

Indianapolis District Church of the Nazarene

Board of Ministry

Interview Process

Annual interviews will be conducted to provide the opportunity for the Board of Ministry to evaluate each MIT for granting or renewal of a District Minister's License. Candidates will be interviewed from one of the following Interview Guides according to the year of their journey in the licensing process.

Questions about which Interview Guide will be used should be addressed to the Secretary of the Board of Ministry — Craig Dusek (IndyDistrictStudies@gmail.com).

ANNUAL INTERVIEW GUIDES

FIRST YEAR

This interview will be 55 minutes in length.

A Bible and written notes may be used to assist during the interview and presentation. However, notes should be used in a limited way. Avoid reading the presentation.

OPENING

- Welcome & Introductions
- Review Course of Study progress with Ministerial Studies Secretary
- Confirm year of Interview Questions the Candidate is prepared to being asked
- Confirm each candidate's track: Elder Deacon

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. Please be prepared to stand before the committee and speak in a presentation manner.
 - A. (1)The Triune God
 - B. (2) Jesus Christ
 - C. (3) The Holy Spirit
 - D. (4)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 in the *Manual*, please describe your understanding and level of harmony with each of the following statements regarding:
 1. The Christian Life (your lifestyle & personal disciplines)
 2. Sanctity of Human Life (abortion, research, euthanasia)
 3. Human Sexuality & Marriage (created gender, Biblical sexual ethics)
 4. Christian Stewardship (generosity, tithing, denominational support)
7. Will you commit to inform this Board if your spiritual integrity is ever in question?

FIRST YEAR . . . continued

CLOSING

Does the Board have any further clarifying questions?

Ask the student, "I have a couple of questions that are designed to protect you:"

- A. Are you currently involved in any kind of behavior on your own or with another person that does not glorify God?
- B. Is there anyone in your life with whom you have interacted inappropriately that you have not yet confessed and reconciled with the church?

Inform the MIT of the remaining BOM process:

- A. The entire BOM will vote to either: grant/renew/deny the license and/or nominate for Ordination
- B. The MIT will be informed in the next few days of these results.
- C. Have interviewer pray over student.

Dismiss the MIT.

Discuss as a Board:

- A. Recommendations for the applicant:
 - 1. Grant / Renew / Deny District License?
 - 2. Extend years of service requirement for an additional year?
 - 3. Other Recommendations?
- B. Prepare a summary of the interview that will be shared with the candidate.
- C. Present the recommendation to the entire BOM for a formal vote.

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

This interview will be 55 minutes in length.

A Bible and written notes may be used to assist during the interview and presentation.

However, notes should be used in a limited way. Avoid reading the presentation.

OPENING

- Welcome & Introductions
- Review Course of Study progress with Ministerial Studies Secretary
- Confirm year of Interview Questions the Candidate is prepared to being asked
- Confirm each candidate's track: Elder Deacon

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. Please be prepared to stand before the committee and speak in a presentation manner.
 - A. (5) Sin, Original and Personal
 - B. (6) Atonement
 - C. (7) Prevenient Grace
 - D. (8) 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 in the *Manual*, please describe your understanding and level of harmony with each of the following statements regarding:
 1. The Christian Life (your lifestyle & personal disciplines)
 2. Sanctity of Human Life (abortion, research, euthanasia)
 3. Human Sexuality & Marriage (created gender, Biblical sexual ethics)
 4. Christian Stewardship (generosity, tithing, denominational support)
7. Will you commit to inform this Board if your spiritual integrity is ever in question?

SECOND YEAR . . . continued

CLOSING

Does the Board have any further clarifying questions?

Ask the student, "I have a couple of questions that are designed to protect you:"

- A. Are you currently involved in any kind of behavior on your own or with another person that does not glorify God?
- B. Is there anyone in your life with whom you have interacted inappropriately that you have not yet confessed and reconciled with the church?

Inform the MIT of the remaining BOM process:

- A. The entire BOM will vote to either: grant/renew/deny the license and/or nominate for Ordination
- B. The MIT will be informed in the next few days of these results.
- C. Have interviewer pray over student.

Dismiss the MIT.

Discuss as a Board:

- A. Recommendations for the applicant:
 - 1. Grant / Renew / Deny District License?
 - 2. Extend years of service requirement for an additional year?
 - 3. Other Recommendations?
- B. Prepare a summary of the interview that will be shared with the candidate.
- C. Present the recommendation to the entire BOM for a formal vote.

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.

THIRD YEAR

This interview will be 55 minutes in length.

A Bible and written notes may be used to assist during the interview and presentation.

However, notes should be used in a limited way. Avoid reading the presentation.

OPENING

- Welcome & Introductions
- Review Course of Study progress with Ministerial Studies Secretary
- Confirm year of Interview Questions the Candidate is prepared to being asked
- Confirm each candidate's track: Elder Deacon

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. Please be prepared to stand before the committee and speak in a presentation manner.
 - A. (9) Justification, Regeneration, Adoption
 - B. (10) Christian Holiness/Entire Sanctification
 - C. (11) The Church
 - D. (12) 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 in the *Manual*, please describe your understanding and level of harmony with each of the following statements regarding:
 1. The Christian Life (your lifestyle & personal disciplines)
 2. Sanctity of Human Life (abortion, research, euthanasia)
 3. Human Sexuality & Marriage (created gender, Biblical sexual ethics)
 4. Christian Stewardship (generosity, tithing, denominational support)
7. Will you commit to inform this Board if your spiritual integrity is ever in question?

THIRD YEAR . . . continued

CLOSING

Does the Board have any further clarifying questions?

Ask the student, "I have a couple of questions that are designed to protect you:"

- A. Are you currently involved in any kind of behavior on your own or with another person that does not glorify God?
- B. Is there anyone in your life with whom you have interacted inappropriately that you have not yet confessed and reconciled with the church?

Inform the MIT of the remaining BOM process:

- A. The entire BOM will vote to either: grant/renew/deny the license and/or nominate for Ordination
- B. The MIT will be informed in the next few days of these results.
- C. Have interviewer pray over student.

Dismiss the MIT.

Discuss as a Board:

- A. Recommendations for the applicant:
 - 1. Grant / Renew / Deny District License?
 - 2. Extend years of service requirement for an additional year?
 - 3. Other Recommendations?
- B. Prepare a summary of the interview that will be shared with the candidate.
- C. Present the recommendation to the entire BOM for a formal vote.

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.

FOURTH YEAR

This interview will be 55 minutes in length.

A Bible and written notes may be used to assist during the interview and presentation.

However, notes should be used in a limited way. Avoid reading the presentation.

OPENING

- Welcome & Introductions
- Review Course of Study progress with Ministerial Studies Secretary
- Confirm year of Interview Questions the Candidate is prepared to being asked
- Confirm each candidate's track: Elder Deacon

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. Please be prepared to stand before the committee and speak in a presentation manner.
 - A. (13) The Lord's Supper
 - B. (14) Divine Healing
 - C. (15) Second Coming of Christ
 - D. (16) 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 in the *Manual*, please describe your understanding and level of harmony with each of the following statements regarding:
 1. The Christian Life (your lifestyle & personal disciplines)
 2. Sanctity of Human Life (abortion, research, euthanasia)
 3. Human Sexuality & Marriage (created gender, Biblical sexual ethics)
 4. Christian Stewardship (generosity, tithing, denominational support)
7. Will you commit to inform this Board if your spiritual integrity is ever in question?

FOURTH YEAR . . . continued

CLOSING

Does the Board have any further clarifying questions?

Ask the student, "I have a couple of questions that are designed to protect you:"

- A. Are you currently involved in any kind of behavior on your own or with another person that does not glorify God?
- B. Is there anyone in your life with whom you have interacted inappropriately that you have not yet confessed and reconciled with the church?

Inform the MIT of the remaining BOM process:

- A. The entire BOM will vote to either: grant/renew/deny the license and/or nominate for Ordination
- B. The MIT will be informed in the next few days of these results.
- C. Have interviewer pray over student.

Dismiss the MIT.

Discuss as a Board:

- A. Recommendations for the applicant:
 - 1. Grant / Renew / Deny District License?
 - 2. Extend years of service requirement for an additional year?
 - 3. Other Recommendations?
- B. Prepare a summary of the interview that will be shared with the candidate.
- C. Present the recommendation to the entire BOM for a formal vote.

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.

FIFTH YEAR & BEYOND

This interview will be 55 minutes in length.

A Bible and written notes may be used to assist during the interview and presentation.

However, notes should be used in a limited way. Avoid reading the presentation.

OPENING

- Welcome & Introductions
- Review Course of Study progress with Ministerial Studies Secretary
- Confirm year of Interview Questions the Candidate is prepared to being asked
- Confirm each candidate's track: Elder Deacon

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. What have you 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. 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. Please be prepared to stand before the committee and speak in a presentation manner.
 - A. (4) The Holy Scriptures
 - B. (5) Sin, Original and Personal
 - C. (9) Justification, Regeneration, Adoption
 - D. (10) 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 in the *Manual*, please describe your understanding and level of harmony with each of the following statements regarding:
 1. The Christian Life (your lifestyle & personal disciplines)
 2. Sanctity of Human Life (abortion, research, euthanasia)
 3. Human Sexuality & Marriage (created gender, Biblical sexual ethics)
 4. Christian Stewardship (generosity, tithing, denominational support)
7. Will you commit to inform this Board if your spiritual integrity is ever in question?

FIFTH YEAR & BEYOND . . . continued

CLOSING

Does the Board have any further clarifying questions?

Ask the student, "I have a couple of questions that are designed to protect you:"

- A. Are you currently involved in any kind of behavior on your own or with another person that does not glorify God?
- B. Is there anyone in your life with whom you have interacted inappropriately that you have not yet confessed and reconciled with the church?

Inform the MIT of the remaining BOM process:

- A. The entire BOM will vote to either: grant/renew/deny the license and/or nominate for Ordination
- B. The MIT will be informed in the next few days of these results.
- C. Have interviewer pray over student.

Dismiss the MIT.

Discuss as a Board:

- A. Recommendations for the applicant:
 - 1. Grant / Renew / Deny District License?
 - 2. Extend years of service requirement for an additional year?
 - 3. Other Recommendations?
- B. Prepare a summary of the interview that will be shared with the candidate.
- C. Present the recommendation to the entire BOM for a formal vote.

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.

ORDINATION YEAR

This interview will be 55 minutes in length.

A Bible and written notes may be used to assist during the interview and presentation.

However, notes should be used in a limited way. Avoid reading the presentation.

OPENING

- Welcome & Introductions
- Review Course of Study progress with Ministerial Studies Secretary
- Confirm year of Interview Questions the Candidate is prepared to being asked
- Confirm each candidate's track: Elder Deacon

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. Please be prepared to stand before the committee and speak in a presentation manner.
 - A. (4) The Holy Scriptures
 - B. (5) Sin, Original and Personal
 - C. (9) Justification, Regeneration, Adoption
 - D. (10) Christian Holiness/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 in the *Manual*, please describe your understanding and level of harmony with each of the following statements regarding:
 1. The Christian Life (your lifestyle & personal disciplines)
 2. Sanctity of Human Life (abortion, research, euthanasia)
 3. Human Sexuality & Marriage (created gender, Biblical sexual ethics)
 4. Christian Stewardship (generosity, tithing, denominational support)

ORDINATION YEAR . . . continued

6. Questions for the spouse of the candidate (when applicable):
 - A. What does it mean 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?

CLOSING

Does the Board have any further clarifying questions?

Ask the student, "I have a couple of questions that are designed to protect you:"

- A. Are you currently involved in any kind of behavior on your own or with another person that does not glorify God?
- B. Is there anyone in your life with whom you have interacted inappropriately that you have not yet confessed and reconciled with the church?

Inform the MIT of the remaining BOM process:

- A. The entire BOM will vote to either: grant/renew/deny the license and/or nominate for Ordination
- B. The MIT will be informed in the next few days of these results.
- C. Have interviewer pray over student.

Dismiss the MIT.

Discuss as a Board:

- A. Recommendations for the applicant:
 1. Grant / Renew / Deny District License?
 2. Nominate for Ordination?
 3. Extend years of service requirement for an additional year?
 4. Other Recommendations?
- B. Prepare a summary of the interview that will be shared with the candidate.
- C. Present the recommendation to the entire BOM for a formal vote.

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

CANDIDATE PREPARATION CHECKLIST

- Review and Familiarize Yourself with the entirety of the Credentialing Process
- Complete and Submit Application for First Time / Renewal of District License.
- Submit Annual Report of Licensed Minister
- Review the Articles of Faith in the *Manual* and related Scriptures.
- Request a Recommendation for District License from your Church Board (or District Supt.) to be submitted prior to December 31.
- Submit Recommendation of Local Pastor / District Supt.
- Submit Ordination Questionnaire, if needed.
- Review the assignment for this year's interview.
- After all items are submitted, request an Interview Time
- Arrange for time off work for Interview, if necessary.

2024-2027 ROLL OUT PROCESS

2024

1ST YEAR APPLICANTS – 1ST YEAR QUESTIONS
2ND-4TH YEAR APPLICANTS – 2ND YEAR QUESTIONS
LAST YEAR BEFORE ORDINATION – 5TH YEAR QUESTIONS
ORDINATION INTERVIEW – ORDINATION YEAR QUESTIONS

2025

1ST YEAR APPLICANTS – 1ST YEAR QUESTIONS
2ND YEAR – 2ND YEAR QUESTIONS
3RD-4TH YEAR APPLICANTS – 3RD YEAR QUESTIONS
LAST YEAR BEFORE ORDINATION – 5TH YEAR QUESTIONS
ORDINATION INTERVIEW – ORDINATION YEAR QUESTIONS

2026

1ST YEAR APPLICANTS – 1ST YEAR QUESTIONS
2ND YEAR – 2ND YEAR QUESTIONS
3RD YEAR APPLICANTS – 3RD YEAR QUESTIONS
4TH YEAR APPLICANTS – 4TH YEAR QUESTIONS
LAST YEAR BEFORE ORDINATION – 5TH YEAR QUESTIONS
ORDINATION INTERVIEW – ORDINATION YEAR QUESTIONS

2027 & Beyond

1ST YEAR APPLICANTS – 1ST YEAR QUESTIONS
2ND YEAR – 2ND YEAR QUESTIONS
3RD YEAR APPLICANTS – 3RD YEAR QUESTIONS
4TH YEAR APPLICANTS – 4TH YEAR QUESTIONS
5TH YEAR – 5TH YEAR QUESTIONS
LAST YEAR BEFORE ORDINATION – 5TH YEAR QUESTIONS
ORDINATION INTERVIEW – ORDINATION YEAR QUESTIONS