

MINISTERIAL DEVELOPMENT REGULATIONS AND PROCEDURES

1. ELIGIBILITY

Participation in the ministerial development initiative overseen by the District Board of Ministry (BoM) is required of all persons having a local minister's license (Manual para. 531.4) or district minister's license (Manual para. 532.1) who are members of the Intermountain District. Enrollment in the District Studies Program is a condition of such participation.

2. HOW TO ENROLL IN THE DISTRICT STUDIES PROGRAM

a. Personal Preparation: Persons wishing to enroll with the Board of Ministry will find it helpful to read the *Guide to Ministerial Preparation and Ordination*. A link to the Handbook may be found at our district's website (www.intermountaindistrict.org) or the denominational website (www.nazarene.org/licensing-and-ordination).

b. Apply to Enroll: Concurrent with the granting of a local minister's license through the local church, the local minister should complete the Minister in Development Application to Enroll form and submit it to the BoM Records Coordinator. This form is available on the district website (www.intermountaindistrict.org) or from the District Office.

c. Send Transcripts: Transcripts of all college/Bible school/seminary work should be sent to the BoM Records Coordinator at the Intermountain District Church of the Nazarene. These will be evaluated by the BoM Placement Coordinator in order to determine the progress of the Minister in Development (student) in the Course of Study and placement in a ministerial development tier.

3. UPON ENROLLMENT

Upon receipt and processing of the enrollment application and transcripts, the Minister in Development (MID) will receive from the BoM Records Coordinator:

- a welcome letter
- a Course of Study Student Record
- information and guidelines for completing the Supervised Ministry Experience
- and any additional materials concerning current educational policy and opportunities.

A. THE MINISTERIAL DEVELOPMENT INITIATIVE AND THE DISTRICT STUDIES PROGRAM

4. EDUCATIONAL PREPARATION

a. Educational Requirements. The Church of the Nazarene requires an approved/validated Course of Study consisting of 25 core courses in order to fulfill the educational requirements for ordination. Ministerial students enrolled in a Nazarene institution of higher learning (such as Northwest Nazarene University) are advised during their educational program what courses will meet ordination requirements. Students attending non-Nazarene institutions of higher learning are encouraged to work closely with the Placement Coordinator to assure that the requirements of the course of study are completed.

b. Minimum Requirements. The *Manual* of the Church of the Nazarene requires a minimum of two courses (modules) completed per year. MIDs not completing the minimum course requirements are in danger of being placed in inactive status and eventually dropped from the course of study. MIDs must submit grade report forms or transcripts to the Records Coordinator by January 15 (See "Reporting Requirements" below).

c. Evaluation of Progress. Regardless of the avenue of educational preparation taken by the MID, the Placement Coordinator makes final determination with regard to all MIDs, as to compliance with the educational requirements set forth in the *Manual* and the *Sourcebook on Ordination*. The BoM Executive Committee shall have sole responsibility to rule in the event of an appeal by an MID of the determination of the Placement Coordinator.

d. Avenues of Preparation. The recommended avenue of preparation for full-time Christian service is by attending a Nazarene liberal arts college or university and, if possible, Nazarene Theological Seminary. Attending Nazarene Bible College is another viable option. If attending a Nazarene institution of higher learning is not an option or there are course omissions from work previously completed, the Modular Course of Study will meet the educational requirements for ministry preparation (see the "Course of Study" link at www.nazarene.org/course-study). Students choosing this avenue of preparation are encouraged to complete the Modular Course of Study offered by Northwest Nazarene University and are encouraged to visit the university's website at <http://www.nw Nazarene University.edu>

www.nnu.edu/cos or contact via email at cos@nnu.edu or 208-467-8371. A college degree is not awarded upon completion of the Modular Course of Study. Course of Study credit may also be received by auditing courses offered by Northwest Nazarene University.

5.

REPORTING EDUCATIONAL PROGRESS

A primary element of marking the progress of MIDs in their ministerial development is the evaluation of Course of Study requirements completed each year. MIDs enrolled in the online modular course of study must submit a copy of their grade report forms to the BoM Records Coordinator at the Intermountain District Church of the Nazarene by January 15 of each year. Those MIDs enrolled as college, seminary, or Bible college students must request the registrar of their respective institutions to send a transcript to the BoM Records Coordinator also by January 15 of each year.

6.

SUPERVISED MINISTRY EXPERIENCE

Graduation from the Course of Study requires the completion of a minimum of 200 hours of field experience. The Intermountain District's Supervised Ministry Experience Program provides the MID a variety of hands-on ministry experiences. It also serves as a window through which the local pastor/staff, district-assigned Coach, and Board of Ministry may observe and advise the MID in concrete ministry situations.

The Supervised Ministry Field Experience Program is developed within four quadrants: Observation, Exploration, Experience and Integration. Each quadrant builds on the previous and intensifies as to the amount of time, effort, and responsibility expected. In each quadrant the student is accountable to and under the supervision of the local pastor/staff. Ideally, the MID completes each quadrant on pace with the various other requirements comprising Tiers 1, 2, 3, and 4 respectively. Some MIDs, who have been placed in advanced tiers but have not fulfilled the Supervised Ministry Field Experience quadrants, must still complete the field experience in the correct order. A ministerial student at Northwest Nazarene University or an MID auditing courses through NNU may enroll in PT 171, 296, 396, and 496 to complete the Supervised Ministry Experience (Field Experience) requirement.

A portfolio consisting of learning contracts, journal pages, reflection papers, time logs, supervisor's reports and evaluations, and other assigned documents are to be submitted to the Placement Coordinator of the

Board of Ministry as each quadrant is completed and no later than January 15 of each year.

7.

COMPLETION OF EDUCATIONAL REQUIREMENTS

Upon completion of educational requirements, which includes the completion of all aspects of the Supervised Ministry Experience, the MID is awarded graduate status.



In addition to the educational and Supervised Ministry Experience requirements noted above, the Ministerial Development Initiative also features the following:

1.

EVALUATIVE STRUCTURE

An individual's advancement as a Minister in Development (MID) is measured against a series of requirements structured into five tiers. The requirements in each of the five tiers must be met before the MID is placed in the next tier. Requirements for each tier are provided to the student upon enrollment in the District Studies Program.

2.

MID ASSESSMENTS

Each Minister in Development (MID) is required to attend, at the invitation of the Board of Ministry, an Initial Assessment and a Mid-Point Assessment. The Initial Assessment is to be attended once during the course of a MID's preparation for ministry and is normally attended by newly-enrolled MIDs or those MIDs recently transferred to the Intermountain District who are early in the process of preparation for ministry. Individuals who have received a district minister's license and who have advanced to Tiers 3 or 4 are required to attend the Mid-Point Assessment. The Mid-Point Assessment is to be attended once only during the course of a MID's preparation for ministry.

3.

DISTRICT-ASSIGNED COACH

In addition to the Supervised Ministry Experience Program described above, an important summative experience for all MIDs is a 12-month coaching component. This aspect of the Ministerial Development Initiative is likely to coincide with the period of time when MIDs have entered into roles and responsibilities as assigned ministers and are thus fulfilling the years of service required prior to their becoming eligible to be considered for ordination. The coaching relationship is designed to connect the MID with someone outside his or her immediate assigned ministry setting who can engage the MID in reflecting on his or her current ministry experience, sharpen ministry skills, and enhance spiritual and personal growth and awareness.

Upon completion of the Mid-Point Assessment, the MID may apply for a district-assigned coach. The request form is located on the district website (www.intermountaindistrict.org/ministerial-development/mids). This assignment is made by the BoM Coaching Coordinator.

The MID is to meet with the assigned coach on at least 10 occasions spaced at regular intervals over a 12-month period. The 12-month period begins from the date of the first meeting. The district-assigned coach is to focus the coaching in accordance with a coaching curriculum provided by the Coaching Coordinator, with due attention to the immediate concerns and growth opportunities of the MID as these become evident as the coaching relationship progresses. The annual and final reports of the district-assigned coach and the coaching experience report of the MID provide important input to the Board of Ministry as it monitors and facilitates the continued progress of the MID. At its discretion the Board of Ministry may require further coaching even after an MID has completed the required 12-month district-assigned coaching component.

4.

ORDINATION

Only those MIDs having been placed in Tier 5, having completed the District-Assigned Coaching component, and having completed the required years of service as an assigned ministry (see *Manual* 534 and 535) or having met the requirements for recognition of ordination in another denomination, shall be eligible to be considered by the Board of Ministry for ordination.

Ordination, however, is a privilege and not a right. Therefore, completion of all requirements for ordination does not entitle the MID to be ordained, although all of these requirements must be met in order to be eligible for ordination. The ordination of an MID having fulfilled

the requirements for ordination is, therefore, subject to the considered judgment of the Board of Ministry as to the MID's readiness for ordination.

DISTRICT BOARD of MINISTRY

1.

ORGANIZATION

The work of the Board is directed by an Executive Committee selected from among members of the Board and is facilitated by the efforts of four coordinators:

- Records Coordinator
- Placement Coordinator
- Assessments Coordinator and
- Coaching Coordinator

2.

SUBMISSIONS AND COMMUNICATIONS

Submissions of applications and reports, as well as all communications with the Board of Ministry, are to be made through the Records Coordinator:

INTEMOUNTAIN DISTRICT

P. O. BOX 1159

NAMPA, ID 83653

Fax: 208-467-1125

Email: vanessa@intermountaindistrict.org