (4) Pensions & Benefits. New Start congregations are expected to begin giving a percentage immediately equal to 10% of their income and increasing to 15% of their income once officially organized.
- Submit the following reports in a prompt manner:
 - Monthly stories of life transformation reported to the District Superintendent.
 - Monthly average attendance (Discipleship and Worship) reported through the statistics website at www.vanaz.org.
 - Monthly report of the Church Income thru the www.fundingthemission.org website.
 - Annual Reports to the District Assembly, including:
 1. Statistical report completed thoroughly and accurately.
 2. Oral report (prepared in advance) to the District Assembly.
 - Immediate notification to the District Resource Center regarding any individual licensed for ministry by the local church with a local license.

- Love the congregation that has been given to you.
- The Virginia District Church of the Nazarene will work to provide you with a friend and mentor. The District Superintendent also stands ready to assist you as needed. We love you and we are here to assist you in the great work of the ministry.
- Complete other responsibilities as assigned.
- Review and become familiar with *Manual* paragraphs 1-160 which are the basic guidelines for administration of the ministry in the local church.
- Your attendance is **required** at the following events each year (local church expense):
 - ✓ The Annual Nazarene Missions International (NMI) Convention.
 - ✓ The Annual District Assembly, at which you will give a brief report of your work.
 - ✓ The Annual Ministry Team Retreat.
 - ✓ Training event Zone Pastor Huddle(s).
 - ✓ District Licensed Ministers: The Annual Meeting of the Ministerial Credentials and Studies Board, until the time of your ordination.
- While **not required**, you will greatly benefit from the following:
 - ✓ Training events such as the Teaching Church and other denominational events.
 - ✓ The Annual District Family Campmeeting (D.I.G.) held at the VA Nazarene Camp.

MISSIONAL ACCOUNTABILITY & THE DISTRICT

The Virginia District Advisory Board and the District Superintendent wish to underscore our belief that God wants every one of our ministries to have scriptural success in the mission given to us by Christ. Because we are a team, and because we believe in accountability, our district operates with the wisdom of Manual paragraph 211.3 (2017-2021 edition). We encourage every Pastor and local church board to be mindful of the functional role of the district in the success of every local church in the ministry of making and shaping Christlike disciples in Virginia and beyond.

- By checking the box, you acknowledge having read and understood Manual 2017-2021 ¶211.3.

Manual Church of the Nazarene 2017-2021 ¶ 211.3.

In circumstances where the district superintendent has determined that a church is in an unhealthy, declining situation, the continuation of which threatens the viability of the church and its mission effectiveness, the district superintendent may pursue contact **with the pastor or the pastor and the church board to evaluate the circumstances. Every effort shall be made to work with the pastor and church board toward resolution of issues that have led to the circumstances which** are impeding mission effectiveness.

If the district superintendent, after working with the pastor and/or board, concludes that further intervention is necessary, he or she may, with the approval of the District Advisory Board and the general superintendent in jurisdiction, take appropriate action to address the situation. Such action may include, but is not limited to:

1. The removal of the pastor;
2. The dissolution of the church board;
3. The initiation of such special interventions as may be necessary to restore the church's health and mission effectiveness.

[unrelated items from this paragraph deleted]

WHAT YOU CAN EXPECT FROM THE DISTRICT:

- ✦ To faithfully pray for you by the Superintendent and a prayer team. You are loved.
- ✦ A regular prayer guide provided to you. (Provided by email most Sunday mornings).
- ✦ Personal availability of the District Superintendent and Staff to you personally.
- ✦ Availability of the DS and the District Staff on a professional level. We will handle your requests for assistance in a prompt and effective matter. When you need a district approval we will complete it as quickly as possible, usually within two weeks.
- ✦ Quarterly Zone Pastor Huddle gatherings to interact with District Leadership.
- ✦ Training Events such as The Teaching Church; Team Day; and other Equipping Events especially in Evangelism and Church Planting (DCPI).
- ✦ Well planned district events.
- ✦ A two-year planning calendar.
- ✦ Confidentiality.
- ✦ Churches Resourcing Churches
([http://vanaz.org/RESOURCES and REPORTING/Churches Resourcing Churches/](http://vanaz.org/RESOURCES_and_REPORTING/Churches_Resourcing_Churches/))
- ✦ A Monthly Virginia Team Update (VTU) e-news on the 15th of the Month.
- ✦ Letters to the local church encouraging the church to:
 - Carefully provide for compensation increases for the pastor.
 - Joyfully provide a way paid to the Ministry Team Retreat.
 - Requesting financial support for attending the District Assembly and the appropriate Campmeeting (D.I.G. or Hispanic Family Camp).

I acknowledge reading and receiving a copy of this covenant and to the best of my abilities I will work to fulfill my portion.

District Superintendent/Date

Pastor Signature/Date

Church Name _____ Church of the Nazarene



AGREED STATEMENT OF BELIEF

UNDERSTAND THE PLACE OF THE CHURCH OF THE NAZARENE WHERE YOU ARE CALLED TO SERVE IN THE GREATER CONTEXT OF THE WORK OF GOD.

THE CHURCH

I. The General Church

17. The Church of God is composed of all spiritually regenerate persons, whose names are written in heaven.

II. The Churches Severally

18. The churches severally are to be composed of such regenerate persons as by providential permission, and by the leadings of the Holy Spirit, become associated together for holy fellowship and ministries.

III. The Church of the Nazarene

19. The Church of the Nazarene is composed of those persons who have voluntarily associated themselves together according to the doctrines and polity of said church, and who seek holy Christian fellowship, the conversion of sinners, the entire sanctification of believers, their up building in holiness, and the simplicity and spiritual power manifest in the primitive New Testament Church, together with the preaching of the gospel to every creature.

IV. Agreed Statement of Belief

20. Recognizing that the right and privilege of persons to church membership rest upon the fact of their being regenerate, we would require only such avowals of belief as are essential to Christian experience. We, therefore, deem belief in the following brief statements to be sufficient. We believe:

20.1. In one God—the Father, Son, and Holy Spirit.

20.2. That the Old and New Testament Scriptures, given by plenary inspiration, contain all truth necessary to faith and Christian living.

20.3. That man is born with a fallen nature, and is, therefore, inclined to evil, and that continually.

20.4. That the finally impenitent are hopelessly and eternally lost.

20.5. That the atonement through Jesus Christ is for the whole human race; and that whosoever repents and believes on the Lord Jesus Christ is justified and regenerated and saved from the dominion of sin.

20.6. That believers are to be sanctified wholly, subsequent to regeneration, through faith in the Lord Jesus Christ.

20.7. That the Holy Spirit bears witness to the new birth, and also to the entire sanctification of believers.

20.8. That our Lord will return, the dead will be raised, and the final judgment will take place.

- Manual of the Church of the Nazarene 2017-2021

GOD'S SAVING PLAN

REVIEW AND BE FAMILIAR WITH THIS SIMPLE UNDERSTANDING OF THE ATONEMENT

Praise be to God the Father, Son, and Holy Spirit for the indescribable gift of salvation.

What we typically refer to as "salvation"

Human component:

Godly sorrow/repentance, acceptance, faith.

What God does for the seeker? such as pride and selfishness and personal ambition are key targets for the deeper work of God.

Justification :: what was wrong is "made right – justified."

Regeneration :: old becomes new, a new creation in Christ.

Adoption :: we are officially accepted into the family of God.

Initial sanctification :: God begins the process of purifying us.

What happens to the sin problem in our lives? : Our sins are forgiven; God begins his work of cleaning up our lives. Our hearts are quickened to the sin that still surrounds us.

What we typically refer to as "sanctification"

(It is most helpful to refer to this as entire sanctification so as not to confuse it with the initial sanctifying work of God.)

Human component:

Entire consecration: offering ourselves completely to God, surrender of our will and ambitions to the plans of God. Like Paul wrote to the Galatians 2:20: "I have been crucified with Christ, I no longer live, but Christ lives in me. And the life I now live I live by faith in the son of God who loved me and gave himself for me."

What God does for the seeker?

Cleanses the Heart from Sin: Purification.

His spirit indwells in our hearts fully.

He empowers the believer for service.

He fills the heart with love for others.

What happens to the sin problem in our life?

God cleanses the heart from sin, and purifies the heart working on the root of the problem of sin in our lives, conditions

THE FIVE CS – ORDAINED MINISTRY

BE FAMILIAR WITH AND KNOW THESE FIVE CS ESPECIALLY IF YOU ARE IN THE PROCESS TOWARD ORDINATION, OR YOU HAVE STUDENTS IN THE PROCESS TOWARD ORDINATION.



Becoming an ordained minister is recognition by the church of your gifts, graces, character, call, and service to the church. Ordination is a privilege, not a right. Ordination is granted to you, not demanded by you.

Call :: every person ordained to ministry through the administration of the Church of the Nazarene must publicly acknowledge that God himself has called them to this ministry. We affirm and believe in this idea that God calls some of his people to specific equipping roles within His church. While this call is personal it cannot remain private. In the fellowship of the church it can be cultivated, and celebrated.

Character :: every person ordained to ministry through the administration of the Church of the Nazarene must demonstrate the character of Christ in his or her life, including, but not limited to, being a woman/man of integrity, punctual, honest, and increasingly formed in the image of Christ.

Continuity :: every person ordained to ministry through the administration of the Church of the Nazarene will have completed a minimum number of years of pastoral or staff ministry in a mentoring, apprentice, learning and growing role. The specific minimum number of years is listed in the Manual of the Church of the Nazarene. The district boards are free to extend this time as needed.

Competencies :: every person ordained to ministry through the administration of the Church of the Nazarene will show evidence of competencies as outlined through the Course of Studies for ministers. The objective of the studies is to increase competencies for ministry. The course work and design has been arrived at through careful prayer and study by veteran educators and leaders in the church.

Clarity :: every person ordained to ministry through the administration of the Church of the Nazarene will show evidence of clarity in their theological understanding of the doctrines of the church, especially the Apostles Creed, the Sixteen Articles of Faith and the Agreed Statement of Belief (see Manual 2017-2021 from the Preamble through paragraph 27).



I acknowledge reading and receiving a copy of this covenant and to the best of my abilities I will work to fulfill my portion.

DISTRICT DIRECTORY

A DIRECTORY OF RESOURCES FOR YOU. YOU ARE **NOT** ALONE. YOU MAY ALSO WANT TO SECURE A COPY OF THE OFFICIAL DISTRICT JOURNAL. www.vanaz.org

District Superintendent--Dr. J. Phillip Fuller, (phillip@vanaz.org; 703-307-8672)

District Secretary--Bill Dillon, (wrdillon@nazcentral.com; Fax: 757-497-9269, 757-335-3546)

District Treasurer--Todd Kern, (treasurer@vanaz.org; 804-739-4884)

District NMI President--Charlotte Holter, (nmipres@vanaz.org; 540-433-9099)

Website: www.vanmi.org

District NYI Interim President--Jerry Varner, (jvarner@southsidechurchva.org; 804-304-4669)

Website: www.virginiany.com

District SDMI Chairman--Camelot Shuff, (pastorcamelot@gmail.com; 540-746-3746)

Website: www.vanaz.org (District Ministries)

District Offices and Administrative Personnel

District Resource Center--5906 Harbour Park Dr., Midlothian, VA 23112

(info@vanaz.org; fax: 804-739-6868; 804-739-4884)

Administrative Asst.--Rachel Sherman, (rachel@vanaz.org; 804-739-4884) Contact Rachel for appointments/scheduling items with the DS or questions about the district calendar, and administrative questions at the DRC.

District Office Personnel--Cheri Sheridan, info@vanaz.org

District Hispanic Administrator-Cindy Estrada, (cindyestrada476@yahoo.com; 804-739-4884)

Virginia District Nazarene Camp Manager--Wayne Lynch, (campmanager@vanaz.org)

Virginia District Nazarene Camp--(Mail: P.O. Box 110), 1151 High School Rd.,
Buckingham, VA 23921; Website: www.vanaz.org (District Ministries)

District Resource Team

Assist. to the District Superintendent--George Stevenson, (sbigmoose@aol.com; 540-427-0228)

Hispanic Ministries Coach--Rigoberto Acosta, (rigonaza@aol.com; 804-222-4326)

Website: www.nazarenosva.org

Black Ministries Coord.--Charles Tillman, (revtillman@comcast.net; 804-648-6777)

District Training Center Dean--David Woods, (david@vanaz.org; 804-458-1871)

Website: www.vanaz.org (District Ministries)

District Ministerial Studies Board Chairman--Brad Billet (bradleybillet@yahoo.com; vanazedboard.org) If you have someone from your congregation studying for ministry, please insure that they are in contact with the VA District Ministerial Studies Board.

Ministerial Credentials Board Secretary--Steve Guizar (sguizar@yahoo.com; www.vanaz.org (Ministerial Credentials))

New Start Coordinator-- Dr. J. Phillip Fuller, (phillip@vanaz.org; 804-596-2937)

The Teaching Church (Harrisonburg)--Kerry Willis, (graynalli@aol.com)

The Teaching Church (Eastern)--Camelot Shuff, (pastorcamelot@gmail.com)

DCPI--Reggie Phillips, (tobnhisglory2000@aol.com)

Virginia Nazarene Disaster Rapid Response Team--Glenn Grambo,

(ggrambo@cox.net; 804-557-3815)

D.I.G. Family Camp Director--Joyce Grambo, (jgrambo@varinachurch.org)

Please use the following resources available at your disposal, and be sure to visit the district website, www.vanaz.org (English) and www.nazarenosva.org (Spanish). (There is a wealth of information available here).

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- **Virginia District Church of the Nazarene**
- **Virginia Nazarene Camp**
- **Nazarenosva Distrito**
- **VA NYI**
- **JNI VA**
- **Virginia NMI**
- **Virginia District Nazarene Teen Bible Quizzing**
- **Virginia Nazarene District Childrens Quizzing**
- **Rapid Response Virginia District**
- **VANAZ Women Pastors**
- **VA Ladies Conference**
- **VA District Festival of Life**