

# **The Set-Apart Ministry:**

The Process and Preparation  
for Recognition as Having  
Discerner, Licensed, Commissioned / Ordained  
Status in the

**Southern Pennsylvania District  
Church of the Brethren**

Prepared and adopted by the  
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## **STEPS IN THE CALLING OF PERSONS INTO THE SET-APART MINISTRY**

The District Ministry Commission desires to assist local congregations in identifying individuals who demonstrate a particular calling of God upon their lives. In order to fulfill its mission in an orderly, consistent, and God-honoring manner the District Ministry Commission has outlined the following sequence of events so congregations and candidates will understand the process of becoming a Discerner and then moving into a Licensed and eventually into a Commissioned or Ordained ministry status.

1. Each congregation should constantly be alert to those of its members who demonstrate a high level of spiritual maturity and who give evidence of particular giftedness and usefulness to the ministry of the local church. Such individuals may be good candidates for the set-apart ministry.
2. The congregation will submit the name of a person to the District Ministry Commission (DMC) to be interviewed as a potential Discerner.
3. The candidate will complete the Discerner Interview Guide and return it to the District Office.
4. DMC will interview the candidate. If approved, the candidate will become a Discerner and enter into the discernment process.
5. The Discerner will put together a Calling Cohort with a DMC appointed Mentor.
6. The Discerner and Cohort will meet at least 4 times during the year following the guidelines provided by the DMC.
7. The Discerner and Mentor will meet at least 4 times during the year following the guidelines provided by the DMC.
8. Near the end of the discernment year the Discerner will fill out the Pre-Licensing Interview Guide and submit it to the DMC.
9. Near the end of the discernment year the Discerner will fill out a Covenant of Accountability which will outline the Discerner's future educational goals and activity in the life of the church.
10. Near the end of the discernment year the Discerner will complete criminal and child abuse background checks.
11. Upon completion of the discernment year the DMC will interview the Discerner as a candidate for Licensing. If approved a recommendation from the DMC will be made to the congregation.
12. Upon the recommendation from the DMC, the congregation will vote to approve the Discerner as a Licensed Minister.
13. A Licensing Service will be held in the congregation in cooperation with the DMC.
14. The Licensed minister will participate in the Readiness for Ministry testing as directed by the DMC. The cost for the Readiness for Ministry testing will be shared by the DMC, the Licensed minister's congregation and the Licensed minister on the following schedule: DMC pays 40%, the Congregation pays 40%, and the Discerner pays 20%. This testing will be completed as soon as possible after licensing.

15. During the licensing period, Licensed Minister will continue to meet with the Mentor and the Calling Cohort
16. When the Licensed Minister is nearing completion of ministry training and formation, the Licensed Minister will fill out the Pre-Ordination/ Pre-Commissioning Guide and submit it to the DMC.
17. The DMC will interview the Licensed Minister and make a recommendation to the District Board either for Commissioned or Ordained ministry status. The District Board will also interview the candidate. Recommendation as a Commissioned or Ordained minister is always dependent upon receiving a call to a ministry position. So the recommendation is “pending call.”
18. The DMC will notify the congregation so that a vote may be taken by the congregation to affirm the call.
19. Upon the affirmation of a call from the congregation a Commissioning or Ordination service will be held in cooperation with the DMC.

**Non-Salaried, Plural Ministry congregations:**

The sequence of ministerial credentials in non-salaried, plural ministry congregations will include the established categories of Discerner, Licensed, Commissioned or Ordained as expressed in the 2014 Ministry Leadership Polity paper but the process has been adapted to accommodate the unique aspects of ministry in non-salaried, plural ministry congregations in the following ways.

1. The local congregation will elect a person to consider a call and will present that name to the District Ministry Commission.
2. The DMC will interview the individual and at its discretion approve Discerner status. Discerners are expected to establish a Calling Cohort. However, the Cohort may be drawn from within the ministerial body of the Discerner’s congregation. The DMC will still approve an ordained mentor which may be from any of the other non-salaried, plural ministry churches in the district.
3. The Discerner may be as involved in ministry (teaching, preaching, visiting, etc.) as the congregation’s Commissioned/Ordained ministers direct. Discerners may not perform marriage ceremonies.
4. The remainder of the steps and responsibilities involved in the process will be consistent with those outlined above (Steps 6-19).

# **PREPARING FOR THE SET-APART MINISTRY DISCERNMENT, LICENSURE, COMMISSIONING, AND ORDINATION**

Preparing for service in the set-apart ministry should be a precious time in your life. Just as your salvation was and continues to be a life-transforming event, so preparing to answer God's calling on your life to serve as a set-apart minister will be a life-transforming event.

There are several options for formal ministry training available within the Church of the Brethren. These include Training in Ministry (TRIM), Education for Shared Ministry (EFSM), Academy Certified Training Systems (ACTS or SeBAH-CoB for Spanish language students) or a Master of Divinity degree (MDiv.). These training options are available through either the Susquehanna Valley Ministry Center or Bethany Seminary. Specific information on which tract might be most appropriate for you is available in a separate pamphlet.

The training programs mentioned above do not automatically confer ministerial credentials upon completion. At some point, either during or after formal training, it will be necessary to be credentialed by the District Ministry Commission. That credentialing process is outlined below.

Answering God's call to leadership in ministry is serious business. Ministerial leadership may be desired by many. While it is important to have such a desire, desire alone is not sufficient. God has specific expectations and requirements for those who would serve as set-apart ministers in the local church. (1 Timothy 3:1-15, Titus 1:5-9; James 3:1, 1 Peter 5:1-4) The Apostle Paul cautions Timothy, "Do not lay hands on anyone hastily, nor share in other people's sins..." (1 Timothy 5:22). The purposes of the Discernment, Licensure, and Commissioning / Ordination processes are to assist you in clarifying your call to ministry and to assist you in preparing to fulfill this very responsible calling.

## **CATEGORIES FOR THE SET-APART MINISTRY**

### **Discerner**

Discerners enter into a period of time, typically one year, of concentrated and guided study in God's Word, of personal reflection and evaluation, and of multiple discussions with a mentor and a calling cohort on various topics of personal and family life, calling, and ministry. Discerners are involved in supervised ministry in their local congregations but have no ministerial credentials and are not permitted to officiate weddings.

This year of study, reflection, and discussion affords discerners many opportunities to consider their own fitness and preparedness for ministry. Discerners will receive honest, constructive input from others. It is very important, especially during this discernment period, to clearly recognize the reality of a call and the nature or

direction of that call. During this year discerners should exhibit growth in understanding God's Word and in their ability to apply God's Word to life and ministry. Discerners, along with their mentor and calling cohort members, should clearly recognize that God is in fact directing the discerner's path into a set-apart ministry setting. If these elements are not present at the close of the discernment year the discerner will be encouraged to 1) continue in the discernment process for additional growth, or 2) seek another vocational path.

Those who complete their discernment year and are recommended for Licensure will move to the next step in the process.

### **Licensed Minister**

Licensed ministers are involved in active ministry within the local church. Their work may still be somewhat guided, and mentoring will still be provided through the District Ministry Commission, but it is becoming increasingly self-directed and independent. Licensed ministers are able to carry out all the functions of ministry with the exception of performing marriages. Any requests for participation in marriage ceremonies must be submitted to the District Ministry Commission and receive prior approval. Licensure is valid for one year and may be renewed nine times after its initial granting. Licensed ministers are expected to continue in their personal study of God's Word, to continue developing their spiritual gifts and skills for ministry service, and to comply with the District's requirements for continuing education and re-licensure.

### **Commissioned Minister**

Commissioned ministers are fully involved in active ministry within a specific local church. Their work is self-directed and independent with primary oversight being provided by the leadership team of the local congregation in which they serve.

Commissioned ministers are able to carry out all the functions of ministry including the performance of marriage ceremonies. Commissioned ministers are recognized as having ministerial credentials only within the congregation in which they are serving. Commissioning is valid for five years and is renewable. Commissioned ministers are expected to continue in their personal study of God's Word, to continue the development of their spiritual gifts and skills for ministry service, and to comply with the District's requirement for continuing education and re-commissioning. A commissioned minister is expected to be an example of a faithful servant of God to the congregation in which they serve and for the District, and to provide wisdom and guidance to future discerners and licensed ministers within the local congregation.

### **Ordained Minister**

Ordained ministers are fully involved in active ministry within the local church. Their work is self-directed and independent with primary oversight being provided by the leadership team of the local congregation in which they serve. Ordained ministers are able to carry out all the functions of ministry including the performance of marriage ceremonies. Ordained ministers are also available to serve in various

capacities in the District and in the Denomination. Ordination is valid for five years and is renewable. Ordained ministers are expected to continue in their personal study of God's Word, to continue the development of their spiritual gifts and skills for ministry service, and to comply with the District's requirement for continuing education and re-ordination. An Ordained minister is expected to be an example of a faithful servant of God for the wider District and Denomination and to provide wisdom and guidance to Discerners, Licensed, and Commissioned ministers.

## **INTERVIEWS**

The interviews with the District Ministry Commission and with the District Board which take place at each step in the process provide opportunities for the candidates to share their own testimony and to openly thank God for His call and leading. The interview questions also provide opportunities for candidates to demonstrate their knowledge of God's Word and their ability to apply His Word to the practical aspects of everyday life. Furthermore, each interview is an opportunity to receive encouragement, counsel, and affirmation from others who have been involved in ministry for many years.

At the conclusion of each interview candidates will receive feedback from the District Ministry Commission and District Board. Candidates will either be approved for the appropriate position (Discerner, Licensed Minister, Commissioned Minister, Ordained Minister) or disapproved with a recommendation to seek additional ministry preparation or to seek an alternative vocational direction.

The following questions are presented in order to assist candidates in preparing for interviews. These questions and topics are typical of the types of questions and discussions which set-apart ministers can expect to have with members of their congregations and with people in the general community during the course of their ministry. Candidates will not be required to answer every question listed below during the interview but thinking through these questions and preparing answers to them now will greatly assist you in your future ministry. "But sanctify the Lord God in your hearts, and always be ready to give a defense to everyone who asks you a reason for the hope that is in you, with meekness and fear;" (1 Peter 3:15).

### **Personal Questions**

Please describe your relationship with God.

What events and/or circumstances has God used to draw you to Himself?

Please describe your present spiritual disciplines.

What lessons are you learning about God and about yourself?

Please describe your family relationships.

What life experiences have you had which have helped to prepare you for the set-apart ministry?

What hobbies or personal interests do you have?

What books, authors, music, movies, relationships, etc. have been influential in your life?

## **Ministry Questions**

Please describe the events and circumstances surrounding your call to the set-apart ministry.

In what way have others seen the call of God on your life?

In what ways have others encouraged you to pursue your call?

What do you see as your ministry now?

How do you see your ministry developing in the near future?

What do your family members think of your call to the set-apart ministry?

What do you consider to be your particular spiritual gift(s)?

How are you able to utilize your spiritual gifts in the local church?

## **Biblical Knowledge/Application Questions**

Discerners may utilize these questions as the foundation of their biblical studies during the course of their discernment year. Candidates for Licensed and Commissioned / Ordained status should be able to provide answers and applications commensurate with their previous study and ministry experience.

### **Bible**

1. Define the following terms: inspiration, revelation, illumination, inerrancy, translation, preservation.
2. Discuss the relationship between the Old and New Testaments.
3. Defend your understanding of the source and the authority of the Bible.

### **God**

1. Define the following terms: omniscience, omnipotence, omnipresence, holy.
2. Demonstrate and discuss the major attributes of God.
3. Discuss the Trinity.

### **Jesus**

1. Define the title Lord Jesus Christ.
2. Discuss the deity and humanity of Jesus.
3. Discuss the significance of the death, burial, and resurrection of Jesus Christ.

### **Holy Spirit**

1. Discuss the deity of the Holy Spirit.
2. Define the following terms: baptism, filling, indwelling, sealing, convicting.
3. Discuss the gifts of the Holy Spirit.

### **Humanity**

1. Discuss the origin of human beings.
2. Discuss the fall of Adam.
3. Discuss the nature of humanity.



## **Salvation**

1. Define the following terms: sin, salvation, faith, gospel, redemption, justification, regeneration, grace, mercy, repentance, forgiveness, adoption, sanctification, propitiation, atonement, substitution, imputation.
2. Discuss your answer to the question, "What must I do to be saved?"
3. Discuss the relationship between faith and good works.
4. Defend your understanding of the assurance a believer may have in regard to salvation.

## **Church**

1. Discuss the biblical definition of the word church.
2. Discuss the difference between the local church and the church universal.
3. Discuss the purpose/mission of the local church.

## **Ordinances**

1. Discuss the definition of an ordinance.
2. Discuss the purpose and teaching of Triune Immersion (Baptism).
3. Discuss the purpose and teaching of Love Feast (Communion).

## **Christian Life**

1. Discuss the importance of the following: prayer, Bible reading, membership and involvement in the local church, personal holiness.
2. Discuss the believer's commitment and responsibility to the local church.
3. Discuss the believer's relationship with unbelievers.
4. Defend your position on the following:
  - a. anointing with oil
  - b. non-resistance
  - c. non-swearing
  - d. priesthood of believers
  - e. the believer's relationship to human government
  - f. human sexuality, marriage, family, divorce, and remarriage
  - g. the use of tobacco, alcohol, narcotics, hallucinogens, etc.
  - h. pre-marital sex, pornography, homosexuality, adultery
  - i. gambling
  - j. movies, videos, internet use
  - k. personal attire

## **Satan**

1. Discuss the origin, fall, present activity, and future destiny of Satan.
2. Discuss the origin, fall, present activity, and future destiny of demons.

## **Eschatology**

1. Discuss the following terms: Heaven, Hell, Second Coming of Christ, Sheol, Lake of Fire, Eternal Life, Second Death, Millennium, Tribulation, New Heavens and New Earth, Antichrist.
2. Discuss your understanding of end-time events.

3. Discuss your understanding of the believer's present responsibilities in light of Jesus Christ's return.

### **Brethren History and Church Polity**

1. Indicate what classes you have taken and what books, articles, pamphlets, etc. you have read on Brethren history and church polity.
2. Provide a brief chronological overview of Brethren history from 1708 until the present. Be sure to mention major names, dates, and events and explain their significance within the flow of Brethren history.
3. Beginning with the local congregation, briefly describe the structure and function of the local church, its relationship and responsibilities to a district, its relationship and responsibilities to Annual Conference, and its relationship and responsibilities to the Body of Christ around the world.

## RECEIVING MINISTERS FROM OTHER DENOMINATIONS<sup>1</sup>

Congregations may call a pastor presently ordained in the Church of the Brethren, since this implies approval of the District Board. A congregation may not call a pastor from another denomination without following these guidelines in consultation with the district executive.

An ordained minister from another denomination wishing to serve in ministerial leadership and be credentialed in the Church of the Brethren must enter into an intentional time of discernment and orientation overseen by the District Ministry Commission. The word denomination refers to a church body that has established standards and procedures, similar to the connectional polity of the Church of the Brethren, for calling, educating, and ordaining persons for ministerial leadership. During this period the individual may serve as a Commissioned Minister for a term of service. This period, which should last no less than 2 years, will include:

1. Documentation of ministerial standing and satisfactory written assurance from the appropriate ordaining group within the minister's denomination as to his or her moral, spiritual, leadership, and educational qualifications required by Church of the Brethren polity.
2. Orientation to Church of the Brethren history, theology, beliefs, polity and practices through courses in these areas offered through Bethany Theological Seminary or the Brethren Academy for Ministerial Leadership.
3. Prayerful discernment about which ministry circle the individual is being called to enter.
4. Any additional education and/or training required for a particular ministry circle.
5. Regular meetings with a discernment cohort group.
6. A completed background check.
7. Completion of approved ministerial ethics training.
8. Verbal commitment in the "transfer of ordination interview" and a public commitment at the time of installation to teach and uphold the beliefs, practices, and polity of the Church of the Brethren.
9. Provide a written acceptance of the ordination polity and policies of the Church of the Brethren in completing the "Pre-Ordination Interview Guide."

An ordained minister from another denomination wishing to serve in ministerial leadership without transferring credentials to the Church of the Brethren may serve as a

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<sup>1</sup> Ministerial Leadership – 2014 (pgs. 19-20)

Commissioned Minister for a term of service, but still must enter into the discernment and orientation process overseen by the District Ministry Commission.

With the guidance of the district executive/minister, and upon approval of the District Ministry Commission a congregation may call an ordained minister from another denomination as interim pastor. This individual is not required to seek membership and ordination in the Church of the Brethren, but must agree to provide documentation of ministerial standing and articulate in writing a commitment to teach and uphold the beliefs, practices, and polity of the Church of the Brethren.

# CALLING COHORT GUIDELINES

An important element in the process of calling individuals to the set-apart ministry is the Calling Cohort. The Calling Cohort is defined in the Ministerial Leadership Polity paper adopted by Annual Conference in 2014. (Ministerial Leadership Polity, 2014, pgs. 15-16.)

## *1. The Calling Cohort*

*The discerner and the congregation, in consultation with the District Ministry Commission select the Calling Cohort.*

### *Guidelines for the Calling Cohort*

*Will include:*

- *An ordained mentor appointed by the District Ministry Commission*

*Encouraged to include:*

- *A congregational companion: a member and representative of the discerner's home congregation*
- *A district companion: a representative of the discerner's district, in addition to the ordained mentor*

*May also include:*

- *A spiritual friend*
- *A trusted peer*
- *A teacher or professor*

*This Calling Cohort, named by the individual discerner and the congregation in consultation with the district, will remain intact throughout the calling, training, and discernment process. The responsibility of convening the group rests with the individual discerner. The individual discerner shall schedule the cohort to meet as often and as many times as needed for discernment of call, but the group shall gather together no fewer than 4 times prior to a calling interview. If a member of the Calling Cohort is unable for any reason to remain an active participant, it shall be up to the individual discerner in consultation with the Calling Cohort to decide whether to replace the individual and if so, by whom. The cohort continues meeting up until the time of credentialing, and beyond, should they so choose. A Calling Cohort may meet in person or via conference call, videoconference or some other means of gathering geographically diverse groups into the same space.*

The particular responsibilities of the Calling Cohort are: (Ministerial Leadership Polity, 2014, pg. 17.)

### *d. The Calling Cohort:*

- *Serves as a spiritual companion to the discerner through the times of calling and ministry training;*
- *Meets at least 4 times during the calling process for Bible study, prayer, theological reflection, and discernment;*
- *Continues in communication with congregational leadership;*

- *Is available to be present at the calling interview;*
- *Helps to process decisions and possible next steps with the discerner, including the development of a Covenant of Accountability.*

The work of the Calling Cohort continues through both the Discernment and Licensing processes and concludes when the candidate becomes either Commissioned or Ordained. (Ministerial Leadership Polity, 2014, pg. 18.)

*d. The Calling Cohort agrees to:*

- *Continue meeting with the Licensed Minister at least quarterly for conversations of discernment and prayerful support.*

In order to assist the candidates and the members of their Calling Cohort to have an effective and beneficial experience, the following meeting outlines and discussion topics are presented. These subjects will be part of future interviews as the candidate proceeds through the calling process. Participants are welcome to adapt their meetings in order to provide the greatest benefit to the candidate but without neglecting these guidelines. The same guidelines will be used for each year in the Licensed Minister category so that the repetition of topics over a period of time will naturally provide opportunities for the Licensed Minister to demonstrate growth and maturity in ministry. Licensed Ministers may or may not be interviewed prior to being re-licensed at the discretion of the District Ministry Commission.

## **DISCERNER CALLING COHORT GUIDELINES SESSION 1**

### **Opening Prayer**

### **Scripture reading and discussion**

Matthew 25:14-20

James 1:1-8

### **Song (sung or read together)**

I'll Go Where You Want Me to Go (see appendix)

### **Discussion time**

#### **Personal Life and Growth**

1. Describe your daily routine, your devotional habits, your study habits, etc.
2. Describe your relationships with your family members.
3. Describe your responsibilities and relationships at work or school.
4. What specific lessons are you learning about yourself in relationship to the Lord and His Word?

#### **Ministry Involvement and Insights**

1. Describe your current ministry responsibilities.
2. Describe your relationships with the pastor(s), deacons, teachers, and other congregational leaders.
3. Describe your relationships with the individuals who are part of your particular area of ministry.
4. Describe your relationship with members of the congregation as a whole.
5. What specific things are you learning about yourself and about others as you interact with the people in your congregation?
6. Are there any areas where you might need to pay particular attention?
7. What specific steps might you take in resolving any problems which have arisen?
8. What specific steps might you take to prevent future problems?

#### **Miscellaneous Topics**

Are there any questions or issues which the candidate has for discussion?

Are there any additional topics which the cohort members have for discussion?

What specific encouragements can the cohort members offer to the candidate?

### **Closing Prayer**

### **Establishment of next meeting time and place**

**Submission of completed Mentor Report Form to the District Executive**

**Submission of completed Discerner Report Form to the District Executive**





## **DISCERNER CALLING COHORT GUIDELINES SESSION 2**

### **Opening Prayer**

### **Scripture reading and meditation**

James 3:1-2

2 Timothy 4:1-8

### **Song (sung or read together)**

Take My Life, and Let It Be (see appendix)

### **Discussion time**

#### **Personal Life and Growth**

1. Describe your daily routine, your devotional habits, your study habits, etc.
2. Describe your relationships with your family members.
3. Describe your responsibilities and relationships at work or school.
4. What specific lessons are you learning about yourself in relationship to the Lord and His Word?
5. What things have changed since our last meeting and how have they changed?

#### **Ministry Involvement and Insights**

1. Describe your current ministry responsibilities. Has anything changed? What has been the result of the change?
2. Describe your relationships with the pastor(s), deacons, teachers, and other congregational leaders. Has anything changed? What has been the result of the change?
3. Describe your relationships with the individuals who are part of your particular area of ministry. Has anything changed? What has been the result of the change?
4. Describe your relationship with members of the congregation as a whole. Has anything changed? What has been the result of the change?
5. What specific things are you learning about yourself and about others as you interact with the people in your congregation?
6. Are there any areas where you might need to pay particular attention?
7. What specific steps might you take in resolving any problems which have arisen?
8. What specific steps might you take to prevent future problems?
9. Are you seeing any new or different areas of ministry opening up to you? How might you pursue them?

Miscellaneous Topics

Are there any questions or issues which the candidate has for discussion?

Are there any additional topics which the cohort members have for discussion?

What specific encouragements can the cohort members offer to the candidate?

**Closing Prayer**

**Establishment of next meeting time and place**

**Submission of completed Mentor Report Form to the District Executive**

**Submission of completed Discerner Report Form to the District Executive**

## **DISCERNER CALLING COHORT GUIDELINES SESSION 3**

### **Opening Prayer**

### **Scripture reading and meditation**

Ephesians 4:1-16

1 Timothy 3:1-16

### **Song (sung or read together)**

Holy, Holy, Holy (see appendix)

### **Discussion time**

#### Personal Life and Growth

1. Describe your daily routine, your devotional habits, your study habits, etc.
2. Describe your relationships with your family members.
3. Describe your responsibilities and relationships at work or school.
4. What specific lessons are you learning about yourself in relationship to the Lord and His Word?
5. What things have changed since our last meeting and how have they changed?

#### Ministry Involvement and Insights

1. Describe your current ministry responsibilities. Has anything changed? What has been the result of the change?
2. Describe your relationships with the pastor(s), deacons, teachers, and other congregational leaders. Has anything changed? What has been the result of the change?
3. Describe your relationships with the individuals who are part of your particular area of ministry. Has anything changed? What has been the result of the change?
4. Describe your relationship with members of the congregation as a whole. Has anything changed? What has been the result of the change?
5. What specific things are you learning about yourself and about others as you interact with the people in your congregation?
6. Are there any areas where you might need to pay particular attention?
7. What specific steps might you take in resolving any problems which have arisen?
8. What specific steps might you take to prevent future problems?
9. Are you seeing any new or different areas of ministry opening up to you? How might you pursue them?

Miscellaneous Topics

Are there any questions or issues which the candidate has for discussion?

Are there any additional topics which the cohort members have for discussion?

What specific encouragements can the cohort members offer to the candidate?

**Closing Prayer**

**Establishment of next meeting time and place**

**Submission of completed Mentor Report Form to the District Executive**

**Submission of completed Discerner Report Form to the District Executive**

## **DISCERNER CALLING COHORT GUIDELINES SESSION 4**

### **Opening Prayer**

### **Scripture reading and meditation**

Luke 14:25-35

1 Peter 5:1-11

### **Song (sung or read together)**

Be Thou My Vision (see appendix)

### **Discussion time**

#### **Personal Life and Growth**

1. Describe your daily routine, your devotional habits, your study habits, etc.
2. Describe your relationships with your family members.
3. Describe your responsibilities and relationships at work or school.
4. What specific lessons are you learning about yourself in relationship to the Lord and His Word?
5. What things have changed since our last meeting and how have they changed?
6. Describe your present sense of calling now that you are well into the process.

#### **Ministry Involvement and Insights**

1. Describe your current ministry responsibilities. Has anything changed? What has been the result of the change?
2. Describe your relationships with the pastor(s), deacons, teachers, and other congregational leaders. Has anything changed? What has been the result of the change?
3. Describe your relationships with the individuals who are part of your particular area of ministry. Has anything changed? What has been the result of the change?
4. Describe your relationship with members of the congregation as a whole. Has anything changed? What has been the result of the change?
5. What specific things are you learning about yourself and about others as you interact with the people in your congregation?
6. Are there any areas where you might need to pay particular attention?
7. What specific steps might you take in resolving any problems which have arisen?
8. What specific steps might you take to prevent future problems?
9. Are you seeing any new or different areas of ministry opening up to you? How might you pursue them?
10. As you consider your ministry involvement how has it confirmed or redirected your sense of God's calling on your life?
11. Do you believe that the set-apart ministry is the best way to fulfill God's call on your life and why?

### Miscellaneous Topics

Are there any questions or issues which the candidate has for discussion?

Are there any additional topics which the cohort members have for discussion?

What specific encouragements can the cohort members offer to the candidate?

(Removed Theology and Application section)

### **Closing Prayer**

#### **Discussion of recommendation to the District Ministry Commission**

After the Discerner is dismissed the cohort members should discuss what recommendations they will make to the District Ministry Commission. These recommendations should include comments on the Discerner's personal life and growth, their ministry involvement and insights. The recommendations should be made in writing and sent to the District Executive for the District Ministry Commission. Upon receipt of the Calling Cohort's recommendations an interview for the candidate with the District Ministry Commission will be scheduled.

#### **Submission of completed Mentor Report Form to the District Executive**

#### **Submission of completed Discerner Report Form to the District Executive**

## LICENSED MINISTER CALLING COHORT GUIDELINES SESSION 1

### Opening Prayer

### Scripture reading and discussion

Matthew 25:14-20

James 1:1-8

### Song (sung or read together)

I'll Go Where You Want Me to Go (see appendix)

### Discussion time

#### Personal Life and Growth

5. Describe your daily routine, your devotional habits, your study habits, etc.
6. Describe your relationships with your family members.
7. Describe your responsibilities and relationships at work or school.
8. What specific lessons are you learning about yourself in relationship to the Lord and His Word?

#### Ministry Involvement and Insights

9. Describe your current ministry responsibilities.
10. Describe your relationships with the pastor(s), deacons, teachers, and other congregational leaders.
11. Describe your relationships with the individuals who are part of your particular area of ministry.
12. Describe your relationship with members of the congregation as a whole.
13. What specific things are you learning about yourself and about others as you interact with the people in your congregation?
14. Are there any areas where you might need to pay particular attention?
15. What specific steps might you take in resolving any problems which have arisen?
16. What specific steps might you take to prevent future problems?

Bible Knowledge and Application (It is not necessary to prepare written responses to these topics. They are intended for discussion during the cohort session. The candidate should make good use of the Scriptures.)

#### Bible

1. Define the following terms: inspiration, revelation, illumination, inerrancy, translation, preservation.
2. Discuss the relationship between the Old and New Testaments.
3. Defend your understanding of the source and the authority of the Bible.
4. Why are these topics important and how might they apply to your ministry?

## God

1. Define the following terms: omniscience, omnipotence, omnipresence, holy.
2. Demonstrate and discuss the major attributes of God.
3. Discuss the Trinity.
4. Why are these topics important and how might they apply to your ministry?

## Jesus

1. Define the title Lord Jesus Christ.
2. Discuss the deity and humanity of Jesus.
3. Discuss the significance of the death, burial, and resurrection of Jesus Christ.
4. Why are these topics important and how might they apply to your ministry?

## Holy Spirit

1. Discuss the deity of the Holy Spirit.
2. Define the following terms: baptism, filling, indwelling, sealing, convicting.
3. Discuss the gifts of the Holy Spirit.
4. Why are these topics important and how might they apply to your ministry?

## Miscellaneous Topics

Are there any questions or issues which the candidate has for discussion?

Are there any additional topics which the cohort members have for discussion?

What specific encouragements can the cohort members offer to the candidate?

## **Closing Prayer**

**Establishment of next meeting time and place**

**Submission of completed Mentor Report Form to the District Executive**

**Submission of completed Licensed Minister Report Form to the District Executive**



## LICENSED MINISTER CALLING COHORT GUIDELINES SESSION 2

### Opening Prayer

### Scripture reading and meditation

James 3:1-2

2 Timothy 4:1-8

### Song (sung or read together)

Take My Life, and Let It Be (see appendix)

### Discussion time

#### Personal Life and Growth

6. Describe your daily routine, your devotional habits, your study habits, etc.
7. Describe your relationships with your family members.
8. Describe your responsibilities and relationships at work or school.
9. What specific lessons are you learning about yourself in relationship to the Lord and His Word?
10. What things have changed since our last meeting and how have they changed?

#### Ministry Involvement and Insights

1. Describe your current ministry responsibilities. Has anything changed? What has been the result of the change?
2. Describe your relationships with the pastor(s), deacons, teachers, and other congregational leaders. Has anything changed? What has been the result of the change?
3. Describe your relationships with the individuals who are part of your particular area of ministry. Has anything changed? What has been the result of the change?
4. Describe your relationship with members of the congregation as a whole. Has anything changed? What has been the result of the change?
5. What specific things are you learning about yourself and about others as you interact with the people in your congregation?
6. Are there any areas where you might need to pay particular attention?
7. What specific steps might you take in resolving any problems which have arisen?
8. What specific steps might you take to prevent future problems?
9. Are you seeing any new or different areas of ministry opening up to you? How might you pursue them?

Bible Knowledge and Application (It is not necessary to prepare written responses to these topics. They are intended for discussion during the cohort session. The candidate should make good use of the Scriptures.)

## Humanity

1. Discuss the origin of human beings.
2. Discuss the fall of Adam.
3. Discuss the nature of humanity.
4. Why are these topics important and how might they apply to your ministry?

## Salvation

1. Define the following terms: sin, salvation, faith, gospel, redemption, justification, regeneration, grace, mercy, repentance, forgiveness, adoption, sanctification, propitiation, atonement, substitution, imputation.
2. Discuss your answer to the question, "What must I do to be saved?"
3. Discuss the relationship between faith and good works.
4. Defend your understanding of the assurance a believer may have in regard to salvation.
5. Why are these topics important and how might they apply to your ministry?

## Christian Life

1. Discuss the importance of the following: prayer, Bible reading, membership and involvement in the local church, personal holiness.
2. Discuss the believer's commitment and responsibility to the local church.
3. Discuss the believer's relationship with unbelievers.
4. Defend your position on the following:
  - a. anointing with oil
  - b. non-resistance
  - c. non-swearing
  - d. priesthood of believers
  - e. the believer's relationship to human government
  - f. human sexuality, marriage, family, divorce, and remarriage
  - g. the use of tobacco, alcohol, narcotics, hallucinogens, etc.
  - h. pre-marital sex, pornography, homosexuality, adultery
  - i. gambling
  - j. movies, videos, internet use
  - k. personal attire
5. Why are these topics important and how might they apply to your ministry?

## Miscellaneous Topics

Are there any questions or issues which the candidate has for discussion?

Are there any additional topics which the cohort members have for discussion?

What specific encouragements can the cohort members offer to the candidate?

## **Closing Prayer**

**Establishment of next meeting time and place**

**Submission of completed Mentor Report Form to the District Executive**

**Submission of completed Licensed Minister Report Form to the District Executive**

## LICENSED MINISTER CALLING COHORT GUIDELINES SESSION 3

### Opening Prayer

### Scripture reading and meditation

Ephesians 4:1-16

1 Timothy 3:1-16

### Song (sung or read together)

Holy, Holy, Holy (see appendix)

### Discussion time

#### Personal Life and Growth

1. Describe your daily routine, your devotional habits, your study habits, etc.
2. Describe your relationships with your family members.
3. Describe your responsibilities and relationships at work or school.
4. What specific lessons are you learning about yourself in relationship to the Lord and His Word?
5. What things have changed since our last meeting and how have they changed?

#### Ministry Involvement and Insights

1. Describe your current ministry responsibilities. Has anything changed? What has been the result of the change?
2. Describe your relationships with the pastor(s), deacons, teachers, and other congregational leaders. Has anything changed? What has been the result of the change?
3. Describe your relationships with the individuals who are part of your particular area of ministry. Has anything changed? What has been the result of the change?
4. Describe your relationship with members of the congregation as a whole. Has anything changed? What has been the result of the change?
5. What specific things are you learning about yourself and about others as you interact with the people in your congregation?
6. Are there any areas where you might need to pay particular attention?
7. What specific steps might you take in resolving any problems which have arisen?
8. What specific steps might you take to prevent future problems?
9. Are you seeing any new or different areas of ministry opening up to you? How might you pursue them?

Bible Knowledge and Application (It is not necessary to prepare written responses to these topics. They are intended for discussion during the cohort session. The candidate should make good use of the Scriptures.)

#### Satan

1. Discuss the origin, fall, present activity, and future destiny of Satan.
2. Discuss the origin, fall, present activity, and future destiny of demons.
3. Why are these topics important and how might they apply to your ministry?

#### Eschatology

1. Discuss the following terms: Heaven, Hell, Second Coming of Christ, Sheol, Lake of Fire, Eternal Life, Second Death, Millennium, Tribulation, New Heavens and New Earth, Antichrist.
2. Discuss your understanding of end-time events.
3. Discuss your understanding of the believer's present responsibilities in light of Jesus Christ's return.
4. Why are these topics important and how might they apply to your ministry?

#### Church

1. Discuss the biblical definition of the word church.
2. Discuss the difference between the local church and the church universal.
3. Discuss the purpose/mission of the local church.
4. Why are these topics important and how might they apply to your ministry?

#### Miscellaneous Topics

Are there any questions or issues which the candidate has for discussion?

Are there any additional topics which the cohort members have for discussion?

What specific encouragements can the cohort members offer to the candidate?

#### **Closing Prayer**

**Establishment of next meeting time and place**

**Submission of completed Mentor Report Form to the District Executive**

**Submission of completed Licensed Minister Report Form to the District Executive**

## LICENSED MINISTER CALLING COHORT GUIDELINES SESSION 4

### Opening Prayer

### Scripture reading and meditation

Luke 14:25-35

1 Peter 5:1-11

### Song (sung or read together)

Be Thou My Vision (see appendix)

### Discussion time

#### Personal Life and Growth

1. Describe your daily routine, your devotional habits, your study habits, etc.
2. Describe your relationships with your family members.
3. Describe your responsibilities and relationships at work or school.
4. What specific lessons are you learning about yourself in relationship to the Lord and His Word?
5. What things have changed since our last meeting and how have they changed?
6. Describe your present sense of calling now that you are well into the process.

#### Ministry Involvement and Insights

1. Describe your current ministry responsibilities. Has anything changed? What has been the result of the change?
2. Describe your relationships with the pastor(s), deacons, teachers, and other congregational leaders. Has anything changed? What has been the result of the change?
3. Describe your relationships with the individuals who are part of your particular area of ministry. Has anything changed? What has been the result of the change?
4. Describe your relationship with members of the congregation as a whole. Has anything changed? What has been the result of the change?
5. What specific things are you learning about yourself and about others as you interact with the people in your congregation?
6. Are there any areas where you might need to pay particular attention?
7. What specific steps might you take in resolving any problems which have arisen?
8. What specific steps might you take to prevent future problems?
9. Are you seeing any new or different areas of ministry opening up to you? How might you pursue them?
10. As you consider your ministry involvement how has it confirmed or redirected your sense of God's calling on your life?
11. Do you believe that the set-apart ministry is the best way to fulfill God's call on your life and why?

Bible Knowledge and Application (It is not necessary to prepare written responses to these topics. They are intended for discussion during the cohort session. The candidate should make good use of the Scriptures.)

#### Ordinances

1. Discuss the definition of an ordinance.
2. Discuss the purpose and teaching of Triune Immersion (Baptism).
3. Discuss the purpose and teaching of Love Feast.
4. Why are these topics important and how might they apply to your ministry?

#### Brethren History and Church Polity

1. Indicate what classes you have taken and what books, articles, pamphlets, etc. you have read on Brethren history and church polity.
2. Provide a brief chronological overview of Brethren history from 1708 until the present. Be sure to mention major names, dates, and events and explain their significance within the flow of Brethren history.
3. Beginning with the local congregation, briefly describe the structure and function of the local church, its relationship and responsibilities to a district, its relationship and responsibilities to Annual Conference, and its relationship and responsibilities to the Body of Christ around the world.
4. Why are these topics important and how might they apply to your ministry?

#### Miscellaneous Topics

Are there any questions or issues which the candidate has for discussion?

Are there any additional topics which the cohort members have for discussion?

What specific encouragements can the cohort members offer to the candidate?

### **Closing Prayer**

#### **Discussion of recommendation to the District Ministry Commission**

After the Licensed Minister is dismissed the cohort members should discuss what recommendations they will make to the District Ministry Commission. These recommendations should include comments on the Licensed Minister's personal life and growth, ministry involvement and insights, and theological understanding and ability to make sound application of God's Word to everyday life. The recommendations should be made in writing and sent to the District Executive for the District Ministry Commission. Upon receipt of the Calling Cohort's recommendations an interview for the candidate with the District Ministry Commission will be scheduled.

#### **Submission of completed Mentor Report Form to the District Executive**

#### **Submission of completed Licensed Minister Report Form to the District Executive**

## SUGGESTED BIBLIOGRAPHY OF STUDY RESOURCES

As King Solomon aptly observed, "...of making many books there is no end; and much study is a weariness of the flesh." (Ecclesiastes 12:12) And yet there is much value in the careful, systematic study of God's Word. The Apostle Paul commanded Timothy to, "Be diligent to present yourself approved to God, a worker who does not need to be ashamed, rightly dividing the word of truth." (2 Timothy 2:15) The following bibliography is not an exhaustive list nor is it intended as an "approved" list. It is offered merely as a beginning point of reference and as a means of encouragement to candidates for Discerner, Licensed Minister, Commissioned Minister, or Ordained Minister status. Candidates are free to utilize any, all, or alternate resources as they see fit and as their particular ministry interests may require.

**STUDY BIBLE** (Available in a variety of translations such as ESV, KJV, NASB, NIV, NKJV, NLT, etc.)

Life Application Bible, The  
MacArthur Study Bible  
NIV Study Bible  
Open Bible, The  
Ryrie Study Bible, The  
Scofield Study Bible, The  
Women's Study Bible, The

### SPECIALTY BIBLES

**Parallel Translation Bible** - A parallel translation Bible usually contains nothing more than the text of the Scriptures but with two or more translations set out in parallel columns. Some combinations from Zondervan include the following. Other Bible publishers produce similar Bibles in varieties of translation combinations.

- *Classic Comparative Side-by-Side Bible* [(NIV, KJV, NASB, Amplified), Zondervan Publishing, Co. © 2011]
- *Comparative Study Bible, Revised*, [(NIV, Amplified, KJV & NASB Update) Zondervan © 1999]
- *Contemporary Comparative Side-by-Side Bible* [NIV NKJV NLT The Message: The World's Bestselling Bible Paired with Three Contemporary Versions, Zondervan © 2011]

**Interlinear Bible** – A Bible with the Hebrew or Greek text combined with an English translation below each individual word. Such volumes often have a full English text in a column beside the Hebrew or Greek interlinear column.

- Green, Jay P., *The Interlinear Greek-English New Testament*, Hendrickson Publishers, © 2005
- Green, Jay P., *The Interlinear Hebrew-Greek-English Bible, One-Volume Edition*, Hendrickson Publishers © 2005
- *Hebrew-English Interlinear Old Testament: Biblia Hebraica Stuttgartensia (BHS) / English Standard Version (ESV)*, Crossway © 2014

- Marshall, Alfred, *The Interlinear NASB/NIV Parallel New Testament in Greek and English*, Zondervan, Publishing House © 1993
- Mounce, William D. & Robert H. Mounce, eds. *The Zondervan Greek and English Interlinear New Testament KJV/NIV*, Zondervan © 2007
- *The Interlinear NIV Hebrew-English Old Testament*, One-Volume Edition, Zondervan © 1987

**Harmony of the Gospels** - A harmony of the Gospels arranges the text of Matthew, Mark, Luke, and John into a harmonized, chronological order with each gospel in parallel columns.

- Boettner, Loraine, *Harmony of the Gospels*, P & R Publishing © 1933.
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- Thomas, Robert L., and Stanley N. Gundry. *A Harmony of the Gospels with Explanations and Essays*. Harper, © 1978.
- Thomas, Robert L., and Stanley N. Gundry. *The NIV Harmony of the Gospels*. Harper, © 1988.

**Chronological Bible** - A chronological Bible seeks to set the whole text of scripture into chronological order from Creation through the book of Revelation.

- *Chronological Life Application Study Bible*, Tyndale House (various translations) © 2013.
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## COMPUTER RESOURCES

Numerous Bible search/study programs are available both for use on a personal computer, tablet, or phone as well as for use directly on line. Those for use on personal hardware usually have a basic program which allows searching the KJV text and include several public domain commentaries, dictionaries, etc. Other modules with additional commentaries, dictionaries, and study materials are generally available for purchase. These programs range in cost from under \$100 to nearly \$1,000 depending upon the additional modules purchased. Some of the more well-known programs include Logos, Quick Verse, Bible Soft PC, and Bible Works. And the list of available programs grows almost daily as technology continues change so rapidly.

One program worthy of particular consideration is e-Sword. The basic program is free and is available for downloading at <http://www.e-sword.net>. The Bible version which comes with the program is the KJV but other translations are readily available, some for free and some for a small fee. Once the basic module is installed additional, high quality resources are available for free at <http://www.biblesupport.com> and at [http://www.doctordavet.com/ddt\\_modules.html](http://www.doctordavet.com/ddt_modules.html). Clicking on the Downloads tab within the e-Sword program will also provide access to many helpful resources some of which are free and others which have a fee.

Some other resources to check into include:

And Bible – cell phones and tablets – your favorite app store

Bible Gateway – <https://www.biblegateway.com/>

MySword - cell phones and tablets – your favorite app store

Online Bible – [onlinebible.com](http://onlinebible.com)

The Word – download to computer ([www.theword.net](http://www.theword.net)) modules for this program are available at [http://www.doctordavet.com/ddt\\_modules.htm](http://www.doctordavet.com/ddt_modules.htm)





## Discerner Interview Guide

Name \_\_\_\_\_ U.S. Citizen \_\_\_\_ Yes \_\_\_\_ No  
Last First Middle (If No, please provide INS status)

Address \_\_\_\_\_  
Street City State Zip

Day telephone \_\_\_\_\_ Evening Telephone \_\_\_\_\_

E-mail \_\_\_\_\_ Cell Phone \_\_\_\_\_

I am currently a member of the \_\_\_\_\_ congregation, in the \_\_\_\_\_ District. I have been a member since \_\_\_\_\_.

Date of birth: Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

Marital status \_\_\_\_ Single \_\_\_\_ Married \_\_\_\_ Widowed \_\_\_\_ Divorced \_\_\_\_ Remarried

If married, spouse's name \_\_\_\_\_

Please list any children

Name _____	Name _____
Age _____	Age _____

Name _____	Name _____
Age _____	Age _____

Name _____	Name _____
Age _____	Age _____

What is your present occupation?  
\_\_\_\_\_  
\_\_\_\_\_

Please list your educational experience

Seminary _____	Degree _____	Graduated _____
College _____	Degree _____	Graduated _____
High School _____		Graduated _____
Other _____	Degree _____	Graduated _____
Other _____	Degree _____	Graduated _____

1. Please describe your spiritual journey thus far. Use additional sheets if necessary.

2. What responsibilities do you presently have in your congregation?

3. Please describe your response and your thoughts about your congregation's calling of you to become a discerner for ministry.

4. How has God equipped you thus far for ministry?

5. What areas of ministry (relational skills, Bible knowledge, administrative skills, sermon preparation, etc.) do you feel need to be developed more fully in order for you to effectively fulfill your calling?

6. What do you anticipate that this year of discernment will accomplish?

# LICENSED MINISTER INTERVIEW GUIDE

Date \_\_\_\_\_

## Personal Data

Name \_\_\_\_\_ U.S. Citizen \_\_\_ Yes \_\_\_ No  
Last First Middle (If No, please provide INS status)

Address \_\_\_\_\_  
Street City State Zip

Day telephone \_\_\_\_\_ Evening Telephone \_\_\_\_\_

E-mail \_\_\_\_\_ Cell Phone \_\_\_\_\_

I am currently a member of the \_\_\_\_\_ congregation, in the \_\_\_\_\_ District. I have been a member since \_\_\_\_\_.

Date of birth: Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

Marital status \_\_\_ Single \_\_\_ Married \_\_\_ Widowed \_\_\_ Divorced \_\_\_ Remarried

If married, spouse's name \_\_\_\_\_

Please list any children

_____	_____	_____	_____
Name	Age	Name	Age

_____	_____	_____	_____
Name	Age	Name	Age

_____	_____	_____	_____
Name	Age	Name	Age

_____	_____	_____	_____
Name	Age	Name	Age

What is your present occupation?

\_\_\_\_\_  
\_\_\_\_\_

Please list your educational experience

Seminary _____	Degree _____	Graduated _____
College _____	Degree _____	Graduated _____
High School _____		Graduated _____
Other _____	Degree _____	Graduated _____
Other _____	Degree _____	Graduated _____

List school, community, or other activities in which you have had a part.

Activity	Your responsibility	Things you learned
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

What leadership responsibilities have you had? (List the organization, position, and reflections of yourself as a leader.)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

List part-time or full-time employment (three most recent)

Dates	Organization/Employer	Your position
_____	_____	_____
_____	_____	_____
_____	_____	_____

### Ministry Questions/Issues

1. Write a narrative about your spiritual journey. How are you experiencing "call?" What people and events have been and continue to be influential in your faith journey? (Use separate sheet if necessary)

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\_\_\_\_\_

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2. Why are you interested in formalizing a call to ministry?

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3. How has the process of discernment with your Calling Cohort and Mentor lead to more clarity about the call to ministry from God and from the church?

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4. What gifts, skills, or talents do you have that you think could be effectively utilized in a call to ministry?

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5. What type of church vocation interests you?

- Pastor
- Administration
- Missionary
- Church planting
- Teaching
- Chaplaincy
- Youth/Young adult
- Other specialty ministry (please specify)

6. What experiences have you had that might benefit you in ministry (volunteer, teaching, administration, public speaking, etc.)?

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7. Are you aware of anything that might hinder your development and involvement in ministry (e.g. financial burden, family responsibilities, etc.)? If yes, what are they?

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8. Training

1.  Currently enrolled in a college or seminary

Name of institution: \_\_\_\_\_

Accredited by: \_\_\_\_\_

Degree program: \_\_\_\_\_

Anticipated completion: \_\_\_\_\_

2.  I plan to enter an accredited

College - \_\_\_\_\_

Seminary - \_\_\_\_\_

I plan to enroll in Training in Ministry (TRIM)

I plan to enroll in Education for Shared Ministry (EFSM)

I plan to enroll in Academy Certified Training Systems (ACTS)

9. Formation – Outline detailed plans for ministry formation including spiritual, relational, intellectual, emotional and physical disciplines. Include a copy of your Covenant of Accountability.

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10. State your understanding of the following (document with biblical and/or other references – use separate sheet if necessary)

a. God

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b. Jesus Christ

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c. Holy Spirit

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d. Scripture

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e. The church

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f. Church of the Brethren

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11. What doctrines, beliefs, practices, or statements of the Church of the Brethren are important to you? What doctrines, beliefs, practices or statements of the Church of the Brethren do you find especially relevant to the current cultural context? Why?

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12. Which doctrines, beliefs, practices, or statements of the Church of the Brethren raise questions or concerns for you? What steps will you take to engage in formative conversations about these items?

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13. I have read the current "Ministerial Leadership" paper.

\_\_\_ Yes \_\_\_ No

I have the following questions:

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14. I have read the "Ethics in Ministry Relations – 2008" paper and accept its requirements and procedures.

Yes  No If no, please explain:

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15. Has a formal complaint of personal misconduct ever been filed against you?

Yes  No If yes please explain:

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16. Have you ever been convicted of a felony or misdemeanor?

Yes  No If yes, please explain:

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17. If I am approved as a Licensed minister in the Church of the Brethren, I understand that I will be required to uphold the Code of Ethics for Ministerial Leaders as adopted by the Church of the Brethren Annual Conference. I will recognize and accept the authority of the district and denomination being at all times subject to its discipline and governance.

Yes  No If no, please explain:

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Signature \_\_\_\_\_ Date \_\_\_\_\_



# COMMISSIONED/ORDAINED MINISTER INTERVIEW GUIDE

Date \_\_\_\_\_

## Personal Data

Name \_\_\_\_\_ U.S. Citizen \_\_\_\_ Yes \_\_\_\_ No  
Last First Middle (If No, please provide INS status)

Address \_\_\_\_\_  
Street City State Zip

Day telephone \_\_\_\_\_ Evening Telephone \_\_\_\_\_

E-mail \_\_\_\_\_ Cell Phone \_\_\_\_\_

I am currently a member of the \_\_\_\_\_ congregation, in the \_\_\_\_\_ District. I have been a member since \_\_\_\_\_.

Date of birth: Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

Marital status \_\_\_\_ Single \_\_\_\_ Married \_\_\_\_ Widowed \_\_\_\_ Divorced \_\_\_\_ Remarried

If married, spouse's name \_\_\_\_\_

Please list any children

_____	_____	_____	_____
Name	Age	Name	Age

_____	_____	_____	_____
Name	Age	Name	Age

_____	_____	_____	_____
Name	Age	Name	Age

_____	_____	_____	_____
Name	Age	Name	Age

What is your present occupation?

\_\_\_\_\_  
\_\_\_\_\_

Please list your educational experience

Seminary _____	Degree _____	Graduated _____
College _____	Degree _____	Graduated _____
High School _____		Graduated _____
Other _____	Degree _____	Graduated _____
Other _____	Degree _____	Graduated _____

**Ministry Questions/Issues**  
**(Use separate sheets if necessary)**

1. Write a narrative about your spiritual journey.

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2. What gifts, skills, or talents are you presently utilizing in ministry?

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3. Are you aware of anything that might hinder your development and involvement in ministry (e.g. financial burden, family responsibilities, etc.)? If yes, what are they?

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4. What plans do you have for your continued personal spiritual and ministry growth?

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5. State your understanding of the following: (document with biblical and/or other references – use separate sheet if necessary)

a. God

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b. Jesus Christ

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c. Holy Spirit

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d. Scripture

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e. The church

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f. Church of the Brethren

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6. What doctrines, beliefs, practices, or statements of the Church of the Brethren are important to you? What doctrines, beliefs, practices or statements of the Church of the Brethren do you find especially relevant to the current cultural context? Why?

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7. Which doctrines, beliefs, practices, or statements of the Church of the Brethren raise questions or concerns for you?

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8. I have read the current "Ministerial Leadership" paper.

\_\_\_\_ Yes \_\_\_\_ No

I have the following questions:

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9. I have read the "Ethics in Ministry Relations – 2008" paper and accept its requirements and procedures.

Yes  No If no, please explain:

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10. Has a formal complaint of personal misconduct ever been filed against you?

Yes  No If yes please explain:

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11. Have you ever been convicted of a felony or misdemeanor?

Yes  No If yes, please explain:

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12. If I am approved as a Commissioned / Ordained minister in the Church of the Brethren, I understand that I will be required to uphold the Code of Ethics for Ministerial Leaders as adopted by the Church of the Brethren Annual Conference. I will recognize and accept the authority of the district and denomination being at all times subject to its discipline and governance.

Yes  No If no, please explain:

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Signature \_\_\_\_\_ Date \_\_\_\_\_





# MENTOR JOB DESCRIPTION

Congratulations!

You have been called to serve as a mentor for \_\_\_\_\_ who has been approved for (\_\_\_\_\_ Discerner \_\_\_\_\_ Licensed Minister) status. The District Ministry Commission is delighted that you have accepted this call. In order to assist in making the mentor-mentee relationship a positive experience, the District Ministry Commission has set forth the following guidelines and expectations.

## Meetings

1. Plan to meet with the mentee not less than four (4) times during the year. Additional meetings if needed or desired can be arranged at the discretion of the mentor and/or mentee.
2. The times and locations of the meetings are at the discretion of the mentor and mentee.
3. The mentor/mentee meetings are separate from and in addition to the meetings of the Calling Cohort.
4. The Calling Cohort should meet not less than four (4) times during the year. The mentor may facilitate that meeting.

## Content

1. The mentor should assign reading and/or other activities which will help broaden the mentee's understanding of Scripture, ministry in general, and Brethren history.
2. Each meeting with the mentor should include discussion on the following topics:
  - a. The mentee's self-evaluation of his/her growth in ministry
  - b. The mentee's understanding of ministry
  - c. The mentee's interaction with pastoral and church staff
  - d. The mentee's interaction with the congregation especially focusing on any groups, classes, etc. with which the mentee is particularly involved
  - e. Discussion of biblical doctrine and its application to everyday life
  - f. Discussion of Brethren history
  - g. As the discerning process nears its completion the mentor should encourage the mentee to complete the Pre-licensing Interview Guide and submit it to the District Ministry Commission at the close of the discernment year.
  - h. As the licensed minister prepares for commissioning/ordination the mentor should encourage the mentee to complete the Commissioning/Ordination Interview Guide along with the Covenant of Accountability and submit them to the District Ministry Commission in preparation for the interview process.

## Evaluation

1. Use the Mentor Report Form to record your observations about the progress of the discernment process. ***This form must be submitted to the District Executive at the District Office after each meeting with your mentee.***
2. You should keep a copy of the evaluation form for your records and to use as a guide for follow-up discussions with the mentee.

**Follow-up**

1. The District Ministry Commission will track the progress of each Discerner or Licensed minister by means of the Mentor Report Form. These forms are part of the District Ministry Commission's Pre-Licensing and Commissioning/Ordination Interview processes.
2. Any issues which are uncovered during the mentoring process should be followed up in such a way that the mentee benefits and grows spiritually, emotionally, and relationally as a result.

# MENTOR REPORT FORM

(To be mailed to the District Executive at the District Office at the completion of each meeting)

Mentor \_\_\_\_\_ Congregation \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_ (Home)  
\_\_\_\_\_ (Work)  
Email address \_\_\_\_\_ (Cell)  
Mentee \_\_\_\_\_

1. Please describe your meetings with the mentee including frequency, topics discussed, etc.
  
2. Please describe your assessment of your mentee's overall attitude, biblical knowledge, people skills, and general fitness for ministry including any issues which you or your discerner have identified as needing further exploration.
  
3. Please describe the mentee's current involvement within his/her congregation including his/her specific responsibilities, what lessons he/she may be learning about God, working with other people, and ministry in general.
  
4. Please describe your interaction with the mentee's Calling Cohort including any observations or suggestions which may result from that interaction.
  
5. Please summarize your thoughts thus far concerning your mentee's experience and progress in the discernment process. How do you see this process progressing at this point?



## DISCERNER REPORT FORM

(To be mailed to the District Executive at the District Office at the completion of each meeting)

Name \_\_\_\_\_ Congregation \_\_\_\_\_  
Address \_\_\_\_\_ Phone \_\_\_\_\_ (Home)  
\_\_\_\_\_ (Work)  
Email address \_\_\_\_\_ (Cell)  
Mentor \_\_\_\_\_

1. Please describe any formal classes or training you are participating in while progressing through the discerning process.
  
  
  
  
  
  
  
  
  
  
2. Please describe your interaction with your mentor including topics of discussion, frequency of meeting, and any issues which you or your mentor have identified as needing further exploration.
  
  
  
  
  
  
  
  
  
  
3. Please describe your current involvement within in your congregation including your specific responsibilities and your thoughts about what lessons you are learning about God, yourself, working with other people, and ministry in general.
  
  
  
  
  
  
  
  
  
  
4. Please describe your interaction with your Calling Cohort including what topics you discuss and what observations or suggestions result from that interaction.
  
  
  
  
  
  
  
  
  
  
5. Please summarize your thoughts and experiences thus far in the discernment process. How do you see yourself progressing at this point? How is your perception of your call being confirmed or challenged?



# LICENSED MINISTER REPORT FORM

(To be mailed to the District Executive at the District Office at the completion of each meeting)

Name \_\_\_\_\_ Congregation \_\_\_\_\_

Number of years Licensed \_\_\_\_\_

Address \_\_\_\_\_ Phone \_\_\_\_\_ (Home)  
\_\_\_\_\_ (Work)

Email address \_\_\_\_\_ (Cell)

Mentor \_\_\_\_\_

1. Please describe any formal classes or training you are currently taking.

2. Please describe your interaction with your mentor including topics of discussion, frequency of meeting, and any issues which you or your mentor have identified as needing further exploration.

3. Please describe your current involvement within in your congregation including your specific responsibilities and your thoughts on your experiences in ministry. What are you are learning about God, yourself, working with others, and ministry in general?

4. Please describe your interaction with your calling cohort including what topics you discuss and what observations or suggestions result from that interaction.

5. Please summarize your thoughts and goals concerning your future ministry. How is your perception of your call being confirmed, challenged, or redirected?





# COVENANT OF ACCOUNTABILITY<sup>2</sup>

## Licensed Minister

This document outlines the commitments and responsibilities of a Licensed Minister, the Congregation, the Southern Pennsylvania District, and the Calling Cohort during the Licensed Minister's time of training and formation.

**Licensed Minister** \_\_\_\_\_

**Congregation:** \_\_\_\_\_

**District:** Southern Pennsylvania

### Calling Cohort

District Appointed Mentor:

Name	Address	Phone
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Congregational companion:

Name	Address	Phone
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District Companion:

Name	Address	Phone
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Others (i.e. spiritual friend, trusted peer, teacher, professor):

Name	Address	Phone
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Name	Address	Phone
------	---------	-------

Name	Address	Phone
------	---------	-------

Name	Address	Phone
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The Licensed Minister is working toward the  Commissioned /  Ordained circle of ministry. (circle one)

### The Licensed Minister agrees to:

1. Enter or continue in the approved educational program appropriate to the ministry circle toward which they are headed.

Approved Educational Program: \_\_\_\_\_

Institution: \_\_\_\_\_

I. \_\_\_\_\_

<sup>2</sup> Taken from Ministerial Leadership Polity, 2014, pgs. 18-20

2. Continue to develop a relationship with the congregation through active engagement (which may vary depending upon the geographic location of individual) in the life of the congregation.

Planned congregational engagement:

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3. Consult annually with the District Ministry Commission (calling/credentialing body) for accountability, reaffirmation or call and review/renewal of Covenant of Accountability.

District body: Southern Pennsylvania

Next scheduled consultation: \_\_\_\_\_

4. Continue meeting at least quarterly with the Calling Cohort for accountability, Bible study, prayer, and conversation.

Next scheduled cohort meeting: \_\_\_\_\_

5. Participate in a denominationally sponsored training workshop on Ethics in Ministry Training.

Initial in-depth training: Date \_\_\_\_\_ Location \_\_\_\_\_

Refresher: Date \_\_\_\_\_ Location \_\_\_\_\_

**The congregation agrees to:**

1. Continue in prayer for and support of the Licensed Minister, offering prayer, conversation and nurture during the time of training and formation.

2. The congregation commits to the following:

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**The Southern Pennsylvania District agrees to:**

1. Offer resources for preparation

Readiness for Ministry: completed on \_\_\_\_\_

Gifts discernment: completed on \_\_\_\_\_

Additional resources:

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2. Consult annually with the Licensed Minister for accountability, reaffirmation of call, and review/renewal of the Covenant of Accountability.

Next scheduled consultation: \_\_\_\_\_

**The Calling Cohort agrees to:**

- 1. Serve as a spiritual companion to the Licensed Minister.
- 2. Continue meeting (face-to-face, conference call, video conference) with the Licensed Minister at least quarterly for accountability, conversations, and prayerful support.

Cohort meetings are scheduled as follows:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

By signing this covenant each party commits to participating fully in the processes of training and formation.

Licensed Minister: \_\_\_\_\_ (date) \_\_\_\_\_

Congregational Representative: \_\_\_\_\_ (date) \_\_\_\_\_

District Representative: \_\_\_\_\_ (date) \_\_\_\_\_

Calling Cohort Members:

\_\_\_\_\_ (date) \_\_\_\_\_

\_\_\_\_\_ (date) \_\_\_\_\_

\_\_\_\_\_ (date) \_\_\_\_\_

\_\_\_\_\_ (date) \_\_\_\_\_

\_\_\_\_\_ (date) \_\_\_\_\_

Submitted by: \_\_\_\_\_ (date) \_\_\_\_\_

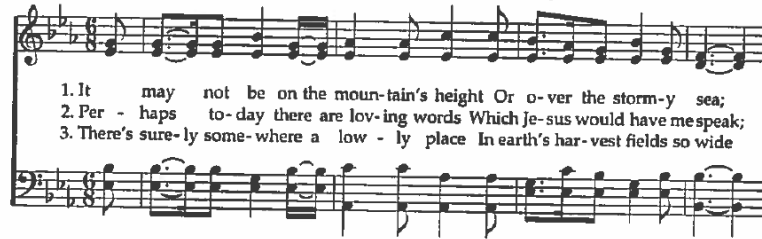
**A copy of this agreement shall be kept in the Licensed Minister's file at the Southern Pennsylvania District Office.**



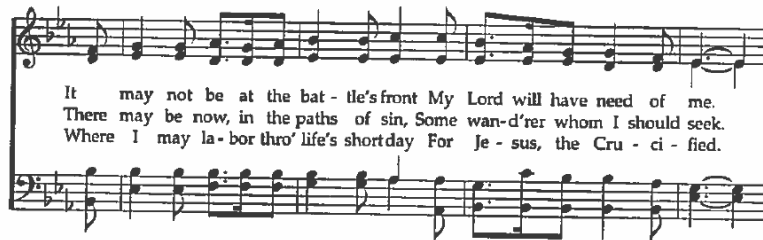
# Appendix

## 668 I'll Go Where You Want Me to Go

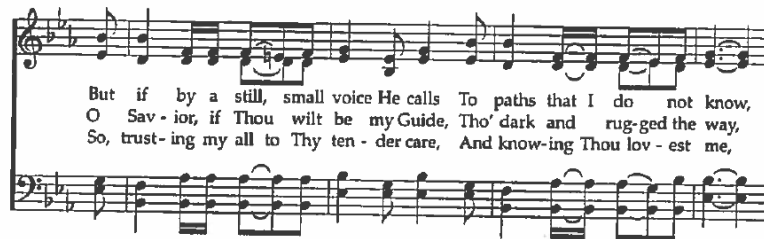
*You must go to everyone I send you to and say whatever I command you. Jeremiah 1:7*



1. It may not be on the moun-tain's height Or o-ver the storm-y sea;  
2. Per - haps to-day there are lov-ing words Which Je-sus would have me speak;  
3. There's sure-ly some-where a low - ly place In earth's har-vest fields so wide



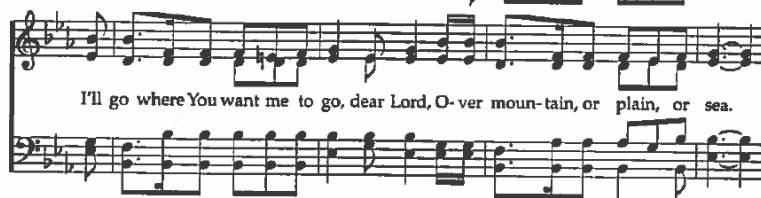
It may not be at the bat - tle's front My Lord will have need of me.  
There may be now, in the paths of sin, Some wan-d'rer whom I should seek.  
Where I may la-bor thro' life's short day For Je - sus, the Cru - ci - fied.



But if by a still, small voice He calls To paths that I do not know,  
O Sav - ior, if Thou wilt be my Guide, Tho' dark and rug-ged the way,  
So, trust-ing my all to Thy ten - der care, And know-ing Thou lov - est me,



I'll an - swer, dear Lord, with my hand in Thine, "I'll go where You want me to go."  
My voice shall ech - o the mes-sage sweet. I'll say what You want me to say.  
I'll do Thy will with a heart sin-cere. I'll be what You want me to be.



I'll go where You want me to go, dear Lord, O-ver moun-tain, or plain, or sea.



I'll say what You want me to say, dear Lord. I'll be what You want me to be.

# 597 Take My Life and Let It Be Consecrated

*Consecrate yourselves and be holy, because I am holy. Leviticus 11:44*

> 1. Take my life and let it be Con - se - crat - ed,  
 2. Take my hands and let them move At the im - pulse  
 3. Take my voice and let me sing Al - ways, on - ly,  
 4. Take my sil - ver and my gold - Not a mite would  
 > 5. Take my love - my Lord, I pour At Thy feet its  
 > 6. Take my will and make it Thine - It shall be no

Lord, to Thee; Take my mo - ments and my days - Let them  
 of Thy love; Take my feet and let them be Swift and  
 for my King; Take my lips and let them be Filled with  
 I with - hold; Take my in - tel - lect and use Ev - ery  
 trea - sure store; Take my - self - and I will be Ev - er,  
 long - er mine; Take my heart - it is Thine own, It shall

flow in cease - less praise, Let them flow in cease - less praise.  
 beau - ti - ful for Thee, Swift and beau - ti - ful for Thee.  
 mes - sag - es from Thee, Filled with mes - sag - es from Thee.  
 pow'r as Thou shalt choose, Ev - ery pow'r as Thou shalt choose.  
 on - ly, all for Thee, Ev - er, on - ly, all for Thee.  
 be Thy roy - al throne, It shall be Thy roy - al throne.

TEXT: Frances Ridley Havergal

MUSIC: Henry A. César Malan; Last stanza setting, Descant and Choral ending by O. D. Hall, Jr.

HENDON

7.7.7.7.

PRAISE THE LORD

### 3 Holy, Holy, Holy! Lord God Almighty

*Holy, holy, holy is the Lord God Almighty, who was, and is, and is to come. Revelation 4:8*

1. Ho - ly, ho - ly, ho - ly! Lord God Al - might - y!  
2. Ho - ly, ho - ly, ho - ly! all the saints a - dore Thee,  
3. Ho - ly, ho - ly, ho - ly! tho' the dark - ness hide Thee,  
4. Ho - ly, ho - ly, ho - ly! Lord God Al - might - y!

Ear - ly in the morn - ing our song shall rise to Thee.  
Cast - ing down their gold - en crowns a - round the glass - y sea.  
Tho' the eye of sin - ful man Thy glo - ry may not see.  
All Thy works shall praise Thy name in earth, and sky, and sea.

Ho - ly, ho - ly, ho - ly! mer - ci - ful and might - y!  
Cher - u - bim and ser - a - phim fall - ing down be - fore Thee,  
On - ly Thou art ho - ly - there is none be - side Thee,  
Ho - ly, ho - ly, ho - ly! mer - ci - ful and might - y!

God in three Per - sons, bless - ed Trin - i - ty!  
Which wert, and art, and ev - er - more shalt be.  
Per - fect in pow'r, in love, in pu - ri - ty!  
God in three Per - sons, bless - ed Trin - i - ty!

TEXT: Reginald Heber

NICAEN

# 562 Be Thou My Vision

Whatever was to my profit I now consider loss for the sake of Christ. Philippians 3:7  
Unison

1. Be Thou my Vi - sion, O Lord of my heart;  
 2. Be Thou my Wis - dom and Thou my true Word;  
 3. Rich - es I heed not, nor man's emp - ty praise,  
 4. High King of heav - en, my vic - to - ry won,

Naught be all else to me, save that Thou art -  
 I ev - er with Thee and Thou with me, Lord;  
 Thou mine in - her - i - tance, now and al - ways;  
 May I reach heav - en's joys, bright heav - en's Sun!

Thou my best thought, by day or by night,  
 Thou my great Fa - ther, I Thy true son,  
 Thou and Thou on - ly, first in my heart,  
 Heart of my own heart, what - ev - er be - fall,

Wak - ing or sleep - ing, Thy pres - ence my light.  
 Thou in me dwell - ing, and I with Thee one.  
 High King of heav - en, my trea - sure Thou art.  
 Still be my Vi - sion, O Rul - er of all.

TEXT: Traditional Irish hymn, translated by Mary E. Byrne;  
 versified by Eleanor H. Hull

SLANE  
 10.10.10.10.