

Suggestions for Ministry Covenant Categories

Note to Assessors/Coaches: Include applicable items on Ministry Covenant Evaluation Form.

Education (Consult transcript printout from CMD secretary)

- E1. Completes 1st year of education or equivalent.
***Insert E1 for each course to be completed, indicating Course Number and Title of each course.*
- E2. Completes 2nd year of education or equivalent.
***Insert E2 for each course to be completed, indicating Course Number and Title of each course.*
- E3. Completes 3rd year of education or equivalent.
***Insert E3 for each course to be completed, indicating Course Number and Title of each course.*
- E4. Completes 4th year of education or equivalent. (Insert E4 for each course needed)
***Insert E4 for each course to be completed, indicating Course Number and Title of each course.*
- E5. Completes History and Polity of the Church of the Nazarene (incl. Manual).
- E6. Receives Certificate of Graduation from Pittsburgh District Training Center.
- E7. Meets annually with education counselor to track education progress.
- E8. Submits transcripts annually, where applicable.
- E9. Completes the minimum number of courses per year.
- E10. Completes internship.
- E11. Registers with CMD secretary.
- E12. Receives and review Handbook for Ministerial Development.
- E13. Other:
- E14. Other:
- E15. Other:
- E16. Other:

Marriage and Family – Married Candidate

- M1. In case of divorce, submits paperwork to district superintendent.
- M2. Prays daily with spouse.
- M3. Conducts daily family devotions with spouse and/or family.
- M4. Spends personal time with spouse alone on weekly basis.
- M5. Spends personal time with each child individually on weekly basis.
- M6. Submits to marriage counseling when recommended by CMD or district superintendent.
- M7. Spouse actively supports ministry.
- M8. Communicates well with spouse.
- M9. Cooperatively makes decisions with spouse.
- M10. Disciplines children with consistency and fairness.
- M11. Maintains a home that is welcoming to friends and visitors.
- M12. Expresses hospitality to guests in home.
- M13. Takes regular vacation time with family.
- M14. Establishes reasonable boundaries for family privacy.

M15. Sets reasonable limits on dealing with problems of adult children and parents.
M22 Other:
M23: Other
M24: Other
M25:Other

For Single Candidate:

M11 - Maintains a home that is welcoming to friends and visitors.
M12 - Expresses hospitality to guests in home
M13 - Takes regular vacation time
M16 - Establishes reasonable boundaries as a single person
M17 - Sets reasonable limits on dealing with problems concerning siblings and parents
M18 - Sets boundaries with opposite sex
M19 - Has boundaries in place when associating with couples
M20 - Has a positive view of opposite sex
M21 - Viewpoint of dating with a “call to ministry”

M26. Other:
M27. Other:
M28. Other:
M29. Other:
M30. Other:

Finance

F1. Prepares an annual operating budget.
F2. Discusses major purchases with spouse.
F3. Current with all loan and/or mortgage payments.
F4. Current with all monthly bills.
F5. Spends less than earnings.
F6. Maintains receipts for business expenses.
F7. Maintains mileage log for business use of personal automobile.
F8. Invests for retirement.
F9. Maintains healthcare insurance.
F10. Tithes to local church.
F11. Gives offerings above tithe.
F12. Gives benevolent assistance to those in need, as able.
F13. Teaches children how to earn, save, spend, and tithe their money.
F14. Establishes a time balance between secular job and pastoral ministry, where applicable.
F15. Has a positive view of personal sacrifice in relation to material things.
F16. Develops strategy to be near debt free or totally debt-free to have freedom in ministry.
F17. Understanding of minister’s dual tax status
F18. Understanding of Self-Employment tax and payments
F19. Understanding of minister’s financial package
F20. Has a will.
F21. Other:

F22. Other

Psychological Well-being

- Ps1. Submits to various psychological tests, as recommended by CMD.
- Ps2. Submits evidence of Act 31 and Act 33 clearances.
- Ps3. Submits to personal counseling, as recommended by CMD or district superintendent.
- Ps4. Completes course on internet pornography. Use book, The Pornography Trap by Ralph Earle Jr. & Mark R. Laaser. Beacon Hill Press.
- Ps5. Prays daily.
- Ps6. Reads the Bible daily for personal devotions.
- Ps7. Submits to remedial correctives as indicated by psychological tests or other means.
 - a. Corrective –
 - b. Corrective –
 - c. Corrective –
 - d. Corrective –
- Ps8. Completes course on conflict management.
- Ps9. Establishes accountability relationship.
- Ps10. Interviews three retired pastors and spouses on challenges and blessings of ministry.
- Ps11. Ensures that spouse is included in gatherings of pastors at zone and district level.
- Ps12. Attends Ministers and Mates retreat annually.
- Ps13. Attends all zone and district events unless reasonably hindered.
- Ps14. Completes personal Spiritual Gifts Inventory.
- Ps15. Develops a written plan for spiritual formation, adhering to it in practice.
- Ps16. Other:
- Ps17. Other:
- Ps18. Other:
- Ps19. Other:
- Ps20. Other:

Pastoral Skills

- Pa1. Meets monthly with advanced coach.
- Pa2. Completes 24 monthly praxis (X) exercises.
 - X1 Outline premarital counseling session
 - X2 Officiate a wedding (or participate as an officiate)
 - X3 Officiate a funeral service (or participate as an officiate)
 - X4 Conduct church board meeting (or portion of board meeting)
 - X5 Videotape and critique sermon
 - X6 Conduct communion service
 - X7 Conduct baptism service
 - X8 Prepare an actual or fictional church operating budget
 - X9 Pastoral visit to a person who is terminally ill
 - X10 Recruit a leader for a new ministry
 - X11 Prepare pastor's annual report
 - X12 Plan Christmas Eve service
 - X13 Plan Easter Sunrise service
 - X14 Teach Vacation Bible School class

- X15 Volunteer as counselor for teen camp
- X16 Volunteer as counselor for children's camp
- X17 Formal soul-winning presentation
- X18 Prepare and teach Sunday School class
- X19 Plan worship service and conduct the service as worship leader
- X20 Interview an experienced pastor
- X21 Interview an experienced associate pastor
- X22 Develop a strategic plan for dealing with decline in attendance and finances
- X23 Work with a church board or ministry to develop a mission statement
- X24 Teach a membership class

- Pa3. Annually purchases and reads at least one book on practical ministry.
- Pa4. Conducts or observes a board meeting.
- Pa5. Leads a ministry in the local church.
- Pa6. Chairs a committee or board.
- Pa7. Serves on a committee or board as a member.
- Pa8. Volunteers as a youth counselor at teen or family camp.
- Pa9. Volunteers as a children's counselor at kids or family camp.
- Pa10. Volunteers as staff for family camp.
- Pa11. Attends Shepherds' Advance each month, unless reasonably hindered.
- Pa12. Completes personal evangelism training.
- Pa13. Develops materials and conducts pre-marital counseling.
- Pa14. Makes hospital visits prior to, on day of, and following a surgery.
- Pa15. Makes visit and serves communion to elderly in nursing or assisted-living facility.
- Pa16. Visits at least six families within a week of their visit to the local church.
- Pa17. Visits at least six families who regularly attend the local church.
- Pa18. Meets with at least six individuals to discuss their involvement in a ministry.
- Pa19. Administers a spiritual gifts inventory to at least six people, discussing results with them.
- Pa20. Attends at least one conference or seminar on church health.
- Pa21. Visits at least one larger church, meeting to discuss their mission with pastor and key leaders.
- Pa22. Visits at least one smaller church, meeting to discuss their mission with pastor and key leaders.
- Pa23. Interviews three active pastors on leadership, conflict resolution, and being missional.
- Pa24. Attends at least one conference or seminar outside zone and district.
- Pa25. Other:
- Pa26. Other:
- Pa27. Other:
- Pa28. Other:
- Pa29. Other:

Theological and Doctrinal Development

- T1. Writes and preaches at least six sermons on holiness, with at least one specifically on entire sanctification.
- T2. Explains the doctrine of entire sanctification in traditional terms.

- T3. Explains the doctrine of entire sanctification in contemporary terms.
- T4. References at least four scriptures that support the doctrine of holiness.
- T5. Purchases and reads Wesley's *Plain Account of Christian Perfection*.
- T6. Purchases and reads Knight's *Holiness Pilgrimage*.
- T7. Paraphrases the Articles of Faith from *Manual*.
- T8. Develops and writes a personal mission statement.
- T9. Develops and writes a personal philosophy of ministry.
- T10. Develops and writes a theological explanation for being missional.
- T11. Explains the doctrine of atonement and salvation in lay terms.
- T12. Explains the doctrine of the end times in lay terms.
- T13. Shows an understanding of doctrinal differences between the Church of the Nazarene and the following:
- a. Roman Catholicism
 - b. Baptist
 - c. Seventh Day Adventist
 - d. United Methodist
 - e. Episcopal
 - f. Lutheran
 - g. Assembly of God
 - h. Independent/Non-denominational.
- T14. Demonstrates knowledge sufficient to identify a cult and explains its key beliefs, differentiating it from the beliefs of the Church of the Nazarene.
- T15. Role plays the evangelistic approach to sharing Christ with the following:
- a. older adult with church background
 - b. unchurched teenager
 - c. recent immigrant from India
 - d. Muslim man
 - e. Muslim woman
 - f. seriously injured accident victim
 - g. terminally-ill young mother
 - h. practicing homosexual with AIDS
 - i. pastor's spiritually bitter adult son
 - j. eight-year-old boy
 - k. college student disillusioned with organized religion
 - l. alcoholic man
 - m. depressed woman
 - n. unchurched husband and wife having marital problems
 - o. successful business owner.
- T16. Explains the relationship between Christian perfection and human frailties.
- T17. Explains the biblical basis for the covenant of marriage.
- T18. Explains the biblical understanding for divorce and remarriage.
- T19. Explains the biblical understanding of evil and why bad things happen to good people.
- T20. Demonstrates a biblical understanding of worship.
- T21. Visits Eastern Nazarene College and meets with Religion faculty member to discuss the role of higher education in the theological formation of clergy and laity.
- T22. Other:
- T23. Other:

T24. Other:

T25. Other:

Calling to be a Minister

- C1. Articulates a clear call to the professional ministry.
- C2. Demonstrates evidence that others within the Body of Christ confirm the call.
- C3. Spouse articulates clear support for the call and her or his own role in the call.
- C4. Develops and writes a list of what the following people might expect from their call to ministry:
 - C4a himself or herself,
 - C4b spouse,
 - C4c children,
 - C4d congregation,
 - C4e community,
 - C4f district superintendent,
 - C4g denomination, and
 - C4h colleagues.
- C5. Develops and writes a list of responses to the expectations of the above-mentioned people.
- C6. Works with the advanced coach to write a Ministry Covenant and evaluate progress on each item, resulting in an annual report to the District Board of Ministry.
- C7. Works with the advanced coach to set specific goals and timeframes for completing each item of the Ministry Covenant.
- C8. Other:
- C9. Other:
- C10. Other:
- C11. Other:
- C12. Other:
- C13. Other:
- C14. Other:
- C15. Other:

Other Considerations

- O1. Sets up payment schedule for assessment fees and ensure on-time payment.
- O2. Interviews with Center for Ministry Development director.
- O3. Interviews with district superintendent.
- O4. Interviews with District Board of Ministry for first district license.
- O5. Interviews with District Board of Ministry for ordination.
- O6. Interviews, as requested, with District Board of Ministry for renewal of district license.
- O7. Receives letter of clearance for divorce from Board of General Superintendents, if applicable.
- O8. Receives local minister's license from local church.
- O9. Receives renewal of local minister's license from local church.
- O10. Other:
- O11. Other:
- O12. Other:

O13. Other:
O14. Other:
O15. Other:

Basic Ministry Covenant

I, _____, believe myself to be called by God to prepare for full-time service as an ordained elder/deacon (circle one) in the Church of the Nazarene. I do hereby covenant with God, the district superintendent, the District Board of Ministry, and the Center for Ministry Development to fulfill every requirement set before me by the *Manual* of the Church of the Nazarene, the *Handbook for Ministerial Development*, and this Ministry Covenant in order that I might qualify and be considered for (“a district minister’s license and” – *to be added later*) ordination in the Church of the Nazarene.

My spouse, _____, joins me in this covenant as a committed Christian desiring to fulfill his/her (circle one) life in service to Jesus Christ through the Church. He/She (circle one) understands that full support is needed and required if my calling is to fulfill its maximum potential as determined by God.

Signed: _____ (minister)
_____ (spouse)

Witnessed: _____ (advanced coach)

Date: _____

Approval of
Basic Ministry
Covenant: _____ (district superintendent)

Date: _____

*Approval of
Expanded Ministry
Covenant: _____ (District Board of Ministry)

Date: _____

* Expanded Ministry Covenant includes the specific goals and timeframes developed by the minister and advanced coach for meeting each item of the basic ministry covenant. The Expanded Ministry Covenant shall be attached to this Basic Ministry Covenant.

