



Sacramento District
CHURCH OF THE NAZARENE

Interview Guidelines for Ministerial Candidates

MINISTERIAL STUDIES & CREDENTIALS BOARDS

2024



THE ELECTED MEMBERS OF THE SACRAMENTO DISTRICT BOARDS OF MINISTERIAL STUDIES AND CREDENTIALS
SERVE AS THE BOARD OF MINISTRY FOR THE SACRAMENTO DISTRICT.

The Responsibilities of the Ministerial Credentials Board:

To carefully inquire of each candidate and make any other investigation deemed advisable concerning his or her personal experience of salvation; personal experience of entire sanctification by the baptism with the Holy Spirit; knowledge of the doctrines of the Bible; full acceptance of the doctrines, the Covenant of Christian Character and the Covenant of Christian Conduct, and the polity of the church; evidence of graces, gifts, intellectual, moral, and spiritual qualifications, and general fitness for the ministry to which the candidate feels called.

[paragraph 231 - The Manual of the Church of the Nazarene]

The Responsibilities of the Ministerial Studies Board:

To review the satisfactory completion of the course of study for all individuals applying for the granting and renewal of a district license, and to review the satisfactory completion of the course of study for all ordination candidates. Members of this Board will confirm the identity of an ongoing mentor relationship to whom the student candidate is regularly accountable. Each student candidate will be placed in the appropriate year of the course of study by action of this Board. [paragraph 233.6/234 - The Manual of the Church of the Nazarene]

The Interview Format of the Ministerial Credentials Board:

The Ministerial Credentials Board interviews ministerial candidates with an outlined approach to address critical issues relative to the course of study placement of a candidate in a given year, with attention given to the critical areas of ministerial abilities, including: Content, Competency, Character, and Context. According to the interview guidelines, each year includes a review question related to four of the Articles of Faith of the Church of the Nazarene. The guidelines are designed so that over the four years or more of a candidate's course of study, all 16 Articles of Faith will be reviewed in the interview setting.

The appropriate year of assigned Articles is determined by the corresponding number of years in which the student has met with the Ministerial Credentials Board (First year through the fifth year and beyond).

This may or may not be the same as the designated Course of Study year for each student identified by the Ministerial Studies Board (First year through Graduate status).

In the event that a student candidate has transferred from another District, the Ministerial Credentials Board may, at their discretion, review any Articles of Faith not previously addressed by the Sacramento District with the student candidate



The Interview Outline for Ministerial Studies Board

- 1. Welcome** each student and introduce the Ministerial Studies Board members
- 2. Introduce** student who will briefly share the following with the Board members:
 - a. current local church and assigned ministry duties, as well as any other employment
 - b. current mentor relationship; who mentors them, when do they meet, what do they do?
- 3. Review** student's current year transcripts; confirm that at least 2 courses have been completed and passed satisfactorily during the current church/fiscal year.
- 4. Confirm** student's current course of study year (cc Credentials Board/post in Dropbox).
- 5. Provide** student with a copy of their Course of Study – Student Progress Form.
- 6. Review** each student's progress with the following:
 - a. What class/study content has had a significant impact on them in the past year?
(The Board should ask questions to determine the depth of the student's learning.)
 - b. Is there any area of study/learning in which they are struggling? If so, explain.
(The Board should offer any referral of resources to assist the student as needed.)
 - c. Who are two or three of the more influential writers in your life at this time?
- 7. Review** any student who is a graduate of the course of study; in what ways have they continued to engage in learning in the past year (reading, seminars, webinars, teaching, etc.)
- 8. Pray** over the student before dismissing them to their Credentials Board appointment.



The Interview Outline for Ministerial Credentials Board

1. Before the Interview:

- a. Receive Course of Study update for each student from Ministerial Studies Board
- b. Welcome candidate
- c. Review/confirm year of Course of Study____, and year of questions being asked____
- d. Confirm each candidates calling: ___Elder ___Deacon
How does your current track (Deacon/Elder) fit where you sense God is leading you?
- e. If applicable, review divorce removal date or completion
- f. Have student's Article of Faith Written Assignment open for reference/prompting.

2. Conduct the Interview *(Board Members will be pre assigned the person they interview)*

3. After the interview:

- a. Ask the Board, "Do you have any further clarifying questions?"
- b. Ask the student, "I have a couple of questions that are designed to protect you:"
 - 1) Are you currently involved in any kind of behavior on your own or with another person that does not glorify God?
 - 2) Is there anyone in your life with whom you have interacted inappropriately that you have not yet confessed and reconciled with the church?

4. Dismiss student to reception area

5. Discuss as MCB:

- a. Is there anything we want to recommend as follow up for each applicant?
- b. If an interview has significant unresolved issues, the MCB may consider:
 - 1) denial of granting or renewal
 - 2) granting or renewing, and requiring the student to attend a follow up interview
 - 3) extending the required years of service for an additional year.
- c. Entertain a motion to either: grant, renew, deny, and/or nominate for Ordination

6. Have the student return to inform of Board action:

- a. Inform they are: granted/renewed/denied a license and/or nominated for Ordination
- b. For first district license – invite to the Ordination Service (letter will be sent)
- c. For ordination – notify about G.S./Ordinand Session at The Reunion (letter will be sent)
- d. Have interviewer pray over student before they are dismissed.



FIRST YEAR

You may use an unmarked Bible, without any written notes, to assist you with any questions the Credentials Board may ask during the interview.

1. Please give us a brief introduction including the current personal dynamics of your life.
(spouse/if married, family, employment, personal interests)
2. What do you sense God is calling you to do in ministry, and in what ways are you currently serving in ministry?
3. Give us a scriptural summary from which you taught or preached in the last three months and share with us how it impacted you.
4. How is the personal discipline of prayer a meaningful part of your journey?
5. Please describe what we believe in each of the following Articles of Faith. Select at least two scriptural references from the recommended listing for each Article and describe how these scriptures help us understand each Article. You will have 12-15 minutes to give a full presentation in response to this question, in which you will be able to use your Bible, without notes or projected images. Please be prepared to stand before the committee and speak in a presentation manner.
 - a. The Triune God
 - b. Jesus Christ
 - c. The Holy Spirit
 - d. The Holy Scriptures
6. As a believer, and a member of the Church of the Nazarene:
 - a. What do you value about the Church of the Nazarene as the denomination in which you want to be ordained?
 - b. Describe how you are personally involved in discipling a new and/or growing believer.
 - c. In reference to *The Covenant of Christian Conduct (The Manual, Part III)*, please describe your understanding and level of harmony with each of the following statements regarding:
 - The Christian Life, p.46
(your lifestyle & personal disciplines)
 - Sanctity of Human Life, p.51
(abortion, research, euthanasia)
 - Human Sexuality & Marriage, p.54
(creation as male/female, Biblical intimacy)
 - Christian Stewardship, p.58
(your tithing discipline; denominational support)
7. Will you commit to inform this Board if your spiritual integrity is ever in question?

We encourage you to develop clarity in your calling, to faithfully serve in ministry, and to diligently complete the necessary coursework & training in God's Word for ministry.



SECOND YEAR

You may use an unmarked Bible, without any written notes, to assist you with any questions the Credentials Board may ask during the interview.

1. Please give us a brief introduction including the current personal dynamics of your life.
(spouse/if married, family, employment, personal interests)
2. What do you sense God is calling you to do in ministry, and in what ways are you currently serving in ministry?
3. Give us a scriptural summary from which you taught or preached in the last three months and share with us how it impacted you?
4. What have you learned this year about discerning the will of God in your life and ministry?
5. Please describe what we believe in each of the following Articles of Faith. Select at least two scriptural references from the recommended listing for each Article and describe how these scriptures help us understand each Article. You will have 12-15 minutes to give a full presentation in response to this question, in which you will be able to use your Bible, without notes or projected images. Please be prepared to stand before the committee and speak in a presentation manner.
 - a. Sin, Original and Personal
 - b. Atonement
 - c. Prevenient Grace
 - d. Repentance
6. As a believer, and a member of the Church of the Nazarene:
 - a. What do you value about the Church of the Nazarene as the denomination in which you want to be ordained?
 - b. Describe how you are personally involved in discipling a new and/or growing believer.
 - c. In reference to *The Covenant of Christian Conduct (The Manual, Part III)*, please describe your understanding and level of harmony with each of the following statements regarding:
 - The Christian Life, p.46
(your lifestyle & personal disciplines)
 - Sanctity of Human Life, p.51
(abortion, research, euthanasia)
 - Human Sexuality & Marriage, p.54
(creation as male/female, Biblical intimacy)
 - Christian Stewardship, p.58
(your tithing discipline; denominational support)
7. Will you commit to inform this Board if your spiritual integrity is ever in question?

We encourage you to develop a hunger for God's Word, to be a compassionate evangelist to a lost world, and to establish a life of holy integrity and accountability.



THIRD YEAR

You may use an unmarked Bible, without any written notes, to assist you with any questions the Credentials Board may ask during the interview.

1. Please give us a brief introduction including the current personal dynamics of your life.
(spouse/if married, family, employment, personal interests)
2. What do you sense God is calling you to do in ministry, and in what ways are you currently serving in ministry?
3. Give us a scriptural summary from which you taught or preached in the last three months and share with us how it impacted you?
4. How is the personal discipline of prayer a meaningful part of your journey?
5. Please describe what we believe in each of the following Articles of Faith. Select at least two scriptural references from the recommended listing for each Article and describe how these scriptures help us understand each Article. You will have 12-15 minutes to give a full presentation in response to this question, in which you will be able to use your Bible, without notes or projected images. Please be prepared to stand before the committee and speak in a presentation manner.
 - a. Justification, Regeneration, Adoption
 - b. Christian Holiness/Entire Sanctification
 - c. The Church
 - d. Baptism
6. As a believer, and a member of the Church of the Nazarene:
 - a. What do you value about the Church of the Nazarene as the denomination in which you want to be ordained?
 - b. Describe how you are personally involved in discipling a new and/or growing believer.
 - c. In reference to *The Covenant of Christian Conduct (The Manual, Part III)*, please describe your understanding and level of harmony with each of the following statements regarding:
 - The Christian Life, p.46
(your lifestyle & personal disciplines)
 - Sanctity of Human Life, p.51
(abortion, research, euthanasia)
 - Human Sexuality & Marriage, p.54
(creation as male/female, Biblical intimacy)
 - Christian Stewardship, p.58
(your tithing discipline; denominational support)
7. Will you commit to inform this Board if your spiritual integrity is ever in question?

We encourage you to surrender YOUR plans for GOD'S plan, and to embrace the authority of God's Word for the ethical and moral foundation of your ministry.



FOURTH YEAR

You may use an unmarked Bible, without any written notes, to assist you with any questions the Credentials Board may ask during the interview.

1. Please give us a brief introduction including the current personal dynamics of your life.
(spouse/if married, family, employment, personal interests)
2. What do you sense God is calling you to do in ministry, and in what ways are you currently serving in ministry?
3. Give us a scriptural summary from which you taught or preached in the last three months and share with us how it impacted you?
4. What have you learned this year about discerning the will of God in your life and ministry?
5. Please describe what we believe in each of the following Articles of Faith. Select at least two scriptural references from the recommended listing for each Article and describe how these scriptures help us understand each Article. You will have 12-15 minutes to give a full presentation in response to this question, in which you will be able to use your Bible, without notes or projected images. Please be prepared to stand before the committee and speak in a presentation manner.
 - a. The Lord's Supper
 - b. Divine Healing
 - c. Second Coming of Christ
 - d. Resurrection, Judgment, and Destiny
6. As a believer, and a member of the Church of the Nazarene:
 - a. What do you value about the Church of the Nazarene as the denomination in which you want to be ordained?
 - b. Describe how you are personally involved in discipling a new and/or growing believer.
 - c. In reference to *The Covenant of Christian Conduct (The Manual, Part III)*, please describe your understanding and level of harmony with each of the following statements regarding:
 - The Christian Life, p.46
(your lifestyle & personal disciplines)
 - Sanctity of Human Life, p.51
(abortion, research, euthanasia)
 - Human Sexuality & Marriage, p.54
(creation as male/female, Biblical intimacy)
 - Christian Stewardship, p.58
(your tithing discipline; denominational support)
7. Will you commit to inform this Board if your spiritual integrity is ever in question?

We encourage you to focus on your gifted areas of ministry, to develop effective skills for ministry, and to actively engage in your future ministry options in preparation for ordination.



FIFTH YEAR & BEYOND

You may use an unmarked Bible, without any written notes, to assist you with any questions the Credentials Board may ask during the interview.

FOR THOSE STILL COMPLETING ASSIGNED MINISTRY YEARS

1. Please give us a brief introduction including the current personal dynamics of your life.
(spouse/if married, family, employment, personal interests)
2. What do you sense God is calling you to do in ministry, and in what ways are you currently serving in ministry?
3. What you have experienced as both meaningful and frustrating in ministry in the past year?
4. How do you approach the study of scripture in preparing to teach or preach the Word of God?
5. Please describe what we believe in each of the following Articles of Faith. Please select at least two scriptural references from the recommended listing for each Article and describe how these scriptures help us understand each Article. You will have 12-15 minutes to give a full presentation in response to this question, in which you will be able to use your Bible, without notes or projected images. Please be prepared to stand before the committee and speak in a presentation manner.
 - a. The Holy Scriptures
 - b. Sin, Original and Personal
 - c. Justification, Regeneration, Adoption
 - d. Christian Holiness/Entire Sanctification
6. As a believer, and a member of the Church of the Nazarene:
 - a. What do you value about the Church of the Nazarene as the denomination in which you want to be ordained?
 - b. Describe how you are personally involved in discipling a new and/or growing believer.
 - c. In reference to *The Covenant of Christian Conduct (The Manual, Part III)*, please describe your understanding and level of harmony with each of the following statements regarding:
 - The Christian Life, p.46
(your lifestyle & personal disciplines)
 - Sanctity of Human Life, p.51
(abortion, research, euthanasia)
 - Human Sexuality & Marriage, p.54
(creation as male/female, Biblical intimacy)
 - Christian Stewardship, p.58
(your tithing discipline; denominational support)
7. Will you commit to inform this Board if your spiritual integrity is ever in question?

We encourage you to continue embracing God's call for ministry in your life, and to continue developing a passion for proclaiming the gospel to a world that needs Jesus Christ.



ORDINATION YEAR

You may use an unmarked Bible, without any written notes, to assist you with any questions the Credentials Board may ask during the interview.

1. Please give us a brief introduction including the current personal dynamics of your life, (spouse/if married, family, employment, personal interests)
2. What do you sense God is calling you to do in ministry, and in what ways are you currently serving in ministry?
3. Please summarize what it means for you personally to be a devoted follower of Jesus Christ.
4. Please describe what we believe in each of the following Articles of Faith. Select at least two scriptural references from the recommended listing for each Article and describe how these scriptures help us understand each Article. You will have 12-15 minutes to give a full presentation in response to this question, in which you will be able to use your Bible, without notes or projected images. Please be prepared to stand before the committee and speak in a presentation manner.
 - a. The Holy Scriptures
 - b. Sin, Original and Personal
 - c. Justification, Regeneration, and Adoption
 - d. Christian Holiness and Entire Sanctification
5. As a believer, and a member of the Church of the Nazarene:
 - a. What do you value about the Church of the Nazarene as the denomination in which you want to be ordained?
 - b. Describe how you are personally involved in discipling a new and/or growing believer.
 - c. In reference to *The Covenant of Christian Conduct (The Manual, Part III)*, please describe your understanding and level of harmony with each of the following statements regarding:
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(abortion, research, euthanasia)
 - Human Sexuality & Marriage, p.54
(creation as male/female, Biblical intimacy)
 - Christian Stewardship, p.58
(your tithing discipline; denominational support)
 - d. Will you commit to inform this Board if your spiritual integrity is ever in question?
6. Questions for the spouse of the candidate (*when applicable*):
 - a. Share with us what it means for you to be a member of the church body.
 - b. Describe the confidence you have in your spouse as a spiritual leader in your home and as a minister in the church.
 - c. Will you commit to hold your spouse accountable, and will you commit to inform this Board if you ever question your spouse's spiritual integrity?
7. What would it mean for you to be an ordained minister in the Church of the Nazarene?

As a candidate for Ordination, we encourage you to remain humble and obedient to God's call on your life.

The Mission of the Sacramento District Church of the Nazarene

Build a dynamic team of pastors & churches who engage in the call of God
to make Christ like disciples in the nations?

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