

437.2 Desired Outcomes of Educational Preparation

[From: International Sourcebook on Developmental Standards for Ordination, Church of the Nazarene, Adopted February, 1999, pp. 10-11.]

Education for service, as described above, will assist the minister in the process of “being,” “knowing” and “doing.” These outcomes need to be integrated into the four elements of ministerial preparation.

For the minister “**to be**,” the desired outcomes are expressed in:

1. loving God with all the heart, soul, mind and strength and the neighbor as oneself as expressed in Christian holiness
2. a deep spirituality with an abiding sense of God’s call
3. existence as a person in relationship to the community of faith
4. unquestioned integrity and honor
5. compassion, patience and perseverance
6. self-discipline and self-control
7. humility, gentleness and sensitivity to others
8. passion and courage
9. wisdom and discernment
10. vision and commitment

For the minister “**to know**,” the desired outcomes are to have:

1. a thorough knowledge of the holy Scriptures and methods of interpretation
2. a clear understanding of Christian theology and especially the place of Christian holiness within it

3. a solid grasp of the history of the Christian church and its mission through the centuries
4. a knowledge of the Wesleyan theological heritage and traditions
5. a working knowledge of the disciplines of the spiritual life
6. an understanding of the significance, forms and place of Christian worship in the community of faith
7. a firm understanding of Christian personal and social ethics
8. a knowledge of communication theory and skills, especially preaching and including teaching and interpersonal skills
9. a clear understanding of the dynamics of Christian servant leadership, local church administration, and models of mission and ministry, and the similarities to and distinctions from secular models of leadership and management
10. an awareness of the brokenness of the human condition – both personal and societal
11. an understanding of the dynamics of the human life, groups within the local church and society, including marriage and family
12. a grasp of the span of human history and culture, particularly of the minister’s own context
13. an awareness of cultural trends and influences in contemporary society including religious pluralism
14. a knowledge of the operation of the polity and practice of the Church of the Nazarene
15. An awareness of the legal framework in the society in which the congregation functions.

For the minister “**to do**,” desired outcomes are to:

1. model a godly life and vital piety
2. think prayerfully about personal, familial and congregational development

3. act with integrity and honor in all relationships
4. respond to others with the love of God
5. lead the people of God in worship, mission and service
6. equip the saints for the work of ministry
7. preach the Word of God with clarity in a culturally appropriate fashion
8. teach by word and example
9. evangelize the lost, feed the flock
10. articulate clearly the mission of the congregation and the Church
11. minister to the brokenness of persons and society
12. communicate the truth in love
13. listen with care and discretion
14. facilitate the ministry of all the people of God at the local level
15. organize the local congregation as needed and appropriate
16. assess the effectiveness of programs and plans
17. acquire skills in information technology and other media essential for ministry and mission
18. pursue life-long learning.

424.3 General Curriculum Areas for Ministerial Preparation. (Excerpt)

The program of study is described in the following categories:

- 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 is 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, worship, effective evangelism, Christian education and Church administration must be included. Graduation from the 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.

Core Ability Statements

CONTENT

Old Testament

- CN1 Ability to identify the main story line of the OT with the events and characters involved
- CN2 Ability to identify the books of the OT by genre
- CN3 Ability to identify the basic thrust of each major section of the OT in its historical context
- CN4 Ability to describe the major theological concepts of the OT

New Testament

- CN5 Ability to identify the genre and basic thrust of each NT book
- CN6 Ability to summarize the significant events of Jesus' life and the early church in chronological order
- CN7 Ability to identify the significant elements of the message of Jesus and the early Church
- CN8 Ability to describe the impact of Jesus and the early church on the first century world

Interpretation of Scripture

- CN9 Ability to describe how the Bible came into being
- CN10 Ability to identify the steps of historical, literary, and theological analysis used in exegesis

CN11 Ability to exegete a passage of Scripture using historical, literary, and theological analysis

Theology (General)

CN12 Ability to list and explain the Nazarene Articles of Faith

CN13 Ability to identify and explain the main characteristics of the nature of: God, Christ, the Holy Spirit, the Human Person, Sin, Salvation, the Christian Life, the Church and Sacraments, and Eschatology

CN14 Ability to integrate Scripture, Tradition, Reason, and Experience for theological reflection

CN15 Ability to apply theology to life and ministry

CN16 Ability to articulate the distinctive characteristics of Wesleyan theology

Doctrine of Holiness

CN17 Ability to identify and explain the Doctrine of Holiness from a Wesleyan perspective

CN18 Ability to teach and apply the doctrine of sanctification: initial, gradual, and entire sanctification

Church History

- CN19 Ability to describe the general story line of Church history and the development of the major doctrines, creeds, events, themes, and figures
- CN20 Ability to describe how the church's belief, teaching and confession based on the Word of God has led to its implementation of its mission in the various periods of Church history

The History and Polity of the Church of the Nazarene

- CN21 Ability to identify the formative influences of various 18th and 19th century Holiness Movements on the Church of the Nazarene
- CN22 Ability to identify and explain the significance of the major figures and events in the Church of the Nazarene
- CN23 Ability to identify the directives of the *Manual* of the Church of the Nazarene that pertain to the organization and ministry of the local church and to the responsibilities of the pastor at local and district levels
- CN24 Ability to explain the governance systems of the church at local, district, and general levels

COMPETENCY

Oral and Written Communication

- CP1 Ability to communicate publicly through oral and written mediums with clarity and creativity for the sake of fostering meaning
- CP2 Ability to communicate correctly in the modes of discourse used in the various ministry contexts

Management, Leadership, Finance, and Church Administration

- CP3 Ability to articulate an integrative philosophy of ministry that will answer “why I do what I do when I do it”
- CP4 Ability to articulate understanding of ecclesiology that enables minister to answer “why we do what we do when we do it”
- CP5 Ability to provide oversight of a congregation using management skills including leadership, conflict resolution, and administration
- CP6 Ability to manage ministry resources (time, human, financial, etc.) in a way consistent with a church’s size and characteristics
- CP7 Ability to conceive and articulate purpose, mission, vision, and to develop strategic plans in a local church
- CP8 Ability to develop team building skills, identify and cultivate spiritual gifts, recruit volunteers, diagnose and intervene in problems
- CP9 Ability to appropriately manage personal and church finance

Analytical Thinking

- CP10 Ability to synthesize, analyze, reason logically for discernment, assessment, and problem solving, and live with ambiguity
- CP11 Ability to analyze the validity of arguments and to identify their presuppositions and consequences

Preaching

- CP12 Ability to prepare, organize, and deliver biblically sound sermons using appropriate techniques and skills and in culturally appropriate ways

Pastoral Care and Counseling

- CP13 Ability to appropriately express pastoral care and concern for individuals and families in crises, passages, and the normal routines of life
- CP14 Ability to offer spiritual counseling and to discern for referral counseling needs beyond the minister's ability
- CP15 Ability to apply the knowledge of basic counseling gained from historic Christian and appropriate contemporary models

Worship

- CP16 Ability to envision, order, participate, and lead in contextualized theologically grounded worship
- CP17 Ability to develop and lead appropriate services for special occasions (i.e., wedding, funeral, baptism, and Lord's Supper)
- CP18 Ability to lead a congregation in the major forms of prayer
- CP19 Ability to articulate the theology of baptism in catechism form and carry out baptismal practice
- CP20 Ability to articulate a Wesleyan theology of the Lord's Supper and to develop liturgies that will enable people to appropriate grace through it

Effective Evangelism

- CP21 Ability to think globally and engage cross-culturally for the purpose of mission
- CP22 Ability to preach evangelistically and to be engaged with and equip others in personal and congregational evangelism
- CP23 Ability to lead the church in discipling and assimilating new converts into the church
- CP24 Ability to identify social and congregational factors that influence church growth

Christian Education

- CP25 Ability to envision Christian education most appropriate for a local church and to assure the development and empowerment of those serving in it
- CP26 Ability to apply knowledge of human development appropriate to the culture in leading people to Christian maturity

CHARACTER

Spiritual Formation

- CH1 Ability to pursue holy character (Christlikeness) by practicing Christian formation and the classic spiritual disciplines as means of grace
- CH2 Ability to locate, understand, and use the resources for individual and corporate spiritual formation
- CH3 Ability to partner with a mentor/mentee community for accountability concerning spiritual, personal development and consistent ethical behavior
- CH4 Ability to cultivate a culture of devotion
- CH5 Ability to take responsibility for his or her own continuing spiritual development in the context of community
- CH6 Ability to identify and explain the history and movements of Christian spirituality, and representative spiritual classics, particularly patristic sources

Personal Growth

- CH7 The development of a portfolio for assessing personal growth in character. This portfolio would include periodic self-assessment and assessment by a mentor, and

mentee community. These assessments would evaluate the minister with the “BE” categories.

Christian Ethics

- CH8 Ability to apply basic understanding of Biblical ethical theories to teach and nurture ethical behavior in the Christian community
- CH9 Ability to discern and make theologically based ethical decisions in the midst of a complex and/or paradoxical context
- CH10 Ability to teach and model sexual purity
- CH11 Ability to understand and apply the unique ethical dimensions of spiritual leadership in the church
- CH12 Ability to apply Christian ethics to the issues of the integrity of the minister and the congregation for authentic Christian faithfulness and public witness

Person of the Minister

- CH13 Ability to apply understanding of his or her ongoing developmental needs across the life course of the minister to the pursuit of holy character
- CH14 Ability to demonstrate a realistic self-understanding including personal strengths, gifts, weaknesses, and areas of needed growth
- CH15 Ability to maintain the practice of Sabbath and healthy self-care
- CH16 Ability to practice faithful stewardship of personal relations including gender relationships, marriage and family, personal finance, and professional conduct
- CH17 Ability to describe and apply personal communication skills, nurturing relationships, and conflict resolution skills for marriage and family
- CH18 Ability to maintain a healthy balance between family, church, and community commitments

CONTEXT

- CX1 Ability to research and exegete ministry context
- CX2 Ability to describe and explain socio-cultural dynamics
- CX3 Ability to describe the mission task in terms of the Gospel's claims upon a culture
- CX4 Ability to identify and apply principles of inter-cultural communication
- CX5 Understand, affirm, and articulate the missionary character of the church
- CX6 Participate in the global mission of the church