

Local Church Involvement

1. There are two key components in the journey of every NEO District Minister in Training (MIT).
 - a. **Educational**—We believe in the preparation of heart and mind. Our educational outcomes are directed by our Manual, overseen by the NEO District Ministerial Development Board (MDB) and can be fulfilled through the following educational pursuit: Seminary training, College degrees, Bible College diplomas, on-line classes, and our own district training center, the Oklahoma School of Ministry (OSM).
 - b. **Experiential**—We believe in the value of hands on ministry. This experiential pursuit of practical experiences through local ministry is a vital component of determining if an MIT has the gifts and graces for vocational ministry. *The local pastor and church board must help guide the experience component.*
2. In the Church of the Nazarene
 - a. We recognize that all laity are God called people who are to engage in ministry as a life-style as servants of Jesus.
 - b. We also recognize that there are those who feel a specific call of God to make ministry a vocational pursuit. The pursuit calls them to a special relationship with the local pastor and church board and the NEO District.
3. There are four critical areas that the Church Board and the MIT need to address.
 - a. **Granting a local license**
 - 1) The pastor and local church board must annually interview an MIT and determine whether or not he/she will be granted a local preacher's license. As a part of consideration, each board member is asked to complete a "Church Board Member Evaluation" (see form on page 25) for each candidate.
 - 2) Resources and license form can be found on Clergy Development's website, www.nazarenepastor.org (click on "Local License" under "Clergy Education Home")
 - 3) An MIT must hold a local license for one year and have met the minimum educational requirement prior to the granting of a district license (Manual 530.1).
 - b. **A formal agreement**
 - 1) A formal agreement between the MIT and pastor/board will be established at the time of pursuing a district license.
 - 2) This agreement should be reviewed annually at the time of re-granting a local license and updated and expanded as appropriate.
 - 3) The District MDB would ask that the following be explored as the agreement is formalized:
 - i. **Ministry Description** - A clear job description spelling out ministry roles and expectations.
 - ii. **Ministry Opportunities** - The local church should offer opportunities for expanded ministry (e.g. pulpit supply, invitation to attend board meetings, encouragement to start new ministries or reshape current ministries...)
 - iii. **Accountability** - Clear accountability must be established. Who will oversee the implementation and hold the MIT accountable for this agreement? What method of reporting will be given to the pastor/board?
 - iv. **Disciple-making** - We are committed to making disciples and we would expect that of our MITs. A question we would like you to address is "Who is the MIT discipling and who is discipling the MIT?"
 - v. **Hours** - What number of hours do the MIT and the Church Board agree will be the weekly average over the next year? (see Time in Service discussion in Section 3c)
 - vi. **Role Code** - What role code does the board extend to the MIT? (see Role Code listing in section 3d.)
 - 4) The initial formal agreement needs to be shared with the MIT's regional mentor as well as all annual updates.

Time in Service:

- 5) A designation must be made about whether the MIT will be considered full or part time.
- 6) **Full time:** Our Manual (531.3, 532.3) mandates at least three years of full time work as a pastor or four years as an associate. For the purpose of fulfilling the requirements of the NEO credentialing we define full time as at least 30 hours a week or more than half of their income being derived from ministerial vocational work. (Although voluntary service does not apply toward Nazarene Clergy Pension and Benefits, approved voluntary service can be applied toward the credentialing process.)
- 7) **Part time:** Anything less than the above definition will be considered part time. While a mandatory number of hours is not specifically spelled out, there is a basic understanding that “their testimony and service needs to demonstrate that their call to ministry is primary to all other pursuits” (531.3, 532.3). A person who is part time should assume it will normally require at least six years of service to complete the experiential component which could lead to consideration for ordination.
- 8) The Manual states clearly that the time of service which will meet the “experience requirement” starts when one becomes an “assigned minister” (428.3, 429.3) and an MIT is not an assigned minister until they have been granted a district license. So while a local board helps and MIT determine a role code, the “experience clock” doesn’t start until the MIT receives a district license.

c. Role Code

- 1) It is the responsibility of the Church Board to establish a role code (Manual 503-526.1) that will help the MIT and the district in the ongoing oversight and training.
- 2) Here is a list of the role codes:
 - i. CED-Christian Education Minister
 - ii. CHP-Chaplain
 - iii. DA-District Assignment
 - iv. DEA-Deaconess
 - v. DS-District Superintendent
 - vi. EDU-Education
 - vii. ESR-Evangelism Service, Retired
 - viii. EVC-Evangelist, Commissioned
 - ix. EVR-Evangelist, Registered
 - x. EVT-Evangelist, Tenured
 - xi. GA-General Church Assignment
 - xii. GS-General Superintendent
 - xiii. MIS-Missionary
 - xiv. PAS-Pastor (including CTM's)
 - xv. PSV-FT-Pastoral Service, Full-Time
 - xvi. PSV-PT-Pastoral Service, Part-Time
 - xvii. RA-Retired Assigned
 - xviii. RU-Retired Unassigned
 - xix. SEC-Song Evangelist, Commissioned
 - xx. SER-Song Evangelist, Registered
 - xxi. SPC-Special Service/ Interdenominational
 - xxii. STU-Student
 - xxiii. TRF-In process of Transfer
 - xxiv. U-Unassigned

