

Service: The Ultimate Calling

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Dedication

To God for his unfailing love and guidance

To my family for their unending support

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Chapter One:


What is The Ministry?

What is “ministry”? Simply put, it is serving someone else. Today, many people associate the word “ministry” with a pastor; however, there are some differences that exist. For instance, someone might say they are ministering to their coworkers or you may have someone who is in “The Ministry”. What is the difference? This chapter will explore the differences in the two definitions of this word and determine what exactly “The Ministry” involves.

Different Kinds of Ministry


As previously mentioned, ministry simply means the act of service. When the person behind the register at McDonalds takes our orders, they are ministering to us. As strange as this may sound, it is true. According to the Merriam-Webster Dictionary, to minister is to “give aid or service”. There are a few different kinds of ministry that exist, such as Christian ministry, *the* ministry, and equipping ministry.

Christian ministry is the most basic form of this act of service for God; any follower of Christ is called to fulfill this. If we read Philippians 2:3-4, we realize that we are to do nothing out of selfish ambition, nothing inwardly focused. If we are not to be consumed with our self-centered desires, we should be concentrating our thoughts and efforts upon God and those around us.



Do nothing from selfish ambition or conceit, but in humility regard others as better than yourselves. Let each of you look not to your own interests, but to the interests of others.
Philippians 2:3-4 (NRSV)

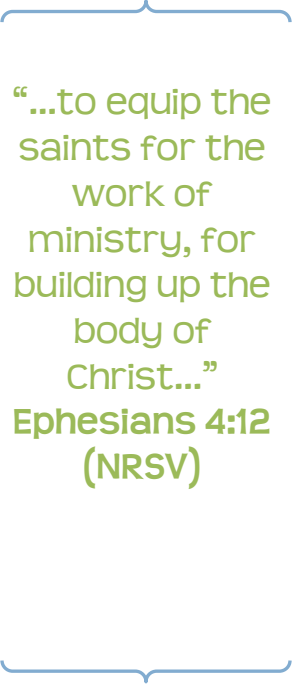
In Matthew 22:36-40, we view a time when Jesus was asked what the greatest commandment was. He replied



to them that they should love God then love others. This command to love others is the essence of Christian ministry and should be practiced by all believers.

The Ministry refers to the profession of serving God in a full-time situation. While this is generally a position in a local church as a pastor, it may not always be paid occupation. If someone is in this role though, it normally signifies that they are committed to the Lord fully and don't have a second form of employment (while there are exceptions to this).

Many pastors will fulfill this image of being in permanent ministry. Pastor Mike Hilson, who serves New Life Wesleyan Church in La Plata, MD, has participated in the church full-time since he arrived over ten years ago. This stereotype is what a few people believe when they are asked what the word "pastor" means.



“...to equip the saints for the work of ministry, for building up the body of Christ...”
Ephesians 4:12 (NRSV)

The last type of ministry is called equipping ministry. It is extremely similar to the previously mentioned type but has a subtle tweak. It is titled “Equipping” because this kind is specifically for building up the body of Christ “until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ” (Ephesians 4:13 NRSV).

This style contrasts with *the* Ministry because, while they are both requiring full-time service, on the equipping minister's specific job is to teach the body of believers. Someone could be serving in the church full-time yet not be ministering directly to the congregation. This distinction is a slight yet important difference.

So, a quick recap of this section on the different kinds of ministry:

Christian Ministry	Service that is acted upon with the intention of glorifying God through action or lifestyle. (Also referred to as general ministry)
<i>The Ministry</i>	The profession of serving God in a full-time position, generally as pastor of a church.
Equipping Ministry	Is very similar to <i>the Ministry</i> but refers to how the pastor is called to equip the laypeople for Christian Ministry.

What is “the calling”?

When many pastors are asked what made them enter the ministry, they will generally reply with an answer like this: “God called me into serving the poor” or “I felt called to help with immigrants”. What we will find (if we ask enough ministers) is that there is a common theme of a call. But what is this call, where does it come from, and what does it mean?

The Call

The call is an inner conviction from God. In 1934, near Charlotte, North Carolina, there was a revivalist preaching to a crowd. A young man, 16 years old, attended the series of meetings. Near the end of them, he came down to the alter, convicted by his sin, and chose to dedicate his life fully to ministry. That man was Billy Graham. Now, over 75 years later, his legacy still continues.

When we examine his story, we see that God called him into the ministry at the revival. In that tent, where the meetings were being held, God showed him his sin and he was finally convicted to be changed and felt the pull to enter ministry. The call is a powerful thing when we yield to God. The effects of this conviction in Billy Graham’s life have had a profound and permanent impact on this world and the perception of church.

After being convicted to enter the ministry, the call must be confirmed by the church, after which the minister will be commissioned for lifelong service. In 1939, he was ordained into the Southern Baptist Convention after attending Florida Bible Institute. Later he graduated from Wheaton College and began pastoring a church.

The final part of the call is to be an equipping minister for the people of God. Billy Graham exemplified this when he exited college, began pastoring a church, and then transferred over to Youth for Christ, a ministry designed to reach out to the younger generations in the post-World War II era. From here he began his lifelong service to help others and following God wherever he should go.

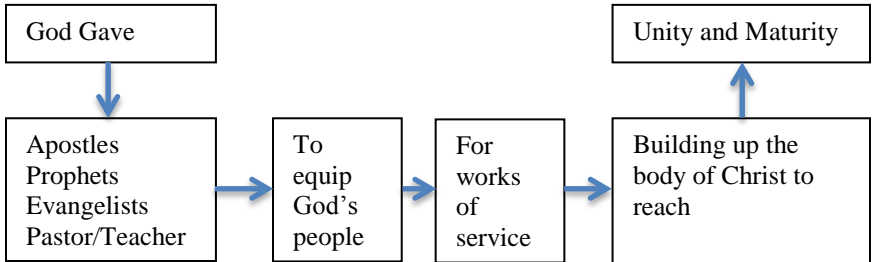
While Billy Graham is an amazing example of this process, most pastors do not have such a reputation. Most are not called to be the face of Christianity for half a century but they are called to following Jesus with everything fully committed to him.

“But it was a gradual change. And I didn't see any flashing bulbs. I didn't see any -- hear any thunder. There was no great emotional experience. It was just saying: Yes, Lord Jesus, I want you to be the Lord of my life.”

**Reverend Billy
Graham**

Biblical Support of the Call and the Ministry

Ephesians 4:11-13 is the basis for the organization of ministry and outlines the relationship between God, the ministers, and the people.

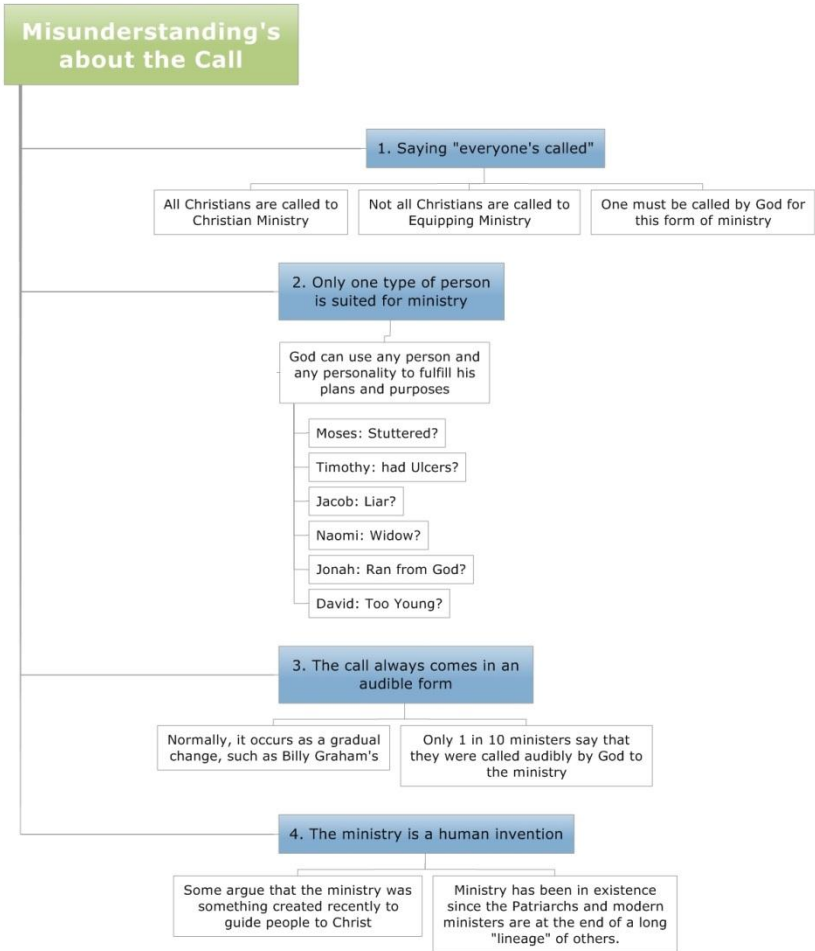


There are passages that show us the calling is a God given and happened throughout the Bible. Examples of these can be seen in these passages:

- “Then I heard the voice of the Lord saying, ‘Whom shall I send, and who will go for us?’ and I said, ‘here am I; send me!’ And he said, ‘Go and say to this people...’” ~**Isaiah 6:8-9**
- “Paul, a servant of Jesus Christ, called to be an apostle, set apart for the gospel of God...” ~**Romans 1:1**
- “...that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ...” ~**Ephesians 4:11-12**
- “...I press on toward the goal for the prize of the heavenly call of God in Christ Jesus.” ~**Philippians 3:14**
- “For this I was appointed a herald and an apostle [...] a teacher of the Gentiles in faith and truth.” ~**1st Timothy 2:7**

The Call: Misunderstood

Now that we have defined the call, we need to discuss the misconceptions that go along with it:



What Do Ministers Actually Do?

Now that we have covered what ministry is and the calling that is required to get there, it is important to see what a minister actually does. There are many different roles that, for instance, a pastor needs to take. He is called to be involved in church work, people work, pastoral care, worship leadership, preaching, teaching, rituals, evangelism, discipleship and mentoring, administration, leadership, community relations. But what does each of these things mean?

1. **Church work:** ministers are required to work with the church (since it is God's organization on earth for reach out to non-believers). A pastor is to organize and run gatherings of the body of Christ.
2. **People work:** since a minister is going to be reaching out to people, obviously there will be LOTS of work and time spent with individuals or groups of people.
3. **Pastoral care:** In some people's opinion, a minister will be the closest thing to God that they have in a moment of trial or pain. Those people will want to be with you so they can feel the comfort of God.
4. **Worship leadership:** Most of a minister's exposure to people will be through running a worship service.
5. **Preaching:** In order to shepherd a congregation, the minister must represent God to the people and inform them about his nature (since many Christians do not read their bible as much as they should). Preaching is a key way to tell the body of believers about God.
6. **Teaching:** Teaching is similar to preaching except that it is generally in a smaller group setting. As opposed to teaching a large congregation, the minister will hold small classes to teach in a more intimate setting.
7. **Rituals:** A minister will oversee and perform rituals such as weddings, baptisms, funerals, anything that is a transition from one stage of life to another.
8. **Evangelism:** While all Christians should bring people to Christ, ministers are expected to bring people to Christ, since it is their profession. It can be one of the most satisfying parts of ministry.

- 9. Discipleship and mentoring:** A minister is not only called to reach a community, but it is essential to serve others in a one-on-one setting. This segment entails mentoring others, providing accountability and raising up leaders to assist in the church and other areas.
- 10. Administration:** There are a lot of things that go on behind the scenes at a church. For a successful church to operate, there are business actions that need to take place: pay the rest, balance the budget, organize events, etc.
- 11. Leadership:** Ultimately, this echoes what Ephesians 3:11-13 says. The minister is supposed to equip the body of believers for service. Leadership is required to know how to prepare and organize those people. The best kind of this skill is leading through service and example.
- 12. Community relations:** Not only are ministers supposed to take care of his flock, they are to act as a liaison to the community and influence the area outside the church in a positive manner.
- 13. Other duties:** While this is a very comprehensive list of many of the duties that a minister is called to, it is not full. A minister should be prepared to do anything which God has stated should be done, not just things on a list.

Timeline of Ministers

As seen in the previous chart detailing the misconceptions about ministry, some would say that this form of service is a human invention. On the contrary, there is a vast amount of text in the Bible that negates this conjecture. On the page following, there is a list of ministers that have existed in the Bible. Each of these is heavily discussed in the Bible. These are listed in chronological order from the Patriarchs through the New Testament.

Wrap Up

This chapter has discussed the different types of ministry, the call and some of the misconceptions surrounding it, Scriptural support of ministry and callings, and shows the timeline that exists from the patriarchs through today which stands behind the minister. In the next chapter, we will begin to cover more on God's call in a minister's life and examine the attributes of it and surrounding issues.

The Patriarchs	They did not have any ministers over them, they were the ministers. All the Patriarchs dealt directly with God.
Moses	Moses was the transition man from the Patriarchs to Priests. He dealt with God directly but he played a much more active role in politics and administrative roles than a Patriarch would.
Priests and Levites	During Moses' time, Aaron (his brother), became another priest. He is considered the "grandfather" of all priests.
Judges and Kings	Judges and Kings were generally characterized by a more military and political rule but sometimes had some spiritual power (David, Solomon, Hezekiah)
The Prophets	Prophets walked around and spoke to the people (and kings) about things that God was saying or things that needed to change.
Scribe	A scribe studied and copied the Word of God, the Torah. Their lifelong call was to pass down the scriptures from generation to generation as accurately as possible.
Rabbi	A Rabbi was a teacher and normally had disciples who would assist the rabbi and learn from him.
Synagogue Elder	A synagogue elder would be a rabbi but he is in a special place of authority inside a synagogue, either with other rabbis/elders or as a single elder (he would then be called a synagogue ruler).
Apostle	The apostles were the 12 chosen by Jesus to be his closest followers who would spread the word to the rest of the world.
Deacon	When the ministry took off for the Apostles, they realized they couldn't do everything. Thus, they appointed deacons to oversee certain areas of the church and have assigned duties.
Prophets and Teachers	The church in Antioch has prophets and teachers. They served the same role as the prophets and rabbis in the Old Testament.
Bishop or Overseer	The bishop is now known to be a regional church leader who supervises other ministers and leaders in the church.
Elder	An elder was generally someone who had much experience and could be looked to for wisdom and advice (regardless of age).
Widows	Widows were usually women who took up house-to-house ministry.
Evangelists, Pastor-Teachers	Evangelists: a minister who traveled from one place to another and spread the gospel to the lost. A pastor-teacher was (most likely) a local elder who cared for and trained the people.

Terms in Chapter

Ministry: at its most basic level, means serving others.

The Ministry: The profession of serving God in a full-time position, generally as pastor of a church.

Christian Ministry: service that is Christian in content or motivation. (Also known as general ministry)

Equipping Ministry: is the job of a pastor or other minister to prepare laypeople for Christian Ministry.

The call: it is God's recruitment of Christians into the ministry as a lifelong profession.

Ordination: it is the rite by which the church sets apart a priest or minister for lifelong equipping service.

Chapter Two:

The Call and Where it Might Lead

Introduction to the Call

When we ask a 6-year-old what they want to do when they grow up, their answer will sound like this “I *want* to be a firefighter” or “I *want* to be a nurse”. When we ask a recent graduate why they hold a certain job, they’ll give an answer like this “it was something I *enjoy* doing and have *wanted* to be since I was six”. For someone in ministry, their answer to why they have the position is generally “God *called* me to be a pastor” or “I felt *called* to be a missionary in New York City”.

For most people, their occupations are determined by their skill set or their education. It will normally be in an area that they have an interest in and find fulfillment in. For anyone in ministry, there is this calling that God has placed upon their hearts. This personal call is defined as God’s recruitment of the person into the ministry as a lifelong profession.

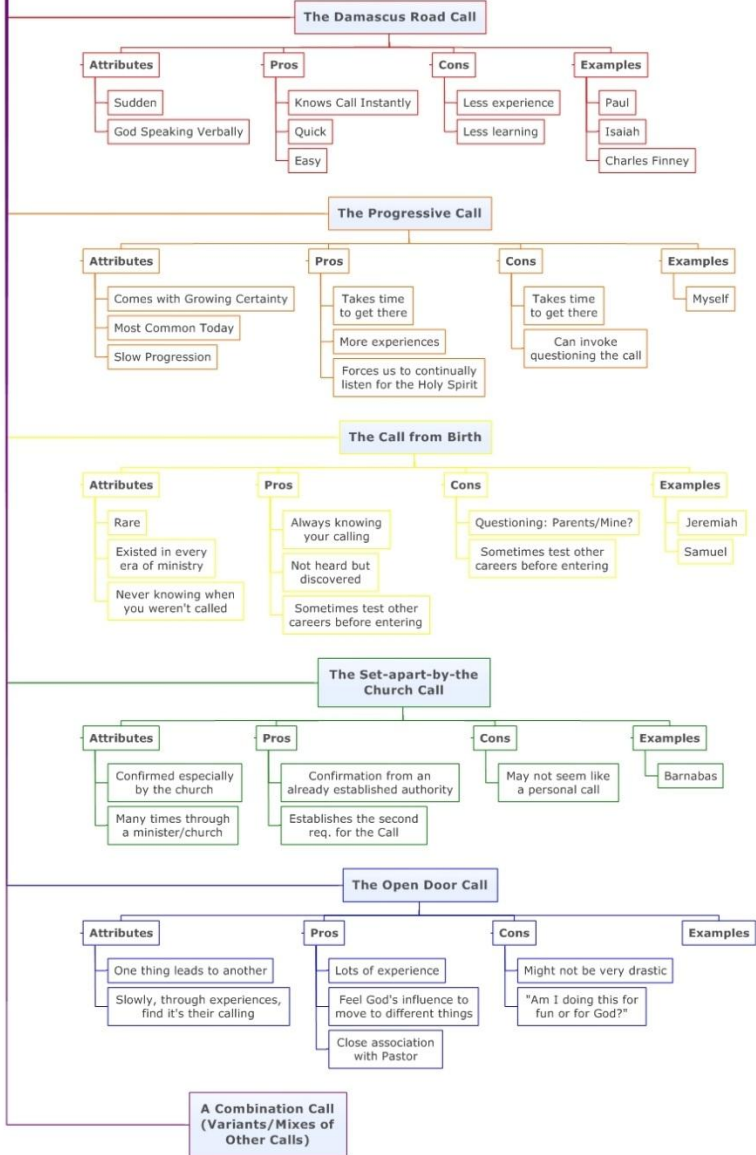
This chapter is going to dive into the meaning of the call, give some examples, and how one knows they are called. Additionally, it will discuss women and the calling, along with other useful information.

“There is a deeper level of commitment, joy, and reward with those who know their calling is from God.”
Rory Noland

Different Kinds of Callings

There are five different calls types of calls: the Damascus road call, the progressive call, the call from birth, the set-apart-by-the-church call, and the open door call. Each of these calls has their own unique attributes, advantages, and drawbacks. The graph on the left describes the different ways God can call a minister into service.

Kinds of Calls



Real Life Example: Bryan Sells

Bryan Sells, currently a youth pastor at New Life Wesleyan Church in La Plata, told me about his call into ministry.

His story starts out as he grew up in a Christian household with godly parents. When he went off to college, though, he got wrapped up into the party scene, substance abuse, and other things. Through his freshman year, he had no relationship with God and got deeper and deeper into his addictions.

One night, he was caught with drugs on his person and was arrested. It was that night that he realized he needed to change. Shortly after getting out of prison, he began attending church and changing his lifestyle. During service on a particular Sunday, the pastor was speaking on building the kingdom of God. Bryan had always felt the need to be a part of something greater and heard God's call on his heart that morning.

At the end of the service, he committed his life to serving God to the fullest and decided to go back to school (at a Christian university) for a degree in theology. He still was not sure his exact calling but wanted to reach people. During his time in college, he started a young adults group which allowed him to find time to study and teach some.

Leading this group allowed him to work on his teaching style and felt that teaching was something he wanted to pursue. Also while in school, he worked part-time for an organization that helped kids who were passed from foster home to foster home. This experience, in addition to his ability to teach, led him to believe his

“Once I was saved from that crap I was stuck in, I wanted to tell everyone: find eternal joy in sharing God as opposed to temporary happiness in drugs, alcohol, or sex.”
Pastor Bryan Sells

ministry was directed towards youth.

As I talked with Bryan, I realized that he was definitely a mix of these callings. His calling, while unique, could probably be summed up with a combination call of a progressive one (where it slowly built and then culminated in his acceptance of it) and an open door call (where each step of service he took brought him closer to where God called him).

“And after you have suffered for a little while, the God of all grace, who has called you to his eternal glory in Christ, will himself restore, support, strengthen, and establish you.”
1 Peter 5:10 (NRSV)

Confirmation of the Call

After getting the initial call, the future minister might be unsure if this is God speaking or something else. There are a few different kinds of confirmations. They are as follows: mystical confirmation, church confirmation, confirmation through desire, first fruits as confirmation, and confirmation through testing.

1. **Mystical Confirmation:** When someone randomly says “you should be a counselor” or you are praying and get that thought “I should help inner-city kids”, this is a mystical confirmation. It is very much an “a-ha” moment: where that person knows without a doubt that they are meant to enter the ministry and serve others. It generally occurs inside the person without much outside influence at the time of revelation.
2. **Church Confirmation:** This type of confirmation is generally a more public/corporate than a mystical one. Being that a minister serves in a church, it is generally a good idea to be involved and confirmed by one. The church is able to evaluate your gifts and

graces in a realistic fashion and provide insight that a minister might not be able to gain on their own.

- 3. Confirmation through Desire:** When someone enters the ministry, they will generally enjoy it but as the years pass, they should find more and more love for it. God will not call someone to something that they would absolutely terrifying. Just like we wouldn't find a mechanical engineer as a third grade English teacher; we shouldn't find someone who hates ministry) in that position.

Satan will not attack a stagnant minister. He will only go after the one's making a difference. If you are not being attacked, there's probably something wrong.

- 4. First Fruits as Confirmation:** First fruits are things that people will come up and tell a minister how God has moved through that pastor, counselor, missionary, etc. This type of confirmation generally does not show up until one is established in an area of ministry for some time. This affirmation can also be one of the most satisfying. A minister is able to see the effects of what he or she is doing as they serve others.

- 5. Confirmation through Testing:** no matter how or what ministers do, they and their faith, perseverance, and trust will be tested and challenged. These things can appear to be impossible to get over but considered them one of the best confirmations one can receive. Satan will not attack a stagnant minister. He will only go after the ones making a difference. If you are not being attacked, there's probably something wrong.

Confirmation in the Wesleyan Denomination

As a student who attends a Wesleyan school with the intent to serve in a Wesleyan church after graduation, it is important that I understand how confirmation through the denomination will work. Through my research, I have determined a couple different levels that the Wesleyan's have which helps students find their calling.

The first level would be taking an introduction course upon arriving at college as a freshman (or waiting until sophomore year). This helps the student understand all that this call entails; if a student feels discouraged and believes that God is not calling them into this area, this would be a place where this would be quickly realized.

The second layer for filtering is the act of applying and getting accepted into a ministry major (or not). The application will discuss your call and talents/graces that a future minister has. A board of professors in the Wesleyan church will go through the application and determine if you should enter the major of a ministry.

A third filter in place is called the DBMD (District Board of Ministerial Development). This is very similar to the previous post except that this board will determine if you are eligible to serve as a licensed minister in the Wesleyan Church.

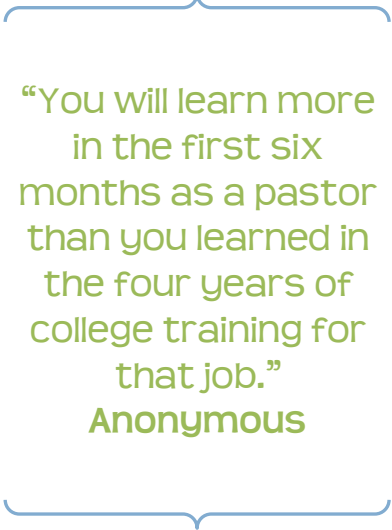
Ten Steps to a Lifetime Ministry

We have discussed a few different elements of the call, but we have not really touched on the overall progression that one's ministry will take. There are ten steps that detail this journey.

- Step 1:** Precursor: is an early hint of a future call/ministry. These generally aren't recognized until after the person has stepped into ministry and notice things that have brought that minister to where he or she is at.
- Step 2:** God's call is one of the hardest steps in this process. This is normally an inner thought that is grown into a choice

between God’s will and a personal will. Here, we are faced with one of the most defining choices in our lives.

- Step 3:** This step is simply saying “Yes!” to God’s call. When we say yes though, we must be careful that we are responding willingly and not just “because he’s God”.
- Step 4:** After accepting God’s call in our lives, we must study and prepare for the ministry. We are called to see our gifts emerge and our graces develop. Generally, early fruits start appearing in this stage.
- Step 5:** Once one begins to get involved in a ministry, God will show first fruits and further confirm the calling into ministry.
- Step 6:** These first fruits don’t always come easy though. This step is when the call is tested. This can occur while a person is a student and he is struggling with courses or other issues. However, this challenge can help strengthen a minister in their calling.
- Step 7:** The Church confirms the call. A call **must** be confirmed by the church; other ministers, family, friends, and professors who see my desire, gifts, and graces will play a significant role in this step.
- Step 8:** The next step in this journey is getting your first job in ministry. You will learn more in the first six months as a pastor than you learned in the four years of college training for that job.
- Step 9:** Ordination is the next step in the journey into ministry. This is the rite by which the church sets apart a minister for lifelong equipping service.



“You will learn more in the first six months as a pastor than you learned in the four years of college training for that job.”
Anonymous

Step 10: The last step is to take an active role in the world and engage it in a way that is glorifying to God. The ministry is a lifelong calling and many ministers will have 50+ years of experience before retiring.

Step 4: Preparation and Studying

This is one of the most important steps in the process to become a minister in God's kingdom. Here's an example: a recent high school graduate becomes a youth pastor straight out of high school and decides not to get a formal education (a degree) for a while. In youth ministry, it may not be necessary to have a Masters of Divinity for some time; however, many denominations will require that, in order to become a licensed minister or ordained, you must have some classes or a specific degree.

In the Wesleyan tradition, there are a few steps that one must take in order to be ordained. The first step is obviously accepting the call to ministry. The next is a recommendation must be submitted by the local church (of which you must be a member) to the District Board of Ministerial Development (DBMD). After this, a few forms will need to be submitted to the DBMD and an initial interview will take place. Once this takes place, you will need to do one of three things:

1. Get Bachelor of Arts Degree through an approved school (Houghton C., Indiana Wesleyan U., Oklahoma Wesleyan U., and Southern Wesleyan U.) AND/OR
2. Get Master's Degree through an approved seminary (Southern Wesleyan U., Indiana Wesleyan U., Asbury U, etc.) AND/OR
3. Go through the Adult Education Program FLAME or take correspondence courses.

Once a degree of some level is achieved, there are six licensing courses that must be completed. Also, yearly interviews with the DBMD need to be completed. After two years of service as an appointed minister in the Wesleyan Church, you are allowed to move to the next step. Certification of the educational requirements follows. There is a final interview by the DBMD and, upon completion, a service of ordination.

Author's Story

I had attended church my entire life and knew all the bible stories. When I was six years old, my brother (1 ½ years older than me) got saved. I understood why he had done it but, being a competitive brother, I accepted Christ so that I wasn't "out of his league". I continued to be a good kid and go to church for the next few years.

Once I was ten or eleven, my heart really grew cold and I didn't reflect Christ in my actions or attitude. I attended AWANA (a church program for instilling Christian values and the Bible into young children), yet I didn't live out what I was learning. I strongly disliked my parents and some of the decisions they put over me.

For the next four years, I lived a very two-faced life: one side as being the great Christian kid at church and the other as an arrogant rebel. I wouldn't do my schoolwork and never listened to my parents and fought with them frequently. They tried their hardest to help me in any way possible and I rejected them every time. It got so bad they almost sent me to military school.

By the time I was fourteen, I had become something so outside God's call for my life. I did stay involved in church though, and attended youth group and summer camps. Sometimes while I was at one of these events, I would look at my youth pastor and think to myself "Jordan, you could do that and it looks like a lot of fun". However, I was dead-set on being a fighter pilot in the US Air Force and had no intention at that time to me a youth pastor.

God continued to push harder in my life over the next two years, but each time he did, I would run farther from him. I wanted to be in control of my life and live the "fun" life; there was always

God continued to push harder in my life over the next two years, but each time he did, I would run farther from him.

time to change later, right?

One day, as I sat there at the computer at home, I felt him hit me

“Waters cannot
quench this love/You
won't relent until You
have it all/My heart is
Yours/Come be the fire
inside of me/Come be
the flame upon my
heart/Come be the fire
inside of me/Until You
and I are one”
You won't Relent by
Misty Edwards

hard saying “I’m not going to stop chasing you until you give control of your life to me. I’m never going to give up on you.” I realized at this moment that God wanted me to give up all my dreams to pursue his dreams for my life. I understood that he was going to get me either in that moment or later in my life; but in the end, he would have me. It didn’t matter what I had done in the past; he wanted me to fully surrender to his call to, not only surrender my life to him, but to enter ministry to help lost youth like myself.

Since that day, I have dedicated my life to pursuing Him and gaining experience through being active in my youth group. This isn’t to say it has been easy; every day I struggle with old habits that I had been so deep in before I surrendered to God. The difference now is that I know that God is on my side and that I have been redeemed through his love.

Controversy about the Call

One of the biggest debates inside of Christendom is whether women can serve as a key leadership figure inside the church (ordination) and whether their calls are valid or not. Opponents to women serving in ministry will quote some of Paul’s writings, such as 1 Corinthians 14 (“women should be silent in the churches”) or 1 Timothy 2 (“I permit no woman to teach or to have authority over a man; she is to keep silent.”).

Proponents of women in ministry will cite other scripture that supports the position of women ordained into the ministry. These passages include examples of different female ministers in the New Testament such as Phoebe (Romans 16:1-2) and Junia (Romans 16:7).

They will also bring up Galatians 3:28:

“There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ” (NRSV)

While this is still a widely debated subject, some denominations allow women just as much freedom as men in their ministry while other denominations do not allow women in leadership.

Those arguing in favor of women being ordained will also state that this is a cultural/societal idea relevant to the times then. In Hebrew and Roman cultures, men were placed so much higher than women. Since the women’s civil rights movement, there has been this increased awareness about women in ministry. Since the practice of men being leaders is so ingrained into American society, it has taken some time for this perception to leave.

Wrap Up

This chapter has brought up many different elements of the call: the unique kinds of callings, two real-life examples, confirmation (personally and through the church), the ten steps to a lifetime ministry, and some controversy. All these things are key features of the ministry and should be understood by everyone considering a lifetime in Ministry. The next chapter will discuss what makes up a minister and will hopefully enlighten you in the areas of spiritual gifts, heart, abilities, personality, and experience and the roles these things play in a minister's future.

Chapter Three: God's Fingerprints

Introduction to God's Fingerprints

Throughout the Bible, we see that God will prepare a minister before they are called or know their ministry. With Moses, he grew up in the Egyptian culture and was part of the royal family, but didn't get his call to save Israel until he was nearly 40 years old.

This chapter will cover the program God uses to develop a minister. Then I shall proceed to explain some observation about how this plan is showing itself in my life. This has been summed up by some through an acronym called S.H.A.P.E.: Spiritual Gifts, Heart (Passion), Abilities, Personality, and Experiences.

How does God Develop a Minister?

As previously stated, S.H.A.P.E. is a template that describes the "program" God will use to develop a minister. Some of these are God granted while others are the result of one's upbringing or happenstance.



S.H.A.P.E.

Spiritual Gifts

Heart (Passion)

Abilities/Skills

Personality

Experiences



Sometimes, there will be those who argue that God will intentionally put bad experiences into someone's life just to prepare them for a future ministry. This should be noted that God never wishes sin into someone's life, but he will take a bad choice or time and flip that around for His glory. This chapter will go through each of these points individually, give a detailed explanation then proceed to show how they are evident in the author's life.

Spiritual Gifts

Starting with a definition, a spiritual gift is a God-granted skill or ability to use in equipping or leading the body of Christ. There are a few lists in the Bible that share some of the key ones, such as Romans 12, ` Corinthians 12, and Ephesians 4. However, the number of gifts is not limited to those listed in these verses. Each one lists out many different kinds (including but never limited to just these): In a minister’s life, these may not all be there at birth, but can be slowly developed or given as a ministry progresses.

As the author, I will list out what I believe my S.H.A.P.E. is and how each of these parts applies to me. Personally, I believe my three greatest spiritual gifts are leadership, teaching, and discernment.

While I exhibit different attributes of varying spiritual gifts, I feel that there are three main ones that encompass my persona. The first would be leadership, the second teaching, and the third discernment. I feel like each of these are skills that God has given me and, while I have developed them in some ways, all credit is due to God for the ability to do these things well. I will discuss how each of these came about later as I discuss experiences and my timeline.

“We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness.”
Romans 12:6-8 (NRSV)

Heart (Passion)

Passion. A characteristic that some would say is the most lacking thing in American society today. Others say it is growing stronger every day and will be the key ingredient to change in the world. Heart could easily be described as the feeling about being fired up over a subject. What is the thing we get excited over? What are the things that we want to change so badly? These emotions are what heart and passion are about.

In my life, my passions can be summed up through three different areas: “who do I care for most?”, “what gets me excited?” and “what makes me angry?”

I know that teenagers are those I care for most. Growing up, I wasn't the best kid and I see so much potential wasted in those who are growing up and trying to find themselves and their identity in this world at a young age. I want them to succeed and realize that God isn't just an inanimate object people argue over but a real being that wants to have a personal relationship with them.



“Nothing great in the world has ever been accomplished without passion.”
Georg Wilhelm Friedrich Hegel

What gets me excited? Seeing people find themselves (pretty obvious from the previous paragraph, right?). If I could lead people to an identity in Christ, I would find fulfillment and joy in this endeavor.

One of the things that I get angry about and hold a sincere passion against is hypocrisy. I cannot stand when people say one thing and do another. I firmly believe that if we truly lived out what we talk (especially as Christians), the world could be so much of a better place.

Abilities and Skills

An ability or skill is natural or developed gift, something one is born with or is learned through education. These can be easily confused with spiritual gifts, since God is the giver of all things. However, the easy way to clarify this is whether or not it is supernatural or came about in a supernatural manner.

As I've grown up, I've learned what my talents are and what attributes I do not possess. For instance, I am extremely good with computers; I was not born with this ability but since when our family bought a desktop, I would tinker with it to the point that I became proficient with it. This would be an ability that I have to work, operate and fix a computer; but this is, by no stretch, a spiritual gift.

For ministers, these may not be supernatural crazy gifts like prophecy or preaching but they will help with one's ministry to have many different assets. Also, it gives the minister a greater understanding of different situations, even if they don't directly relate to the church or their ministry. It could also be viewed in this sense: a minister goes to school and is in the Christian Ministries major and taking a business minor. While the business minor does not relate to the major directly, it will help that minister when the pastor would need to take an administrative role in his or her church.

“And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.”
– Colossians 3:17 (NRSV)

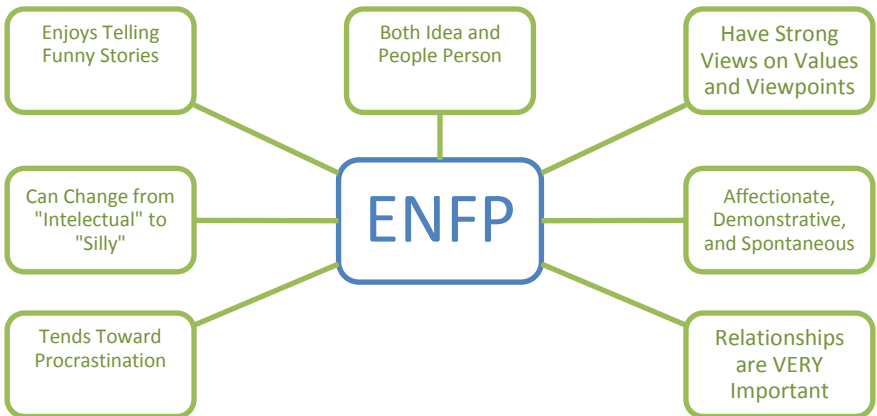
While these gifts are not always supernatural, we are called to always use them for His glorification and the furthering of His kingdom.

Personality and Style

As I've written this section of the text in particular, I've come to realize that I have a very interesting and unique personality. In just a basic description of me, you could call me a very amiable person: I have unhurried reactions, I try extremely hard to relate, I could care less about change, I'm always thinking in the current time frame, I'm in support for actions, and I reject conflicts (although I'm not afraid of them). According to Jung Typology Test, I'm currently an ENFP type. While the letters aren't very important, it means that I have an extroverted (distinctive), intuitive (slight), feeling (moderate), and perceiving (moderate) personality. This is described by some psychologists as an idealist.

Let us note first that these personalities can sometimes trap someone in a definition of themselves. People do change and these are not final. God will change people, sometimes overnight, and it is important to understand that these personality tests cannot 100% accurately define someone nor are they final. I do feel however, that this ENFP type does encompass my personality pretty well.

In two descriptions through the Keirsey organization and TypeLogic, I have come up with some information that will help me put into words my personality. These are some descriptions of the attributes of an ENFP:



Experiences and History

Experiences. What do you think of when you hear this? Do you think of the great times you had on that mission's trip to Guatemala? Do you remember the time you and your friends went to an amusement park? Do you remember the fun you had running in the sprinkler as a young child? These events are normally the things that define us most as we grow older and more mature. This is also one of the key things that God will utilize to develop in minister. Inside experiences, it can be broken down into a few sub-sections that are significant inside "experiences". These things are people, events, spiritual experiences, leadership experiences, secular experiences, organizations and institutions, and previous ministries.

As I talk about my life and how God has used different things to develop me into a minister for him, I will list out each of these points as stated above. It is also necessary to realize that there are three distinct sections of my life. The first would be myself during my early years (birth through age 11). The next stage would be in between the ages of 11 and 15 years old. The third and final stage (so far) of my life is 15 through the present moment.

God will use things such as people, events, spiritual experiences, leadership experiences, secular experiences, organizations and institutions, and previous ministries to develop a future minister.

Each of these stages holds something different for me as a person. When I was in stage #1, I was an innocent child who wanted to grow close to God and participated willingly in church activities. During stage #2, I was extremely rebellious and didn't want anything to do with authority over my life. Through stage #3, it has been a continual process of surrender and maturation as a Christ-follower.

People Who Have Influenced My Perception of the World

I can credit most of my growth to five different people in my life. I will talk briefly about each one and the role they have played in my life.

Jay and Jeni Ryskamp: These are (you guessed it!) my parents. They have invested so much into me as a person and my development in integrity, character, and attitude. Even when I was extremely rebellious in the second stage of my life (and yes, I contemplated running away from home because I didn't like their authority over me), they stayed true to what they agreed to when they dedicated their lives to raise me in Christ.

Rob Batten: he was my youth group small group leader for all of high school. He invested time and effort into helping me through situations. Always, he was ready to offer support, advice, and a solid kick in the butt when I needed them.

Pastor Michael Hilson: My family and I started attending New Life Wesleyan Church when I was entering 8th grade and he was the pastor here. When I started to look for colleges and how to get to where I needed to go, he coached me through the process to enter full-time ministry. During the time with him, I saw the passion and vision he had for the church and how his dependency on Christ was key.

Aaron Stroman: my youth pastor for 8th grade through 11th. I had met him right in the middle of the second stage of my journey. He was always consistent in what he taught and lived what he preached. After I committed my life fully to Christ, he helped mentor me and taught me many things he knew about ministry and being a youth pastor. If there was one man I wish I could be half of, it would be this guy.

"Negative" Events That Have Affected My Life

This list could go on forever. I've done so many dumb things (fortunately, by the grace of God, I'm still alive today). I just wanted to take a quick page and discuss things, though not in great detail.

As you have already read the section about my call in the previous chapter, you understand that I wasn't the best child growing up. I was extremely rebellious and hostile toward my parents and others around me. I was also homeschooled so this hostility would boil on end for days and days as I stuck around the house. I didn't care for my parents authority (or any authority for that matter), and I didn't also care for my educators authority. This being said, I would not complete schoolwork on time, procrastinate, and just have apathy for all of it.

Looking back, I am now extremely thankful my parents homeschooled me. I cannot imagine the things I would have done in a public school setting, nor the frustration I could have caused everyone. I also wouldn't have had the Christian influence they placed on my life to help guide me back. This all to say: I am extremely grateful for their decision to homeschool me (as much as I hated it early on).

While I was at home though, I dealt with a lot of internal anger and frustration. At one point in my life, I became angry with someone and ended up punching them in the ear so hard they couldn't hear well for nearly three months after. I also had many problems with lust, for both physically and sexually. I would steal things that I wanted, not so much from stores but when I visited a friend's house or something. It was pretty much "I see something I want now", and then I would take it.

All these experiences, while negative, were used for good. God fundamentally changed who I was as a person. I can now look back and understand that I will view situations differently due to the perspective I have now.

Spiritual Experiences That Have Impacted Me

There have been numerous spiritual events that have impacted my walk with Christ for the better and it could take up the better half of this book if I do not keep it under control. I have picked out three very hard-hitting moments in my life.

The first one that had a true impact on me happened in October of 2008, when I was 15. I was attending a worship night that our youth group put on once a month called an iMix. It didn't have a sermon but was just straight worship and students could visit different stations throughout the night. Reflecting on all of the bad things I had done (this was at the end of stage two), I wondered if I was even worth God saving. Somehow, I spilled my thoughts out to an adult leader that night and he explained to me that God would forgive me no matter what. I'm not sure how his words overcame my skepticism but when it did, I realized: I was forgiven. Nothing could separate me from God's love. Well, that is, besides my sin.

Over the next few months, I was still in sin. I had a lot of book knowledge about God but nothing in my heart. God had been pushing on my heart that I needed to follow his calling for my life: youth ministry instead of a fighter pilot. One day in May of 2009, I came to the realization that he wasn't going to give up on me (discussed in the previous chapter). This moment in my life was when I gave up and started turning over my life to him in a process of continual surrender.

One of the things I think helped strengthen my relationship with God in miraculous ways happened during the summer right after my "conversion". I had been serving as a counselor at a camp (Free '09) for underprivileged teenagers in our community and the challenge was offered up to read your Bible in a year. I accepted the challenge that day and over the course of the next year (13 months) I read it. It showed me so many things and grew my understanding of God more completely.

Leadership Experiences That Have Enabled Me

I have always been blessed to have been put into positions where I could lead. I always had a dominating personality so I figured I just pushed my way into those spots. This may have been true but in the end, I realize that God had a plan through all that and developed leadership skills instead of just bossiness. The main positions of leadership that I have held and influenced me most would be through the youth group at New Life Wesleyan and through scouting. I'll talk mostly about the role I had in the RIOT (the name of the youth group) and discuss scouting later on under organizations and institutions.

After the time I spent at Free '09 and with my youth pastor, Aaron Stroman, I became more and more involved in the RIOT up until graduation. The organization of leaders was well set up inside the youth group, Aaron and other church administration was on top, which then shifted down to adult leaders and student leaders. There were 10-12 adult leaders that would attend the regular meeting and other events; it was expected they were there often and to be engaged in the student's lives.

For student leaders, it was similar and, at the same time, separate. We would have a Bible study for one hour after the regular meeting, and spend time in fellowship and learning. Also, during this time we would talk about improvements for the next week. Pastor Aaron tried to incorporate us into the night as well but didn't want this group of student leaders to be viewed as "better" than other students. He promoted leadership through selfless service. For the last two years of high school, this was one of the leadership opportunities that I was given. I preached three different sermons, create and present multimedia, helped plan a few meetings, and was on stage for numerous other needs. I grew immensely through this opportunity and gain valuable knowledge that I will use in practical situations now and later in life.

How the Boy Scouts of America Broadened my Understanding

This may seem rather excessive to have an entire section dedicated to scouting. However, I have reasons for doing this: 1, it is an organization that I've been a part of for over seven years and has taught me so much; 2, it has developed me as a person through morals and activities; 3, I firmly believe that without it, I wouldn't be the person I am today.

In all my participation in this organization, I have found that I've learned many unique qualities and grown in maturity. When I join the BSA when I was 11, I never thought it would be anything more than a few camping trips and maybe a rank or two. However, after achieving the rank of Eagle and leading the troop as the Senior Patrol Leader (the highest position for a scout) for over two years, I see that this participation has given me so much experience that has positively affected me.

On my honor I will do my best, To do my duty to God and my country and to obey the Scout Law; To help other people at all times; To keep myself physically strong, mentally awake, and morally straight.
-The Scout Oath

As part of a scout meeting, we recite the Scout Oath and Law. It's one thing to recite words and another to put them to heart. "A scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent". These words and the scout oath have been infused into the character that defines me and I have strived to live this out over the course of my time in scouting.

Organizations And Institutions That Have Shaped Me

Other organizations that have influenced me over the course of my life include Ruritan National and Indiana Wesleyan University.

The Ruritan National is a fairly small organization that's predominately located in Virginia and focuses on building community through a local club. The slogan of Ruritan is "Fellowship, Goodwill and Community Service". I have only been minimally involved with Ruritan but each time I have, it has always been good. The local chapter in my county sponsored me to attend conferences on two different occasions. The first was for a historical tour of the Richmond, Yorktown, and Jamestown (Virginia) and what we can learn from the founding fathers of our nation and the state. The second conference was their national youth leadership conference. The focus of the weekend was leadership as a position to build a team and guide through teamwork as opposed to dictatorship. Both of these experiences helped me notice and develop skills that I will be able to use in ministry later.

The second organization that I mentioned is Indiana Wesleyan University. Now, I understand that I am a student here and this could appear as a sales pitch for the school but it is nothing of the sort. I had been eyeing the school for nearly a year and a half before attending. Being here has helped me grow in so many ways: independency, spirituality, maturity, people skills, and then, obviously, academics. All these things are important to the life of a minister. He must be learned, will most likely have to be independent, spiritually mature, mentally mature, have people skills, etc.

My time here at IWU, although far from over, has already helped mature me in so many ways and will continue to do so over the remainder of my time here.

Previous Ministries That Have Built a Foundation

As for previous ministries that have built a foundation in my life, I have discussed them in detail already. My youth group (the RIOT), various camps I have worked such as Free '09, etc. There is one ministry that I hadn't included yet, which is the children's ministry at New Life Wesleyan.

No matter where my family has attended church, my mother would always get involved in the children's ministry in a major role. She wouldn't just volunteer to lead a children's ministry; if she felt the curriculum was lacking, she would re-write it or create an entirely new sermon series. She would utilize everything possible from puppets to multimedia, dramas to memory verses. This being said, I've always been involved in a church through the children's ministry.

As I passed through middle school and into high school, my mother would always volunteer me to take part in her ministry. (Quick note: it was something that I didn't always want to do but it grew on me until, in my high school years, I really enjoyed it). Through this ministry opportunity, I learned how to work in a large and small group setting, perform in dramas, run media/sound/lighting, be creative, and many other things. It's probably the ministry that has given me the most experience.


While a children's ministry isn't always cracked up to be the hardest thing in the world (which it can be at times), it should be noted that people don't really change over time. People, whether young or old, still need nourishment, still need a lesson, still need community, and still need a little snack and fun time. While all these things change shape as time progresses, the basic elements of them do not. The principles I learned while taking part in this ministry will carry over into my future lifetime-calling, whether in children, youth, or adult ministries.

Author's Christian Testimony

I understand that I put the story of my calling in the previous chapter, but I feel the need to add the story of my testimony in here. While they are similar, there is a different focus throughout each story. I am also putting this here after all the background information given previous so you, as the reader, can have a fuller understanding of my story.


I had attended church my entire life and knew all the bible stories. When I was six years old, my brother (1 ½ years older than me) got saved. I understood why he had done it but, being a competitive brother, I accepted Christ so that I wasn't "out of his league". I continued to be a good kid and go to church for the next few years.

Once I was nine or ten, my heart really grew cold and I didn't reflect Christ in my actions or attitude. I attended AWANA (a church program for instilling Christian values and the Bible into young children), yet I didn't live out what I was learning. I strongly disliked my parents and some of the decisions they put over me.



By the time I was fourteen, I had become something so outside God's call for my life.

For the next four years, I lived a very two-faced life: one side as being the great Christian kid at church and the other as an arrogant rebel. I wouldn't do my schoolwork and never listened to my parents and fought with them frequently. They tried their hardest to help me in any way possible and I rejected them every time. It got so bad they almost sent me to military school.



By the time I was fourteen, I had become something so outside God's call for my life. I did stay involved in church, though, and attended youth group and summer camps. Sometimes while I was at one of these events, I would look at my youth pastor and think to myself "Jordan, you could do that and it looks like a lot of fun". However, I was

dead-set on being a fighter pilot in the US Air Force and had no intention at that time to me a youth pastor.

God continued to push harder in my life over the next two years but each time he did, I would run farther from him. I wanted to be in control of my life and live the “fun” life; there was always time to change later, right? One day, as I sat there at the computer at home, I felt him hit me hard saying “I’m not going to stop chasing you until you give control of your life to me. I’m never going to give up on you.”

“I’m not going to stop chasing you until you give control of your life to me. I’m never going to give up on you.”

I realized at this moment that God wanted me to give up all my dreams to pursue his dreams for my life. I understood that he was going to get me either in that moment or later

in my life; but in the end, he would have me. It didn’t matter what I had done in the past; he wanted me to fully surrender to his call, not only surrender my life to him, but to enter ministry to help lost youth like myself.

Since that day, I have dedicated my life to pursuing Him and gaining experience through being active in my youth group. This isn’t to say it has been easy; every day I struggle with old habits that I had been so deep in before I surrendered to God. The difference now is that I know that God is on my side and that I have been redeemed through his love.

Author’s Potential Vocational Goals

Based upon what I’ve seen God do in my life and what I’ve heard in his calling for my life, I believe He wants me to pursue ministry with a focus on youth. I remember when I was at youth camps and looked at my youth pastor with the thought “Jordan, you could do that”. Over the

years, God has instilled a passion in my life for the young and the broken.

My short terms vocational goals are as follows (however, these are not set in stone because God does crazy things): upon graduating from IWU, I would like to be employed in a church or other setting (conference, youth center, etc.) that allows me to serve in a ministry role that services youth. It may be necessary for me to get an additional job, and while it is not preferable, I am prepared for that.

My long terms vocational goals are as follows (however, these are not set in stone because God does crazy things): in the future, I would like to be employed in a ministry role that will focus on equipping the body of Christ and glorify God in any way possible. I would like to be ordained before I get too old and there may be a possibility that I would accept a senior pastor position (however, this is not my passion, as of right now).

Wrap Up

This concludes the third chapter. We have talked about S.H.A.P.E. (Spiritual gifts, Heart, Abilities and skills, Personality, and Experiences) and what all those mean in a ministers life. In the larger section of the chapter, I discussed my S.H.A.P.E. and how each of those things has defined me as a person.

I know that God has allowed me to experience so much and the situations I've been in, whether good or bad, will somehow help me in my future as a minister of God.

Chapter Four: Goals and Plans

Introduction to Goals and Plans

This chapter's purpose is to get you accustomed to the many different aspects of ministry that occur once out of formal education. Notice how I say "formal education". One of the hardest things for a ministry student to grasp is that the first decade of ministry is where most of their education will occur. While it is not encountered in a classroom, the knowledge that will define a ministry is discovered on the street, in a worship service on Sunday, or at a soup kitchen.

This chapter is titled "Goals and Plans" because it will deal with what ministry students will face once out of college or seminary. It is important to realize that God is ultimately in control and that he may flip our plans 180° around. We just don't know. However, this chapter will hold some basic principles that should be, at least, thought of and taken into consideration as they enter into a lifelong ministry.

"In his heart a man plans his course, but the LORD determines his steps."
Proverbs 16:9
(NIV)

The First Decade of Ministry?

Upon graduation, many ministerial students will feel that they have been prepared over the previous four years for anything and everything that will occur in their future ministry. John graduated from Seminary at age 24 and felt he knew everything about God, theology, and church development. However, once he hit his first practical ministry position, he realized just how little he knew. For Sarah, she had graduated from a four year school with an addiction counseling degree; after being hired by a church for counseling, she found out just how little she had been

prepared for some of the stories she heard. Both Sarah and John have a common theme: they both thought they were completely prepared by college for the world ahead of them.

This is a common fallacy that many students will fall into. However, many experienced ministers will tell you that college is simply the gateway into training for ministry. Nothing will prepare you for preaching a sermon, counseling a young couple, or leading a small group like actually beginning to work in these scenarios. The previously mentioned saying of “you will learn more in the first six months of ministry than you learned in the four years of college training for that job” is extremely applicable here.

The first decade simply refers to the time after college where a minister shifts from being a learned student to a learned minister. It generally takes around ten years to get firmly established in what he believes and his personal ministry style while his S.H.A.P.E. is developing. For some it only takes five years out of school while for others it is fifteen. The important thing is that a graduating student will know that training and learning isn't over and that college only equals maybe a quarter of that education.

A few other key tips to remember are as follows:

1. God isn't interested in the first five years of your ministry as he is with the first five decades.
2. Don't cram a whole life's ministry into the first couple years; take time and develop.
3. Be careful of burnout (working too hard at first and getting exhausted after the first couple years), flameout (losing the fire of passion for their ministry), and spinout (involving oneself in an act of immorality that results in removal from the church).
4. Try harder to develop than to succeed.
5. Always be prepared to learn more, more, and more!

Future Jobs?

Can someone studying to be a pastor get a job? Of course! Since God is in control of everything that happens on the earth, getting a minister a job is one of the least of his concerns. There are many different jobs that a minister can hold.

Jobs are generally split into two groups: inside the church and outside the church. The most common job inside the church for an ordained minister would be a solo pastor. This is someone who generally works alone and fills more roles than just preaching, such as worship, discipleship, and youth. The second most common would be a staff minister, where shared responsibility and specialization are frequently found in this job: there is a different person for each area of ministry, youth pastor, main pastor, executive pastor, children pastor, etc.

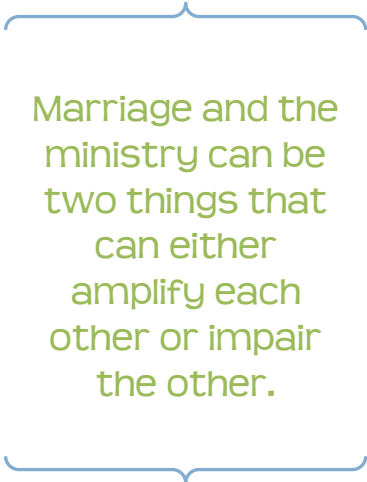
There are also jobs that exist outside the ministry for ordained ministers (although these are not the norm). These can include work for parachurch organizations like Campus Crusade for Christ or SYATP (See You at the Pole). It should be noted again that ministers are called to go where God says, not where they think would be a good internship.

My Future Relationships?

While there are many different things that will have a significant impact on my future ministry, one of the greatest decisions will be made in the area of relationships, dating, and marriage.

As I look back on my past with relationships, I can really see how God has watched out for me: I've never had any psycho girl-friend, never been cheated on, never cheated on anyone. Honestly, I've had really good experiences involving dating in the past. As I move forward, I do have thoughts on marriage in my own life. While I would absolutely love to be married, have kids, and live the "typical" American dream, I recognize that this may not be what God has in mind for my life. Since marriage isn't something I'm considering to a serious degree as I go through college, it will be something for me to pray about over the next few years.

Marriage and the ministry can be two things that can either amplify each other or impair the other. If the spouse of a minister is fully supportive of how life will move forward as a “pastor’s wife”, it will double to force that can be produced through that relationship for God. However, if the spouse does not support the minister in the spread of the word, it can drastically reduce the effectiveness of the gospel and the minister. It is extremely important that a minister makes a wise choice when he/she is dating or considering marriage.



Marriage and the ministry can be two things that can either amplify each other or impair the other.

Personally, this will be something I’m not sure my opinion on as I proceed with my future in ministry. Currently, I am unsure as to where God wants me and where a wife would fit into that plan. To be continued...

My Ordination Service?

Currently, I feel called to full-time ministry for a lifelong period. Generally (although there are exceptions), ministers who work commit to this will go through a process called ordination. This culminates in the service of ordination. Specifically, the purpose of this service is to be a public display and affirmation of a minister’s call to lifelong ministry. It is most easily compared to a wedding ceremony: it is a public display and affirmation to the couple’s commitment to a lifelong love.

In my life, I plan on becoming an ordained minister after spending some time in the ministry. I’m not sure when exactly this will take place and I won’t make some crazy guess at, say, when I’m 29 years, 2 months, and 19 days. It will happen whenever God feels that I am ready and he presents me with that opportunity.


As for the service and its proceedings, I have no real specifics that I would like. Most of what will occur during the service will be

dependent on what denomination performs it, what style those who ordain me use, and many other factors out of my control. I'm not sure what my future holds so I am willing to leave it in the hands of the Almighty God who knows all.


Future Calling vs. Leading?

Now, while we have discussed calling back in Chapter 2, we haven't covered everything about it yet. There is another aspect of ministry that goes along with the calling. Now, someone might say that "God *called* me to be a pastor" or "I felt *called* to be a missionary in New York City". This isn't the exact definition of the calling. The calling is (as a general statement) simply the message from God that says he wants you to follow him, wherever he leads you.

This introduces the concept of leading to you. God will first call someone into ministry, wherever or whatever that ministry may be. After going through the process of getting an education, the minister will be *lead* into the position that God wants them in, say, youth ministry. God may then *lead* the minister into a staff position where he feels they would be more effective. Then, to continue the story, this may *lead* into an associate pastor role with a little more responsibility. Eventually, God could *lead* this minister all the way to a senior pastor of a church.



God will simply lead a minister from one situation to another and prepare him fully for the position he places him in.




See, throughout this example, God didn't keep changing his calling. He simply led the minister to different places that fulfilled God's calling for his life. The calling of living life for Christ and follow him unhindered still is in place while this minister would fulfill that "mission" through being a youth pastor, staff pastor, associate pastor, and senior pastor. God will simply lead a minister from one

situation to another and prepare him fully for the position he places him in.


What's it Worth?

There is nothing more satisfying for a minister than to be able to reflect back upon his life and see all the things that God has done through him. Normally, that minister will see the achievements in his life through the people that have influenced him or he has influenced and not as much about the achievements that he (personally) accomplished.

When I reach that point in my life, I would enjoy nothing better to be able to look back at all the things that God has done in my life and to be able to hear him say the words “well done, good and faithful servant”.



“I have fought the good fight, I have finished
the race, I have kept the faith.”
2 Timothy 4:7 (NRSV)



Appendices: Additional Material

Classes

Course	Need to Learn in this Course	What It Is Like
Homiletics I	In this course, you are taught how to preach through lectures and practical experience. Students prepare sermon outlines for the prof to grade. They also will get up in front of class and share a story (2-3 min), a sermon introduction (7-minutes), and a short homily (15 minutes). After their homily, the students are given practical advice from the prof and other students in the class, both verbally and on paper.	In this course, you are taught how to preach through lectures and practical experience. Students prepare sermon outlines for the prof to grade. They also will get up in front of class and share a story (2-3 min), a sermon introduction (7-minutes), and a short homily (15 minutes). After their homily, the students are given practical advice from the prof and other students in the class, both verbally and on paper.
Inductive Bible Study	This course studies the basic principles involved in the study of the Bible. Assumptions concerning scriptural authority are presented as well as procedures for careful observation, analysis and interpretation of the text. Particular attention is given to the use of scriptures as a foundation for expository preaching and theological reflection.	You will need to participate during class discussions and everyone's opinion is valued. The class environment is mainly lecture with a small group type setting discussion from time to time.
Pastoral Care & Counseling	A study of the biblical framework and various theories of pastoral counseling. There will be a heavy emphasis on self-understanding as a prerequisite of effective counseling. The course will cover most of the typical counseling problems faced by the local pastor, including pre-marital counseling, hospital visitation and grief counseling. Only open to Juniors and Seniors.	He was very interested in the students, spent a long time on prayer requests, this was great. I could tell that he genuinely cared for the class he was teaching, and showed that by making sure they understood everything. The students said that his tests and quizzes are inconsistent at times. They said that you will learn a lot just from paying attention, but his class is tough.
Evangelism and Global Outreach	The difference between a Christian and an Evangelist. The history of missions and outreach movements. The right way to do partnership, when doing a short term mission	This class is more discussion based, rather than lecture based. He loves input and ask if anyone has questions very often. In almost every class he lets the students break up into groups and go over discussion topics within the text. There is only one test and that is the final. The only paper you have to write is a 15 page paper at the end, explaining everything you learned. There is a practicum with the class but is somewhat different than the practicum for Intro to Pastoral.

Den. Church History and Polity	There are a lot of the presentations that seem to be over different people and different key components in the church history. You also learn about many different people that took part in the development of church and how we know it today. Consequently it will also teach you how to research and give presentations.	The class is a very loose and fun environment. It is mostly upperclassmen in the class so there is some class discussion over what these high level students need to do, just as Drury will give advice to freshmen. There seems to be a lot of presentations given by students, so it's a unique learning style with a lot of student teaching and little talking by the actual professor. There are also demonstrations given by different groups. So the class seems as if it'd be different every time, yet mostly lecture based.
General Epistles	In this course you study 1&2 James, 1&2 Peter, and Jude. The goal of this course is for you to be able to interpret these books and apply them to your life.	The class time is filled with a lot of discussion over your interpretations over what you read. You keep a notebook about what you learned and how to apply it to your life. After each book there is a test and at the end of the semester you have a large exegesis due for your final project.
Introduction to Worship	1. (philosophical) the relationship between the proclaimed word and the response sermon related to the response. 2. (practical) how to design that part of the service who to design the response to the word for corporate worship	Different topic each week: (this week) how to respond to the word. Conversational/lecture style. Opens with prayer and recites of The Lord's Prayer. Quiz and in class grading. Reading from the Bible and discuss its meaning in class.
Theology I	Basic Christian Doctrine, covering the Father, Son, and Holy Spirit.	The class is a lecture class, with Dr. Bounds going off his PowerPoint's every day. There are few grades in the class. There are three tests, as well as five 4-mat reflections throughout the semester for the assigned reading. The tests cover the lectures, and there are study sessions that are extremely helpful. There is also a handbook project, similar to Drury's book, in which you write a book explaining theology to a specific audience. I was advised to stay diligent with this handbook, as it can be a daunting task if you procrastinate. This class is very difficult, but crucial for a minister to take.
Beginning Hebrew	An introduction to biblical Hebrew designed to give the student sufficient knowledge of the grammar and tools available to be able to do basic study of the Hebrew Bible in the original language.	A fairly laid back class... lots of jokes between students and prof. A lot of reading. There is a lot of Translating. The class comes mostly from the book. You need to memorize a lot of the words. There are a lot of quizzes. The teacher will tell you to listen and then repeat terms. Teacher will tell you if you need to read in depth or just graze over. The class is lecture driven.
Youth Evangelism and Discipleship	From the course description: This course will establish both principles and practices of evangelism and discipleship which are uniquely applicable to persons in the second decade of life. From students: You need to learn about the relationship between discipleship and evangelism.	From students: There will be grades for this course but that is not what the class is focused on. Charlie wants you to learn. There will be two tests and two book reports. There is a lot of lecture/discussion/learning. He does not waste your time with useless stuff. Be engaged and learn a ton! This class is super practical. Charlie is insane, be ready for that.

Johannine Literature	A study of the Gospel of John and his three epistles. Such concepts as Logos, truth, life, light, and love will be given special attention. Prerequisite: BIL-201, BIL-202 or BIL-203 or permission of instructor.	At the moment this class in presenting their big projects which is an inductive study of a passage in one of the Johannine pieces of literature then giving kind of a lesson/devotional/sermon on it. From what I could gather there are a lot of small homework assignments and Dr. Bruehler mentioned something about them watching a movie on Friday and then typing up a response on it. The class is pretty laid back; lots of discussion and joking around with the prof and the students (but that could have been on account of their projects being presented and not Dr. Bruehler actually lecturing). It's an advanced New Testament course so I'm comfortable in assuming that there would be a lot of IBS (Inductive Bible Study) assignments and the tests are probably over concepts found in the literature.
Pastoral Epistles	Focuses on the Pastoral Epistles (1 and 2 Timothy and Titus)	The class is lecture based, so take notes. Lots of group work. You'll also write an exegeses paper and you'll have other chances at smaller grades throughout the semester (like outlines of the books). There are both midterms and finals. Dr. Peeler is more than willing to answer questions, and wants to see her students succeed. One of the best teachers in the department, and she covers everything you need to know for her tests. No surprises
Pentateuch	The Pentateuch (First five books of the Old Testament), as well as all related historical material assigned by Dr. Lennox	This is a discussion based, Scripture driven class led by Dr. Lennox. Daily reading of the assigned material is necessary, and attendance is required. There are quizzes, though not daily as some of Dr. Lennox's other classes have. Also, there are a great number of papers due in this class, mostly dealing with exegeses of the assigned material or related passages of daily reading. The tests and quizzes come straight from the material. You will not be thrown any curveballs, but much work is required to perform well.
Theology II	An intensive study of soteriology, including the doctrines of sin, prevenient grace, justification, sanctification and glorification from a Biblical, historical and practical perspective. The Wesleyan Arminian tradition provides the theological framework for this course, also they examine other theological views from this perspective. Special attention is given to John Wesley's doctrine of holiness.	This is a lecture style class with Dr. Bounds working off of PowerPoint's. Much like Drury's class and Theology I there is a "book" project throughout the class. It is advised from upper classmen to not get behind in anyway with the workbook if you would not like to pull a few all-nighters to catch up. Also, I was told that this course is extremely difficult, but rewarding in the amount of knowledge that is ascertained.

Local Church Education	<p>In this class you will become familiar with the different facets of church education(youth groups, small groups, mentoring and children through adult Sunday school classes). You will learn how to write curriculum for these different types of groups/classes as well as teach them. You will look at the characteristics of children and why they may behave in a particular manner. You will read a book as well as write your own book that is informative and instructive on the theology and history of education in the church. Your book will also teach others how to write curriculum and teach these various groups/classes as well. In the end, you may very well be able to come away from this class and step right into the position of Sunday school superintendent at a local church.</p>	<p>The class itself will consist of a few lectures but mostly in depth discussion, within a group that you have joined, about the chapters you have read and the chapters you are writing. Because you work in small groups be sure to get in a good one - there are plenty of group quizzes. There is also a practicum class each week. You will need to e-mail the Prof. what you have observed in a local church setting. Further into the semester the Prof. will not "hold your hand" so much in the writing of your chapters. You have to express some cognitive skills on your own.</p>
Worship	<p>In this class you learn about worship. It combines teaching about the worship of our past, including its rituals, as well as worship of the present so that we can have a deeper understanding of worship, and be able to lead it better.</p>	<p>They meet in class on Mondays and Wednesdays. Most of the classes are in a lecture format. Her lectures come straight from her book that she wrote, which is the book you study in class. She doesn't really have tests, most of your grades come from small assignments frequently given. Then on Fridays, instead of going to class, you go to a practicum. Your practicum is most generally with other people, though Cherry does hold a couple of practicums of her own. I've been told that this class is pretty easy, a class that if you already have a busy schedule, this wouldn't burden you down much more. Therefore I was recommended to take this class, to fill in credit hours with a semester where I know I have classes loaded with work.</p>

Professors

This is a fairly comprehensive list of the professors in the ministry department at Indiana Wesleyan University. These are all professors I will probably have over the next couple years of my education. Also listed with the professor and what they teach is a few tips and hints for taking that professor. While this list is specific to IWU, there will be professors at other schools with similar teaching styles. In addition to this, these tips and hints are good to know and recognize, in general, regardless of whether you are taking that professor or not.

Wilbur Williams: Bible (Old Testament)

Tips & Hints for taking this professor:

1. Do the study guide before the class
2. Do the assigned reading before the class
3. Take as many notes in class as possible
4. Study every day you can to put the information in long term
5. If you end up struggling in the class talk to him as soon as possible for options

Keith Springer: Christian Education

Tips & Hints for taking this professor:

1. He likes List
2. Take notes on a computer because he goes to fast for pen and paper
3. Just make sure you show up
4. Make sure you have books for his class

Steve Lennox: Bible

Tips & Hints for taking this professor:

1. Read ALL of the required material!!! (Including the assigned Scripture
2. Participate in every class discussion!!!
3. Fully prepare for quizzes (you have a quiz in each and every class!!!)
4. Commit the quiz questions to memory (they formulate the exams)
5. Meet up with Dr. Lennox AT LEAST once during the course of the semester.
(Get to know him, allow him to get to know you!!!! He's an awesome)

Keith Drury: Practical Ministry

Tips & Hints for taking this professor:

1. Be ready to write a lot and do not put the writing off until the last minute. The quicker you get it done the better quality and less stress will result.
2. Take notes during Q and A sessions because those topics will show up on tests and quizzes.
3. Remember earlier content from the class because it is very likely it will continue to show up on tests and quizzes.
4. Memorize what you are told to memorize right away

Steve Horst: Philosophy

Tips & Hints for taking this professor:

1. Be prepared for POP quizzes.
2. Pay attention more to what he says, not what is written on the whiteboard. You get more useful notes that way.
3. Understand that he has a sense of humor, every once in a while he uses it to tell you what to be prepared for when he pulls out a pop quiz.

Christopher Bounds: Theology

Tips & Hints for taking this professor:

1. Take copious notes on everything said in class.
2. Participate in class discussions whenever possible.
3. When studying, make sure to understand the terms, not just simply memorizing the definitions.

Rus Gonzalas: Youth Ministry

Tips & Hints for taking this professor:

1. gives lots of notes
2. really fun
3. tells lots of bad jokes
4. really hard mid-term
5. easy class to take

Charlie Alcock: Youth Ministry

Tips & Hints for taking this professor:

1. Listen because he has a lot to say.
2. Take notes over his lectures.
3. Very fun person to talk to.

Elaine Bernius: Bible

Tips & Hints for taking this professor:

1. Go over your notes and pay attention during lectures;
2. Go over vocabulary most tests have vocabulary;

3. There is pretty consistent amount of reading, but you don't have to comprehend a whole lot of it other than the terms.
4. There are a lot of writing assignments, but they are all pretty short.

Brian Bernius: Bible

Tips & Hints for taking this professor:

1. "Follow ALL directs for assignment"
2. "Don't wait until the night before to study for my test"
3. "Take notes outside the PowerPoint's"
4. He likes to see you challenged by the material.
5. Bernius wants to see you engaging the text (both Bible and textbook)
6. Follow all directions. That's worth a lot.
7. Be prepared to write a lot on his tests; he doesn't do multiple choice or true/false.

Constance Cherry: Worship

Tips & Hints for taking this professor:

1. Assigns readings for every class
2. Random quizzes over the readings
3. Generally not a difficult professor
4. "You'll warm up to her."

Scott Burson: Philosophy

Tips & Hints for taking this professor:

1. Take good notes.
2. Make flashcards.
3. Give yourself at least 3 days to study for his exams. Do a little each day.
4. Pay attention to quotes and who says them.
5. Do the extra credit, even if it pushes you out of your comfort zone.

Norman Wilson: Intercultural Studies

Tips & Hints for taking this professor:

1. Go to class
2. Take notes over any class discussion
3. Read rubrics for papers thoroughly
4. Participate in class discussion

5. Read and comprehend any letters, sermons, or other forms of reading for tests and papers

Jolly Beyioku: Intercultural Studies

Tips & Hints for taking this professor:

1. Teach yourself. Dr. Jolly tends to expect students to apply themselves to learning outside of class and be able to use it in discussions during class. We are tempted to expect to be served by our professors in lectures, but Dr. Jolly beats to a different drum. He knows what we are capable of and wants us to show him. You won't learn unless you want to.
2. Be assertive. When you need something, ask! Dr. Jolly can be confusing. Sometimes he spaces out and forgets to explain something, post things on blackboard, etc. As you get to know him better, you'll see that he appreciates your questions and reminders. Understand that he's not organized!
3. Show him grace. As everyone knows, Dr. Jolly is not typical. That does not mean he's a horrible professor. He has so much knowledge and experience, and he loves unlike anyone else. His lack of organization, confusing true/false tests, relentless worksheets, and unique grammar will be super frustrating. Get over it and learn from the guy. He loves you,

David Vardaman: Practical Ministries

Tips & Hints for taking this professor:

1. Professor Vardaman is quite straight-forward and doesn't dance around the subject, getting straight to the point.
2. He genuinely cares for his students and pays much attention to detail.
3. Questions are generally either right out of the text or lectures, so no surprise questions on the quizzes which also prepare students for the tests.

Dave Ward: Homiletics

Tips & Hints for taking this professor:

1. Call him Dave. He is not a doctor, and prefers this to Professor Ward.
2. He stresses personal growth and character growth in his classes over academic success.
3. If you are a great student, he may say something like, "You don't need to take this test. It will lower your grade, but you don't need to take it." If need an A, don't listen to this too much.
4. If you haven't experienced failure in life before, he wants you to experience it- possibly in assignments in his class. He doesn't want you to go into the ministry

thinking you have it all together, so he will try to make you realize that you don't while you are in his class.

Abson Joseph: Bible

Tips & Hints for taking this professor:

1. PARTICIPATION in class is the key—if you freeload in class don't expect to get good grades on the tests
2. Tests are not objective—they are open-Bible tests—BUT you have to remember the class discussion so if you aren't listening to the discussion in class when it comes to the test you are in trouble.
3. Don't regurgitate the professor's thoughts—he wants to know if you can think on your own and gather evidence for your own argument in your writings.
4. Don't play “Say what the professor said for an A” with Joseph—it won't work.

Sarah Derek: Bible

Tips & Hints for taking this professor:

1. Her readings realistically don't matter because you go over it all in class – specifically for her Greek class.
2. Do the homework, or fail the class.
3. STUDY VOCAB.
4. She lets you out early all the time ☺
5. Can't use computers in her class, all notes are handwritten.

Advice

Senior Student Advice

During a class on Pastoral Ministry while at Indiana Wesleyan University, our professor, Keith Drury, had compiled some advice from previous seniors in the program. They were requested to write down things they had learned over their four years in the program. I assembled of the common themes in their e-mails and wanted to present you five different pieces of advice for going through school.

1. Put God First: As one student says, “There is no greater joy than being in the center of God’s will. In all you do and say he is the reason we live, I know you know this but in the hard times when it’s hard to see which way is up, just trust in him and he will make the way.”
2. Get Connected: The first common theme across most of the older students was that you needed to put yourself in a position where you will become connected with those around you. “Making friends takes tremendous time and work, but it is of priceless value to your success”.
3. Get involved in a church. As Stephen Mowat says, “You are going to be in full time Christian service for the rest of your life.....why wait and get behind the ‘8-ball’? Your involvement in a church, whether it be youth, staff, worship, whatever.....you will gain tons!” Talking to your elders for advice is a good idea. Talk to church leaders, professors, elders and deacons in the church, district leaders, anyone. You will learn from these and gain references in the process.
4. Get Sleep: sleep, although something many students wouldn’t consider important, is vital to the success of a student. Lance Young reminds us that “your memory depletes to that of a 60-year-old when you get only 4 hours of sleep per night”. Don’t do that. Temptations are harder to fight when you’re physically

- and emotionally drained. You aren't yourself when you're tired.
5. Get Stuff Done: Another one that ran through just about everyone's advice was the theme that keeping up with work by doing it when assigned or planning ahead for assignments, and studying consistently was extremely important.
 6. Always keep an open mind that is humble and teachable. This will prove invaluable as you go through college and the rest of your life. It is a necessity to understanding other people's points of view, regardless of if they're right or not. It's also good to understand that professors can contradict each other even though their arguments are both valid (especially in the theology department); keeping an open mind about these things keeps you from turning off to one professor or another because you don't agree with him. It's important to be able to relate.

Old-Timer's Advice – Compiled by Cody Hunt

Recently, for my Introduction to Pastoral Ministries class, I was given a wonderful document from my professor, the esteemed Keith Drury, a gathering of letters that a Minister collected from fellow ministers to give to his son, also pursuing a career in the ministry. In this document contains letters of encouragement, caution, practical tips, scriptural basis, but more than anything a breadth of experience that was given in love. My charge, this short essay you see before you, was to read through these individual letters, to find common ground amongst all of them. Therefore, for this paper, I am going to divide this paper into three sections, including advice and encouragement, that ministry is relationship driven scripture led and, and that a life in ministry is a unique, individual, and holy call.

Firstly, I will take a look at some of the numerous pieces of encouragement the student, Ryan, receives throughout the document. The very first letter, coming from Dr. Tom Armiger, gives a list of tips to remember as he begins his journey into ministry. Amongst his charges for the young student are, “You are serving the Lord, not ministry.”, “Fall in love with God, not the professional side of ministry,” and, “Focus on obedience, not success!” This list, in my estimation, really set the tone for all of the letters. Similar encouragement is given by Pastor Chris Conrad, who focuses his ministerial wisdom to impart in two distinct sections: Leadership development and Spiritual disciplines. These subheadings provide major tips on how to serve the Lord and His people. Similarly yet, our wonderful professor, Dr. Keith Drury, provided his own list of 20 thoughts he wished to impart on Ryan. Included in this collection of thoughts are, “God will do his work with or without me-I might as well cooperate,” as well as, “When it's all said and done God will only measure how FAITHFUL you were.” Leave it to Coach D to provide his own spin on encouragement.

The next section of similarities I see is two-fold, and that is that ministry is people driven and Scripture led. One pastor, in his letter, simply put “Love God and Serve People.” This really sets the tone well for the rest of the letters. Another way of putting Scripture led is the emphasis that several of the pastors have placed on spiritual disciplines, both for the pastor on a personal level, as well as that of corporately for the people that he is choosing to serve. When dealing with people, Coach D again provides his own fresh take, stating in back to back thoughts that both the greatest joy and the greatest heartache in all of ministry are simply, people. Going back to being Scripture led, Dr. Jim Garlow has this to say in his letter, “the only 'rivet' that will hold you is the Word. The Word of God.” The emphasis throughout all of these letters is the importance placed on both of these crucial pieces of ministry. Simply put, Love God and Love People. I will finish this section with yet another beautiful Coach D quote, and that is that “when your life is almost over, you won't remember all the 'great things' you did in ministry, except you will remember the people....”

Finally, the last section of similarities that I will draw on from the letters is the emphasis that the call to ministry is unique, individual, and holy. Pastor David Drury emphasizes in his letter to Ryan that while both of them were called into ministry, much like their fathers, that their call was unique and individual to them. For David, it manifests itself in church planting and new church ministry. He goes on to discuss God's unique plan for Elisha, how different it was from that of his mentor Elijah, and how God used it in a powerful and mighty way. Dr. Orval Butcher emphasizes the holiness and importance of a life in ministry, describing it using Scriptural references as a 'Committed Laborer, a 'Consistent Example, and 'Consecrated Clay.' Ryan's father provides the quote from Wesley Duewel that says, "You as a shepherd are always responsible to God for the condition of His flock and of His individual sheep." Jim Garlow calls a life of ministry, "one of the most wonderful...and most challenging callings in the world."

All three of these sections are mainstays throughout all of these letters, and as advice from men who have spent lifetimes of experience in vocational ministry, these are advices that I will hold very close to my own heart. I am very thankful to Coach D for giving us these.

Where We Might Be – Pat Allen

There are many different paths into and through the ministry that we can take. These paths lead through all different places, denominations, and purposes. But they do have one thing similar to each other. That is that they all were Indiana Wesleyan students and some form of ministry major. I write to show a "what if?" scenario to our future plans. Though these will probably not happen this way it is good to look to the future so that we can see how we will need to prepare.

One path that we could take would be a path like Eddie Smith. When he left college he became an intern in the Wesleyan church headquarters. He then went on to become a youth pastor at a Mt. Zion Wesleyan church. Lastly he went to Indiana Wesleyans sister school as an admissions worker. Maybe when we graduate we will go into such a

path. This is one of many paths that we may take even if we don't know it yet.

Maybe we will find our future to be more like Jarod Osborne. If we are lucky we will get the privilege of going to a foreign country and seeing what there is to see there and have a faith changing experience. We might also get a job working with the Salvation Army reaching out to those that need us most. We might even instead of just going out into preaching spend a few years in seminary instead of going straight into the ranks of the called.

It is possible that we could end up like Julie Collins. We could go out into the world and find that there is a need that needs to be met that can't be met with the churches that are already in place. So we may start one to fill this need. This may be your slandered church or it could be a church that is specialized for a specific type of ministry as opposed to what is considered normal. Maybe if we are smart and God feels that we should fill a need we may even come up with an Idea as amazing as the one that she came up with, and maybe it will fill as many needs as her ministry does.

We may be lucky enough to end up like Lynn Payne. That is to say that maybe we will be known as such a hard working person. Maybe we will be the kind of person that won't take no for an answer. We may have the privilege to work in a church in the exact position that we want to. We may even get to be in a church of multiple Indiana Wesleyan graduates. Most of all though we just hope that we can portray Gods will as well as she did.

Though there are lots of different possibilities in careers that we can face. Whether it is getting a job right out of college in the ministry. Possibly even spending a little more time in seminary so that we can hone our preaching and teaching skills. We could become a church planter like some have done and reach and change new people. Maybe even getting into a church where the people know exactly where you are coming from. Though these are possibilities chances are that God has our

own different path to follow and that it won't be tell it is happening that we may see what he has in store for use.

Q/A With Coach Drury

We wound up many of our classes with an “open forum” Q&A time with our professor, “Coach D” using our written questions. Since he could not answer all of our questions during our class time, the following was his “homework” at the end of the semester answering some of the questions we did not get to in class. The answers are his own and do not automatically reflect all denominations or even all of the other professors in the School of Theology and ministry. These are “starter answers” that should trigger greater thought as we students continue to explore the ministry and their own calling. We were encouraged to ask some of these questions of other professors, parents, pastors and mentors as we work out answers to some of these questions for ourselves.

Q: What if you are ordained but you don't feel the power or anointing of God?

- A. Again consider marriage—what if you are married and you don't feel all squishy inside like you did when you were dating? What would you do? You would wash the dishes, clean out the car and give your spouse a kiss before leaving in the morning, right? Likewise, as said above, if you don't “feel the power” you preach and teach truth because it is true. You love and serve the people because it is right. You perform your duty because God is at work even when you don't feel it... He honors His word. It is not about how I feel but about His word and the church and others. And if you keep doing this, even when you feel nothing, sometimes later on—maybe even months later—you might feel a special “unction” or “anointing.” Then you rejoice. But even if you never feel anointed as a person God still anoints His word.

Q: How does your wife strengthen your ministry?

- A. Variously at variously times—from a satellite-assistant helper at one time to a separate ministry altogether at other eras of life... actually I have had eight wives so far... and I've loved them all... to understand this answer write coach an email asking him to describe his eight wives...

<http://www.drurywriting.com/keith/My%20Seven%20Wives.htm>

Q: What jobs does a CM degree prepare us for?

- A. Like most answers “it depends on your denomination.” In the Wesleyan church it prepares you for any ministerial job from youth pastor through senior pastor including ordination. For Methodists it prepares you to go to seminary better prepared—only seminary grads can be ordained in the United Methodist church. But an even better answer is: the CM degree prepares you to handle the tools of ministry as a professional—the Bible, theology, church history, and practical people-ministry and programming. And an even better answer is, the CM degree prepares you for lifelong learning in the ministry—no degree prepares you completely for a life—it just gets you started learning.

Q: How did you relate to different groups of people in different areas of ministry?

- A. Easily—I like people of all kinds, so relating to people was easy. The trick to relating to people is liking people is seeing them as awesome creations of God. If you don’t like people ask God to change you—He does that kind of work. If he doesn’t do it, find a line of work that doesn’t involve people.

Q: How do you differentiate between God’s will and other people’s will in their call to ministry and where that takes us?

- A. God seldom speaks directly to me—He almost always speaks through His people, so if virtually all of His children in the church think something is true for me, I take it as from the Lord and say to Him, ‘Looks like this is what you are saying through your people—if they’re wrong you’d better speak up because I’d headed that way now.’ Only a few times has he spoken up and then I stopped.

Q: How important a role does preaching have for a minister?

- A. Some denominations won’t ordain you unless you preach, in others you can be ordained and never preach. Preaching is important if proclaiming the gospel is important, and it is. Somebody has to proclaim the gospel and this is left to the preachers in most denominations.

Q: How often should communion be done, and how should it be done?
Could it be done as an entire meal?

- A. The how question is mostly doing it respectfully—remember the croutons and grapes story? As for a meal—this is exactly how the early church took it—the Lord’s supper was at the end of a common meal—sort of like a “toast” (but more serious) of bread and wine—so sure a meal is appropriate and some churches do this several times a year.

Q: How do you deal with parishioners who disagree with the way you run the church or youth group?

- A. Tenderly, like you’d expect someone to “deal with” you when you don’t agree with how they are running chapel, or how your roommate is leaving the bathroom. Give them respect, LISTEN carefully to them, and see if you can recruit them to help. Your Church Leadership course will address this.

Q: How soon should someone act on their call to ministry—is this different for every person?

- A. COACH: Yes

Q: Is expository preaching or topical preaching better?

- A. COACH: Yes.

Q: What is the proven best way churches connect with people?

- A. COACH: Through other people—churches cannot connect with people—only people can connect with people.

Q: What is the best way to divide up your time (office work, ministerial work, sermon prep, community etc.)

- A. COACH: However you like, probably giving more time to what you are good at and what you like, and less time to the rest—though giving some time to everything if you are a solo pastor. However, if you start on staff like most of your will, the senior pastor will have input on where you spend your time. Only solo pastors and senior pastors can really decide these things for themselves...the rest of us chumps usually are expected to spend certain amounts of time in the office, certain

amounts of time in programs, certain amounts of time relating in the community—etc.

Q: What can we do as future shepherds to bring the church together in unity and love?

- A. COACH: cooperate together with other churches in town—like cooperative Easter services, coop youth programs etc. Pray for other churches and youth groups by name out loud every single week in worship.

Q: What happens when you out-right deny or run from your call and you're not completely sure of your call in the first place?

- A. COACH: If you know God is demanding you to enter ministry... for sure... there is no doubt at all that God demands you to enter the ministry... and you flat out give God the finger and turn your back... God will give you some time to turn around, but if you continue to reject Him your own soul will eventually be damned. God's demands are not optional. However, sometimes God lets us off the hook on his demands and move on to others—that is more common.

Q: What do you do when you are preaching a sermon and you don't feel God's working behind it?

- A. COACH: I keep on plowing the field, but sometimes I wish I had the courage like one of my buddies who just stopped the sermon and said, God's not using me today so I'm going home—and he walked off the platform, out of the church, and went home and watched TV. Truth is, sometimes I just FEEL like God is using the sermon but he is, which is why I've never done that.

Q: How do you deal with co-workers you don't get along with in the church (such as youth pastors, associate pastors, or laity)?

- A. You get filled with the Holy Spirit who can enable us to LOVE the unlovable by God's power... without the Holy Spirit's filling you are left to try to work it out humanly—and you'll get good advice on that in the Church leadership course.

Q: How do you differentiate between your own vision and goals for the church and God's vision and goals?

- A. COACH: God seldom gives you a vision that He will not also give the people... they just get it later sometimes. And if your vision and theirs does not eventually come together your vision is probably the wrong one—see your ecclesiology work in Christian Theology class.

Q: Is an Acts early church model still viable as a pattern today?

- A. COACH: Some of it yes, but not all of it. For instance baptizing converts the day they are saved (early acts) worked for Jews who only needed to “add” faith in Jesus as Messiah, but delayed baptism occurred in later Acts among Gentiles... Acts is a historical book describing what happened, not prescribing what should happen. Some of what happened should still happen, other things just happened, and we are not required to do it that way exactly since Acts itself illustrates several ways of doing things.

Q. Should a pastor marry a couple if one or both individuals are not saved?

- A. I assume this relates to the unequally yoked passage. That will be up to the pastor. If you refuse you will probably say the Bible forbids it. If you marry them you will probably say marriage is ordained by God and not reserved for Christians only, and refusing might bar future ministry to them, and in the pre-marital counseling you might actually win the unbeliever to Christ.

Q. When you feel weak in your faith what can you do to find God?

- A. You don't need to find God ... He will find you. The way he finds you is you submit to the “means of grace” –the ordinary channels He uses to strengthen faith in us—the Bible, prayer, attending church, taking Communion, fasting etc. If you by discipline submit to these things God will eventually find you again and make Himself real. But don't hurry Him—God is not a vending machine.

Q. How transparent are you to be as a pastor.

- A. As much as you want to your spouse and best-friend-fellow-pastor, but far less so to the church at large. Giving tell-all confessions is not being authentic—it is being stupid.

Q. How do you know that something is from God and not from yourself or man?

- A. You don't always, for most of what God has to say he says through other men and women or inside you disguised as your own thoughts, but occasionally you know for sure a thing is from God. I have had several such experiences in my life so far.

Q. You said earlier that many pastors fail/burn out because they do not set aside time for their personal growth along with preparing sermons. How hard was that for you?

- A. Very hard, ministers are like bakers—they'd rather mix the ingredients, knead the dough, put it in the oven, take it out, then serve it to hungry people--all the time not eating themselves. I set aside separate times for myself... mostly while walking when I didn't take a pencil—so I could pray and not write ideas to preach down. However, this is only one cause of burnout, not the primary one in my mind—the primary one is taking too much responsibility for God's work... instead of recognizing I am only one cog in a giant machine.

Q. How does a minister keep his or her faith personal? I already feel it turning into something I have to do because it is my job, not because I want to do.

- A. The best way is to become a layman instead of a minister. This is the problem for all professions—a physical trainer might think they are working out just because they can't be a fat slob and be a physical trainer. But if you are called you just learn to live with the conflict and learn not to look inside so much—you might even have to sacrifice your own self-occupation of motives for the sake of others. But, as mentioned above, if you want to retain absolute purity of motive and never have the temptation of thinking you are praying because you are a minister—just be a layman or laywoman—if you are not called that's not hard. If you are, it isn't even a possibility.

Q. I am at a local church where there is already conflict and tension from within the staff. How do I best ensure staying true to the will of God while staying out of this situation even if the rest of the ministers in the church are struggling.

- A. First let me say that all of human life has conflict and tension—all workplaces, all groups, all marriages. So entering adult life is entering a world often fraught with tension and conflict. As long as you stay a

child you won't face this. The Bible never promises absence of conflict, but gives us hope we can Christianly work with people while in conflict. As for you as a student, whenever the conflict comes up and people talk to you pushing you to take sides just say, "I'm a student—I know nothing about these sorts of things." Then keep your head down and do your job, but keep an eye on the conflict because you can learn how to manage conflict in the future by watching. You will never eliminate conflict (unless everyone else quits thinking and just follows one person) so learning how to manage it is the trick. But this is not about the church—it is about adult life. You have been protected from seeing all the conflict going on—even here at IWU, so you might imagine the ideal is a world free of conflict. That would be a horrible world because it would be a world where nobody had differing opinions. Differing opinions is what makes the world rich. BUT, a Christian group should differ lovingly. A Christian marriage is not conflict-free, it is a relationship that manages conflict Christianly. Same for a church staff.

Q. What is the hardest thing you've faced in ministry?

A. Losing fellow ministers to the ministry because they committed adultery, burned out, or gave up their faith

Q. What do you think is the greatest challenge is going to be for my generation in ministry?

A. Making the switch from thinking about yourselves to thinking about others.

Q. How does a pastor keep from getting arrogant with all the respect they might get?

A. Failure. Or, at least lack of success. If very successful a pastor needs a few friends who will bring him/her down a peg or two regularly through humor and joking. These are the same in any profession.

Q. How smoothly can pastors move from one denomination to another and how committed to a denomination should a pastor be?

A. Pretty easily, usually by only taking 1-2 extra courses. A minister should be as committed to their denomination as they would be committed to their country—you are a citizen so be loyal, but that

wouldn't mean you couldn't become a citizen of another country.
Though it is far easier to change your denomination than citizenship.

Q. I am going through some tough trials right now. Should I still be leading and teaching others regardless?

A. Depends on what “tough trials” means. If your tough trials” mean you are sleeping with your girlfriend/boyfriend then you shouldn't be leading I think. If you mean temptations, then you should stay—because (as Martin Luther said) the best preparation for ministry is temptation. If your “tough trials” are discouragement and physical sickness, you should stay. It all depends on what you mean by “tough trials.”

Q. How should I handle people that don't think women should be ministers?

A. If you are a woman, ignore them, if you are a guy, debate them.

Q. How do I know what to preach on?

A. Read the Bible for three hours straight and something will leap out eventually. Read the people steadily and some need will leap out eventually. Pray an hour straight by not talking but listening and something often will come up. If none of these things work, just pick something true and preach on it—God always honors truth.

Q. I view my ministry as a vocation that my gifts will be best used to glorify God—is that wrong?

A. No it is fine—it is what we called “ministry is a profession” view in our first day of class [remember—three ways of viewing ministry: profession, calling, office]. In most revivalist traditions where the calling model” is prevalent, they expect you to identify a “call” somewhere along the line, though a gradual call or an open door call passes in most denominations.

Q. I am very sure of my call to ministry but I don't feel specifically led to a certain ministry. How can I start searching for where I am led to?

A. You have ants in your pants—don't search at all... it will come to you... and it is unlikely it will come until you are ready to actually take a job. You will be led later. For now, worry about what God is leading

you to do next semester. No need to worry about anything later. Just prepare yourself... don't prepare for a specific kind of ministry... God will eventually lead you, and if He doesn't, then just pick some ministry you like and do it. Sometimes God doesn't lead at all, He allows.

Q. I feel like I have not been much of a leader in the past—what are the best two ways to focus on improving that before I enter full-time ministry?

A. Volunteer first to HELP someone who is a leader (on or off campus), then offer to CO-LEAD with someone, then try LEADING SOMETHING SMALL, then MEDIUM then LARGE.... And do all this before you graduate

Q. What are some higher standards a pastor is called to?

A. For starters see 1 Timothy and Titus where they are listed explicitly.

Q. If a person becomes a minister somewhere and is not in a relationship, what should I be looking for in potential partners.

A. They love God, love people, are very adaptable and not rigid, and they are cute enough to you that you really want to spend your life with them—even when they get older and fatter.

Q. What can bring unity to the church again? Anything?

A. Heaven.

Q. When you are in a relationship and both of you are trying to be Godly about it, not being sinful, but you don't always succeed should you end the relationship or keep going and work on purifying your relationship?

A. I can't answer this because it is too vague... it depends on what you actually mean by "don't always succeed."

Q. Do you have to study something specific to get a certain job in the ministry—like taking "youth ministries" major to be a youth minister?

A. No, it might help though. If you don't already have a job offer when you graduate, my advice is to prepare for all jobs you can because you never know what job you might land in... so that means some youth courses, some worship, some Christian education etc.

Q. At what point do most ministers retire.

A. Today it ranges from 65-70 for most, though for your generation it will probably be at 70-75.

Q. God has laid on my heart homeless ministry—I want to eventually live with them in their culture or pastor a homeless church—any hints or tips on this field of ministry?

A. Arrange to do it full time this summer (or next summer at the latest). Until you have done it--this is only a pipe dream. Get experience with real homeless life ASAP so you don't start imagining something that isn't real and be crushed when you finally actually experience full-time work

Q. I'm feeling more called to a physical type ministry—helping provide for a person's physical needs, not a preaching type ministry. Is that OK?

A. Any career is "OK" –to be a teacher, a doctor, a shopkeeper or running a restaurant. The question for you is if your "calling" is about building up the people of God for works of service... ordained ministry. Your job is to sort out if your interest (or "calling" as you call it) is to the general ministry every Christian is called to, or to the equipping Ministry for the ordained ministry.

Q. Should elementary students have their own "message" or "sermon" or should they be in with the adults on Sunday morning.

A. There is no right answer to this question. Generally smaller churches have them in with the adults and larger ones remove them for their own service.

Q. Why don't youth pastors last more than a couple of years in a church?

A. Some do something stupid and get themselves fired. Others want a better job so they leave. Others are single and when they get married they move to a new spot. Many get disillusioned because they thought working in the church would be like being a student—where everything and everybody is focused on them and meeting their needs, and they can't make the transition from me-me-me life to others—others-others so they spin out and find work where they make money and can spend it all on new iTunes downloads.

Q. How can a minister find happiness if God calls him/her to a location where they don't want to be.

- A. (a) Finding happiness is not the goal of life. (b) You might live in a place you don't like but you can never live in a place you can't serve others and happiness comes from serving others and God, not from living in a place you like. (c) I have had considerable meaning and significance in my life since 1971 and I have lived the whole time in a state I abhor... but there were people here and meaning comes from doing God's will in the lives of other people, not from living in Alaska, Colorado or California where I wanted to live.

Q. What are top seminaries looking for in students and what should students look for in seminaries.

- A. They look at GPA over 3.7, extra courses beyond required courses, LOTS of church involvement, campus involvement, and a lively interview. As for picking a seminary read what past IWU students who went to various seminaries say here:

<http://whichseminary.blogspot.com/> [Hint: remember this link]

Q. I feel I am being led to be a missionary. Are there any financial issues that need to be addressed before leaving the country?

- A. Most sending boards won't let you go until you have several years' experience in a local church here, and have all your debts paid completely off.

Q. Is it wrong that I don't want to base whether I follow my call on what my husband says?

- A. Not at all—just pick the right husband.

Q. What if I am looked on as the stupid person in my small group—can I still be successful in the ministry?

- A. Sure! Now you are prepared better for how to treat others who seem stupider than you—and there will be many in your future. Your fellow group members did not learn this lesson yet, but they will.... they will.... Eventually and at greater cost than you. ;-)

Q. Is seminary focused on theology and Bible or practical training.

- A. Both—seminary is essentially every course you will take in the CM major here, only deeper.

Q. Should my goal be to get out of college and into a church as soon as possible.

- A. If you are going to be executed for your faith at 30 yes, if you might live to be 60 or more, learn everything you can while in school. Besides, “ministry” isn’t what you do after graduation—you do it now in churches nearby now... the average student who sleeps 8 hours a day and attends 15 hours a week of classes and studies 20 hours a week has 77 hours left for everything else... if you took 50 of those hours for playing, eating, chatting and playing Frisbee you would still have 27 hours left to do “ministry.” So do it now. Students imagine that they are “busy” but the hard truth is that you have more time on your hands now than you will ever have. I know, I know, you don’t believe this, but ask me sometimes to send you the observations of our graduates in their first year of actual adult life in the ministry... they almost all talk about how much free time they had in college. So, if you are hankering to be in ministry—go ahead and do it... you have 77 hours left over after sleep, class, and study... even using half that time for eating and chatting you’ll still have more than 30 hours left to be in ministry.

Q. Is it OK that when I accepted my call to ministry I had been resisting it and didn’t really want to do it?

- A. What does it matter—you accepted it now... quit looking back.

Q. Should a pastor jump into ministry as soon as possible or finish college? (on campus)

- A. You certainly can’t get a job if you never have done ministry. But you don’t need to leap in too fast either. At least leap in to help others. Think of someone studying to be a basketball coach who might ask this same question... how would you answer this: “Should a future basketball coach jump into coaching as soon as possible or finish college?”

Q. I really want affirmation of-not just my call—but my faith. I feel like I’m expecting too much though—what should I do?

- A. Wait. Seek. Wait.

Q. In general, what is the role of a minister's wife?

- A. There is no set role. Here are the most common three: (1) Some are the "wife of a minister" (they see their job as to be the wife of the pastor—they are a layperson at church otherwise). (2) Others are the "minister's wife"—sorta' like the "First lady"—not actually ordained but they serve like a full-time layman running ministries at church even though they aren't paid. (3) Others are co-ministers and get ordained and serve as a minister professionally—at the same church of their husband or a separate church nearby. The same is true for a "minister's husband."

Q. When picking a church does a denomination matter or is leading more important?

- A. Obviously if God leads you to a denomination the issue is over right? But to the first question... sure, denomination matters because there is a 80% chance whatever denomination you start with you will stay with. But I wouldn't freak out about it... because you might not be "picking" a denomination anyway—they will be picking you. And you might have only one picker—so the question won't be is this the best denomination, it will be "can I accept this one?"

Q. What is one thing a minister in training should focus on?

- A. Theology. Theology is the study of God and I think that is the most important focus of a ministerial student: God.

Q. As a minister how do you deal with your own sin, while still telling your congregation how to deal with theirs?

- A. (1)Confession, (2)Repentance, (3)Cleansing, and (4)the Spirit's enabling to not sin again. This is the best experience in telling others what to do with sin. I personally believe on person should ever be ordained who has not experienced complete victory from some sin.... Otherwise, like your question asks, how can you tell others how to stop sinning?

Q. Is divine revelation relevant when we have the living breathing word of God?

- A. I don't understand the question.

Q. If there is one thing I should develop (spiritually mentally etc.) before I graduate college, what should it be?

A. See question above.

Q. What do you think was the key characteristic of Jesus' ministry that made him so effective?

A. I don't think He was "effective" in today's way of thinking of effectiveness. He had crowds of several thousands and preached so harshly they all left but a dozen, he lost even one of those who betrayed him, he got himself crucified and the rest ran away in fear, leaving behind a tiny knot of people perplexed and discouraged so much that some went home and returned to fishing. Is this "effectiveness?" Not in the way we understand it today. He was effective or successful I think for one reason—he obeyed the Father.

Q. What is history going to say about our generation of the church?

A. Gee, hard to say since you have a chance to write the history and what you are now is not what you will become. You get a chance to write your own history. Right now it might look like (quoting from another source here) "the most self-preoccupied, spoiled and pampered generation in history" but who knows what the next decade will do to you—you have a chance of becoming the most other-oriented generation in history but that is up to you. You get to write this history.

Q. Should a student go straight to seminary after college? What are the pros and cons?

A. YES: you don't have children and never get to go at all; you are too young to enter ministry now and need more time to grow up; if you go get a job now you will start buying things and it won't be any easier after 3 years. NO: you need more experience to even know what is important to learn in seminary; a few years growing up in a minor job or internship will help you be more mature in seminary; you need to find a spouse and the pickins' in seminary are slim.

Q. Is it harder to keep your ordination if you work in a parachurch organization.

A. Not really, though it might be harder to get ordained in the first place in some denominations.

Q. How committed should a minister be to one are or one people?

A. Wherever a minister is they should be completely committed to now. But a bigger commitment is to God and the calling and leading of God. Very few ministers get to spend their whole life in one place and one church.

Q. As an Intercultural major what courses should I take to prepare me for seminary and which electives should I take?

A. It doesn't matter. If you want a leg up on other seminary students take lots of CM courses; if you want to enter seminary knowing no more than business majors there then it doesn't matter.

Q. Is it possible to be a full time seminary student and have a full time job?

A. Virtually all of the students at Wesley seminary have full time jobs in local churches. But at some seminaries (e.g. Asbury) fewer students have full time jobs, and at some (e.g. Princeton) it is virtually impossible.

Q. Do you believe it is sufficient to have a few courses in college and seminary on pastoral care or is CPE (Clinical Pastoral Education) important as well?

A. If you serve as a minister of pastoral care in a large church, or you serve a church as solo pastor I think CPE is a great track in seminary. CPE is eye-opening in self-discovery too. Ask a few upper class people when you get to seminary, which obviously you must be planning for if you already know what CPE is as a freshman.

Q. How do you structure a staff meeting so that there is adequate time for reflection and planning by making relationships the core. Is reflection just as important as planning?

A. You just structure it that way by the agenda explaining your approach beforehand then stick to it. I'd say reflection and thinking is as important as planning—though some ministers are addicted to planning more than reflection.

Q. Advice for avoiding burnout, flameout, spin out.

A. Go for the long haul—don't try to change the world in 2 years—take your time, know that you will probably have 50 years to do your thing so don't pour gasoline on yourself and light a match just to make a scene quickly. And, get help. God has other workers too—His whole kingdom doesn't depend on you. Build guarding fences sexually so you don't spin out. Don't be deceived into believing if you have good devos that will guarantee you are protected. Watch finances so you don't get so in debt you have to leave ministry and get two jobs just to feed your children. Live simply—that's more fun anyway.

Q. What do you mean when you say “Sleep is sometimes the most spiritual thing you can do.”

A. God gave us sleep like he gave us water—to refresh and restore us and keep us alive. If a person refuses to drink water and begins to die of thirst they need not pray for healing—they should drink some water! Likewise if a person is under severe temptation or is grouchy and short-tempered (both an effect of sleep deprivation) they need not pray for some supernatural strength from God to deliver them—they should go to bed... God has already provided the gift of sleep to provide that strength. God seldom does for us at the altar what he intended to do for us in bed.

Q. Is there one soul-mate for everyone or are we free to marry whomever?

A. I personally don't believe there is “only one person” for me before marriage. But afterward, there is only one. So listening to married people talk always sounds like God is the great Cupid in the sky picking partners for everyone. I believe God has told us all we need to know about the proper kind of person to marry.... It is in the Bible.

Q. How can a pastor be most effective in his or her own “dry season?”

A. Preach the truth anyway—truth is truth no matter how I feel or how dry I am... truth is not a feeling and it is not dependent on me. So if you are dry tell the truth anyway . Sometimes when you are driest others might get the most from the truth you preach. Preaching is not dependent on how I feel or even how hot, wet, passionate or spiritual I am. These are not unimportant things, but truth is not dependent on them.

Q. How do you leave a church when it is time to move on?

A. A. You resign softly and quietly. You don't give your reasons for resigning—you just say “It is time to move on.” When people dig for the “real reasons” you refuse to take pot shots at the people who irritated you or other staff people—you just say, “It is time to move on.” After you resign you do everything possible to make the next person succeed. You don't come back to this church to do weddings or funerals unless invited by the current pastor. You thank everyone for the great years there. You never let anyone get any hint of anyone to blame locally for your leaving (even if there is someone). You thank them for the farewell present or ignore the fact that they gave you none and you quietly and graciously move on to the next place of ministry.

Q. How much work should be done with other churches? Other denominations?

A. As much as you want to, and as much as your church wants to.

Q. When is it appropriate to leave a church?

A. When you feel clearly from God it is time you usually leave within a year. You leave if they vote you out or fire you. You leave when you know your work is finished. You leave when your DS says move,. You might even leave when your spouse insists you leave—for he or she may know more than you when it is time to move on.

Q. Paul says that being single is the best thing for a Christian but being married gives support for a minister. How do I know if marriage is for me.

A. I'm not sure it matters—I think probably you can decide unless God makes it clear to you one way or another.

Q. Do you have any advice for us to combat the Baby-boomer CEO-pastor model with an office and extensive amounts of paperwork and administration?

A. That's your problem. Maybe you will invent a way around the “office work” boomers have created in church work and develop a more with-the-people relational model, but don't ask a boomer to help you do this. This is your own fetish about ministry—if you want to redesign how ministry is done you have to get in charge and figure it out for yourselves. The minister-parents of the boomers didn't even have

church offices and did mostly relational ministry—including in the-home “calling” and daily hospital visits. We boomers moved a lot of our work into an office at the church. If you are going to move it back out you have to figure out how to do that on your own—don’t expect boomers to help you much reinstall their parent’s habits of ministry they dumped overboard. ;-)

Q. What are the practical things we can do to avoid leaving the church and ministry 5-10 years into it? What must we be wary of?

- A. Don't try to do too much too fast. Don't expect people to be perfect—give 'em some grace. Don't expect to like everything you have to do—the best jobs have 40% junk in them... (it took me 35 years before I got work where liked 80% of thy work.) Don't try to be so great—just try to be faithful. Outgrow the notion that you are as awesome as everyone at home told you—exchange awesomeness for being faithful.

Q. To be a professor of theology or religion or Bible do you practically have to be a pastor first?

- A. Of the 18 professors who teach religion, I think there may only be 2 or 3 that did not have pastoral experience first.

Q. How many classes are we allowed to take in May term?

- A. 4 hours.... usually a 3-hour course plus a 1-hour Phys ed... though there are ways to monkey around with that but that’s the official answer. Of course there are two sessions of “summer school” after May term. Ad any student can take a bunch of hours as an “internship” any summer if they sign up for it and do the work in a church for credit.

Q. What advice do you have for balancing being a husband, father and pastor?

- A. Set hours like a budget and stick to them generally. I’d suggest establishing a “family night” where the church never plans events or meetings. I’d say you could decide to eat supper every night at home—or at least five night a week then go back to work or to meetings with the people (who only have evenings for meetings in the real world). Maybe you could quit watching sports or TV at home and talk with your spouse and kids instead. Maybe decide to Go on vacation for 2+

weeks every year no matter what and don't go to relatives leaving your cell phone at home.

Q. How does a person find positions in other states or at churches they never heard of?

A. You find a lot online but in your capstone course they'll give you help with this. But if you have ants in your pants now and want to see what's coming look at this.

<http://www.drurywriting.com/keith/seniors.getting.a.job.htm>

Q. What qualities should we look for in a spouse if we are going into the ministry.

A. See the question above, but I will answer it again... beyond being a solid Christian I'd say the single most important trait is "Adaptability"—someone who isn't rigid and closed-minded on things like where to live, what kind of church they insist on, moving often etc. If you are dating someone who has their mind made up" on these kind of things I'd run away fast. If your date says "Oh, I could never live in Minnesota," or "I could never live in a parsonage" or "I would just have to live within a few hours of my parents" then forget the ministry or forget the date—that's what I'd say.

Q: How can a minister teach to people with a wide variety of beliefs?

A. A: I think a preacher or teacher might consider the "80:20 rule": She preaches 80% on the core Christian truths (what all Christians have at all times and in all places have believed) then presents the other 20% or less of her own denomination's "specialties" (e.g. tongues, eternal security, entire sanctification, foot-washing) unapologetically but with surety as in "This is what we Pentecostals additionally believe and I hope you'll consider it seriously."

Q: Is it important for a minister to be called to ministry and not just interested in it?

A. A: In revivalist denominations a call from God is generally considered a must... and the only way a person will stick with ministry when it gets tough. (However, some mainline denominations consider the ministry a "profession" that one chooses much like nursing or law.)

Q: What difference is there between a pastor and a regular Christian? Are pastors supposed to be super-Christians?

- A. Pastors are ordinary Christians who are called to equip other ordinary Christians.

Q: What is the best way to get people in the church to understand the difference between “ministry” and “the ordained ministry?”

- A. Preaching and teaching regularly on Ephesians 4:11-13 (It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.)

Q: Is the current church system relevant to our culture and generation?

- A. Probably not—every generation adapts and tries to improve the way we do church and structure church in order to “serve the present age.” That will be up to you.

Q: How do I know if ordination is right for me?

- A. Pursue God, spend time in prayer and the Scriptures, listen for God’s guidance and confirmation, ask others in the body of Christ and spend at least several years in full time ministry and you will know by then if you are ready to take the plunge. It is something like knowing if a certain person is the right one for you to marry—it takes time.

Q: How can I determine what denomination to belong to?

- A. See above, but it is not as big a thing as you might imagine—ministers sometimes switch denominations even after ordination—they pastor a Nazarene church, then become a Wesleyan at 30, then later pastor a Methodist church at age 55. We are not ordained just to one denomination’s ministry—ordination is to the Church of God worldwide. When we transfer we are not re-ordained like someone who gets a divorce can be re-married. Picking a denomination is less important than picking a spouse. I generally encourage students to start with their home denomination—contacting them as they pursue the ministry and then if they find a job in another denomination simply

transfer their ministerial credentials. Though ordination and ministerial licensing is more important than getting a driver's license, there are some parallels—you wouldn't wait to get a driver's license until you had determined what state you plan to live in—you just start where you are and transfer later. The mistake some students make is to not join any denomination thinking they must decide on the one before joining any. This leaves them afloat connected to no church at all. Of course you can't pursue ministerial credentials until you are a member of a church so I'd say start with joining some church in some denomination and start the ministerial process in that church and then see what the Lord opens later.

Q: What is the proper role of leadership in the church?

- A. I'd say it is to guide God's people to capture God's vision for that body of believers and to help them progress toward that vision.

Q: Is there a great need for more people to take up the ministry as a vocation—do you feel it helps or harms the church?

- A. Every year thousands of Christian ministers die or retire and some leave the ministry for health or other reasons. These churches usually want to replace these equipping ministers with someone else so there is an annual need for new ministers for existing churches and to plant new ones. As to helping or harming—that depends on the minister: some ministers hurt the church, most help. Recently, due to economics there are fewer jobs in ministry, but there are fewer jobs in everything. It may mean serving as an intern for a few years, or going longer to school (seminary) so when the jobs loosen up a bit you will be better prepared.

Q: Is a minister only meant for one position for the rest of their life?

- A. Few ministers serve a single church their whole life. Most fill many roles—they might start as a youth pastor, later becoming a discipleship pastor and maybe later still a senior pastor or District superintendent or even a college professor training other ministers. But a few (very few) actually take a church right out of college and stay in that church and position for many years. Wayne Schmidt left IWU and planted a church in which he was senior pastor for 30 years—so a few do stay in one church for a long time. (But even Wayne Schmidt finally left this

church to come to head up IWU's new seminary back in January, 2009.)

Q: What is your own story of your call to ministry—can you write it for us beside telling us?

- A. I intended to be a forest ranger but my dad encouraged me to attend a Bible School for one year before moving on to Penn State University. As a freshman in a dorm Bible study with an upper class mentor (Moses Yang) we studied Romans 10: 13-14 "Everyone who calls on the name of the Lord will be saved. How, then, can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them?" I returned to my room and was praying a bedtime prayer before going to sleep. The last phrase of that verse kept coming back "how can they hear without someone preaching to them?" It swirled about in my mind over and over as I was trying to pray and I just knew God was calling me personally through that verse. Once it dawned on me that God was calling me to be a preacher—I said aloud "I am going to be a preacher" (that's what they called a pastor then). The next day when I told my upper class mentor, Moses, and he said "I knew that." When I told my father a week later he replied, "I figured." I asked if I could preach a sermon in my home church that fall. They let me but I didn't know what to say, so I just used notes from a chapel talk I had heard and preached that guy's sermon. The laity in that church affirmed my sermon and many old saints said, "We always thought you'd be a preacher." I never doubted it again. So I made outdoor life my hobby and the ministry my vocation/calling.

Q: What influenced you to write a book on the subject of a call and the ministry?

- A. I taught this course and couldn't find a good easy-to-read introduction to the ministry for freshmen so I wrote one.

Q: Will you further describe the importance of ordination.

- A. It is the rite through which the church sets us apart recognizing and affirming they believe God will use us in equipping them for the general ministry and it is the rite in which I submit my life to the ministry and to the church for a lifetime. It is something like "tenure"

in an educational institution, or something like a wedding in marriage, but is different and more. Ordination comes when I no longer am just “dating” the ministry to check it out. It is the final act whereby the church and me together publicly confirm our future with each other.

Q: If the calling gets stronger and not weaker over time how will we know this?

- A. You will be less uncertain, less doubtful and surer in your heart and mind and others will confirm God’s call on you. But you will never feel worthy.

Q: Does God ever call a person to do a specific thing and is that different from “the call” to ministry?

- A. Yes, though we technically often refer to this as a “leading.”

Q: Does your personality type (e.g. outgoing, amiable, analytical) often show through in the type or role of ministry?

- A. It surely does! God uses our personality as we lead others and preach. God uses analytical types, outgoing types, and shy people. However, we are not stuck forever being who we are. God sometimes expands our personality as we grow and change. He can even enable us to do things outside of our natural personality; This is how a shy introverted person who is terrified at the idea of public speaking (me!) can preach, even though I never got over that terror and shyness. Sometimes we can be used by God powerfully even though we aren’t naturals at a thing.

Q: How do you help people decide if the call they hear is to the general ministry of all Christians or to the equipping ministry of “the Ministry.”

- A. Over time you will see if your passion is mostly to simply minister to people one-to-one... or you also feel compelled to equip others to minister too. The first is every Christian’s call; the second is the call to the equipping ministry.

Q: What is the average salary of a new minister?

- A. In the United States an average minister’s salary in the first four years is from \$30,000-\$50,000. But that’s the average and salaries for full time ministers vary depending on the church and education (college

only or seminary too)

<http://www.payscale.com/research/US/Job=Minister/Salary> Our graduates at IWU who enter full time ministry often earn from \$25,000 to \$40,000 (a “package”—including benefits like health insurance, pension etc.)

Q: What is the difference between a licensed minister and an ordained minister?

- A. Many denominations have a two-tiered system in the ministerial process: you are in one tier until you are sure it is for life then you can move to the more permanent tier. Some have three tiers or even more. Wesleyans start as a “licensed ministerial student” which means your denomination affirms your plan to prepare as a Ministerial Student. Once you finish your education you can become a “Licensed minister” which means you can do virtually everything a minister does as you gain more experience. After several years as a licensed minister and you are sure “this is it” you can become a permanently an “ordained minister.” Denominations variously call these categories deacons, priests, or elders but most denominations have an initial category where you practice ministry for several years before you make the final plunge into the final category.

Q: Considering that the husband is to be the head of the house is it wise for a female pastor to marry?

- A. One answer to this is that a woman could still be submissive at home while being a leader at church—they are two different spheres like a woman might be the head of a company and still be submissive at home. Another answer to this is the view that the “household codes” of the ancient culture (women submitting to their male-head, keeping silent in the presence of other men, wearing a head-covering in public etc..) are not directly applicable to a modern culture—they were the conventions of the time and not universal commands-for-all-ages. My own answer is that in Christ, a woman and a man in marriage are fully equal human beings and are both called to lovingly submit to each other no matter which one is a minister.

Q: I’ve learned that sometimes you are called to a certain ministry but when you get to the church there is a bigger need than what you would prefer to do.

- A. You are right—the ministry is not saying “This is what I want to do” but saying “I’m willing to do whatever it takes.” If God needs me to go to a nursing home to pray with an old woman how could I say, “I hate the smell of nursing homes?” We might not like the smell of old people, or poor people or children in India, but if God needs to minister to those people and we serve a church who needs us to do it, we do it for God, not because it smells good. We don’t bargain to do only the things we like doing—that’s arrogant. In ministry it is an affront to God to exclude people or ministries just because we don’t prefer that work. In the ministry we are not out for selfish pleasure but want to do what needs doing for the sake of others and God. However, doing any ministry may not always smell good but it is always rewarding—because it pleases God.

Q: I think I’ve learned that there is a distinct difference between a speech and a sermon.

- A. YES! You are now prepared to take Homiletics!

Q: What if we don’t feel we have the spiritual gifts that others say we have

- A. Others often see us better than we see ourselves. But, God doesn’t give you spiritual gifts. God gives the church gifts through you and me. They are not our gifts but gifts to the church—to build up the body of Christ. Since the church is the recipient of the gift they can sometimes see their gift (through you) better than you can yourself—so listen pretty seriously to others—this is often how God speaks.

Q: Do all the majors at IWU prepare students for ordination?

- A. No, only the CM and YM majors are designed to prepare a student to meet ordination requirements for The Wesleyan Church. In some denominations a YM or CM degree is not even enough—you will have to go to seminary too. In a few denominations or nondenominational churches you can be ordained with a college degree in anything: Bible, Christian Education or even business.

Q: How does ordination play out in a missions setting?

- A. Some missionaries are ordained ministers and others are laity—just like some local church staff are ordained ministers and other employees are

laity (e. g. Christian Education directors or worship coordinators are often not ordained).

Q: What advice would you have for someone pursuing the solo pastorate?

A. The solo pastorate is like the General Practitioner medical doctor—they do everything for all ages: preaching, teaching, administration, discipleship, calling in hospitals, youth work, weddings, children’s work, funerals, and maybe even cleaning the church building. I’d say if you are headed for the solo pastorate (or church planting) make sure you especially hone your preaching skills while a student—maybe take extra preaching courses and find a place where you can preach often.

Q: What do CM majors usually study in grad school?

A. When CM majors go to seminary they study the same things they studied in college, just on a higher level—Bible, theology, church history and practical ministry. In a sense IWU offers two years of similar courses to the three years of seminary—just on the college level instead of grad school level. When many IWU students who took a CM major go to seminary they are able to “jump up” into advanced courses their first year since they have such a solid foundation— (e.g. the IWU seminary does this for a some courses). But generally seminary is deeper study of the same four classical areas: Bible, theology, church history and practical ministry.

Q: What are the pro’s and cons of non-denominational churches?

A. The biggest “con” mentioned is usually that denominational churches are expected to give money to support the District Superintendent and other denominational ministries (like IWU) so they can’t keep all their money for themselves. As for the “pros” I once had a student who did an independent research study of nondenominational pastors asking them what they missed by not being in a denomination and these are the seven things they said they missed that denominations offer: 1) A network of friends who help each other. 2) Lots of connections for moving to another church. 3) Pre-paid resources on call 4) Cooperating to do things together that feed back to the local church. 5) Leadership toward worthy goals. 6) Someone assigned to discipline and develop. And, 7) External standards of membership. A fuller explanation of these is here:

Q: Is an aspiring minister's past experiences as important as the degree when it comes to getting a job in ministry?

- A. Yes, both are important. If a student has "all A's" in their courses but has not gotten any experience teaching Sunday school, working with youth, telling stories in Children's church, helping with Communion, organizing a youth retreat or preaching... their A's won't get him or her a job.

Q: Why was there a large increase in the need for youth ministers since the 1960's?

- A. The short answer is that rather than treating teens like adults, many thought they needed their own programs to help them navigate through the troubling years of adolescence. Lay people (especially stay-at-home-moms) organized teen ministries at first but as more women went into the work force, and churches grew large, the church wanted professionals who understood teens to do this work and they started hiring "youth pastors." There is a longer more complex answer, but you'll hear that in your youth courses.

Q: If I were church planting how would I gather a staff around me?

- A. If you mean lay people to help you plant the church, I'd say recruit them from IWU's seniors in nursing, business, or any other major—people looking to find a town where they can work and a church they can attend and help get going. If you mean professional ministry staff—I'd say recruit some of your fellow ministry students. But before you run off church planting too soon, start a new worship service on campus and see how many people you can persuade to come. If you can't persuade other students at IWU to attend your worship service, better go into an established church first, because people in the world are far harder to get to come to church than IWU students.

Q: Can evangelists be ordained?

- A. Yes, many denominations recognize the itinerant ministry as an ordination classification.

Q: Are there other administrative positions in a denomination that are ordained besides District Superintendents?

- A. Sure, a Bishop or General Superintendent, along with other positions (like teaching ministers at IWU like I do) can all be ordained positions.

Q: What are some of the “benefits” of getting ordained?

- A. There are some but I’d rather not list them now because I believe ordination is too sacred to ever consider being ordained for the “benefits.” Anyway—being ordained is a long way off from your freshman year of college—the real question now is not “should I be ordained?” but, “Is God calling me into the ministry now” If He is calling you into the ministry then start down the path toward whatever He has in store for you.

Q: Does the title of a person in ministry need to hold so much importance that there has to be a distinction?

- A. No.

Q: Why is it more difficult for a single man to get a job in ministry than a married man?

- A. It isn’t always, but often is. Just like some churches prefer not to hire woman as a minister, other churches prefer to not hire single men—especially to work with children or youth. Maybe they fear some gal might flip over the single male youth pastor. Or they fear a 22 year old male youth pastor might flip over some 17 year old girl in the youth group and get put in prison for kissing her. Some churches worry about the multimillion dollar suit they might face if this happens and maybe they think a married man might be safer—especially if his wife attends the youth meetings and keeps her eye on things. ;-)

Q: How do we be creative in looking for a good marriage partner?

- A. Ask Steve Lennox—he is always picking out who ought to marry whom in the STM. He (among other older people) sees lifelong qualities that are beyond the frivolous and temporary adolescent and pagan things that guide the date-selection process on our campus.

Q: What if both you and your spouse are called into ministry but one is called to be a missionary and the other to work in America?

- A. I do not believe God calls a person to work in America or Uganda. I believe God calls people to the ministry—anywhere in the world. However I think God can lead a person to Michigan, Marion, Los Angeles or Uganda even though His calling is to “equip the people of God for works of service”—anywhere He leads us to do that. I believe God’s calling is permanent but his leading is revisable. If I marry someone who feels led to Africa and I feel led to Virginia, we must pray together for God is not confused and certainly wants us both in the same place. We can together find a new leading as a couple. A leading can sometimes be a test. A leading can also tell us the kind of ministry He is nudging us toward, like the college woman who felt led to the inner city of Mumbai, India then married a man who felt led to the inner city of Los Angeles. After long prayer together seeking God’s fresh leading for them together as a couple, they wound up starting a church in the inner city of Atlanta where they both felt they were accomplishing their “calling” (but it actually was their “leading”).

Q: What does dating look like once you are already in the ministry?

- A. First, as a professional—just like a counselor—you don’t date your own parishioners, or if you do make sure you have legal permission in writing from the church for it can bring a huge legal suit if the relationship goes really bad. Counselors don’t date their clients and ministers don’t date their members—at least not without written permission of the institution that might get sued. You will have to have extremely high standards for any dating—even with those outside the church, for if a relationship goes sour you wouldn’t want the person advertising to your church what you did in secret while dating if it was questionable. For more see this article, “Sex and the Single minister” here: <http://www.drurywriting.com/keith/sex.single.htm>

Q: What should a minister do if their spouse suddenly decides that they no longer believe in God?

- A. I can’t say for others. For myself I’d recognize that many Christians have seasons of doubt at times and I’d pray-pray-pray. If they had doubts or weak faith I’d fan the flame of the faith that remains. But as for me—if my spouse came to reject God and became a devout atheist

intent on de-converting me and our children I would take radical action. I would feel compelled to treat them like the Bible instructs me to treat an “apostate.” Same for friendships—I can befriend a not-yet believer forever—but I cannot be friend with someone who believed in God then comes to continually and repeatedly reject Him and tries to recruit others to do so. But this is my own position and others take different positions on this.

Q: What does a minister do if their spouse has a “stable job” and you have to move—especially if you are a woman in ministry?

A. If you “get stuck” with a husband who refuses to move you are stuck with finding a ministry job within driving distance of your home which means you can’t be picky denominationally or in position. You might even have to work part time or for free.

Q: Is there such a thing as “Soul mates?”

A. I think so, even after you are married you will likely meet other “soul mates.” I have about a dozen soul-mates of both genders, but only one wife (who happens to be one of those soul-mates too).

Q: Is it common to complete a degree then get 2 years of experience and be ordained?

A. In “low church” and revivalist traditions like the Wesleyan Church it happens, but ordination is increasingly happening even later in these denominations. I am a fan of delaying ordination to “closer to 30 than 20.”

Q: Is it common for ministers to get ordained in one denomination, then after that work in a different denomination?

A. It is not average but it is not uncommon—it happens more than it used to.

Q: Can an ordained person be bi-vocational—have another job yet still be ordained and a pastor?

A. Yes—it is common in some denominations and very common in church planting and among the African-American community for instance. Most solo pastors of churches under 50 are bi-vocational.

Q: How many people are needed for a worship service—if one person shows up what should I do?

- A. Lead them in worship. Frankly, if I were pastor and nobody at all showed up (I have never had this happen) I would still sing and preach because God always attends.

Q: What are some of the vows we might be expected to make in our ordination service?

- A. To spiritually feed the people, to preach faithfully what God leads you to say, to live a careful life above reproach, to be careful in speech and behavior, and to not “lord it over the flock” but humbly minister to those under your charge.

Q: Should we ever “challenge” the pastor we’re shadowing if we see something we disagree with?

- A. Ask questions, maybe, challenge, never—you are a college student for goodness sake!

Q: How do you go about challenging the hierarchy of the church?

- A. The same way you challenge your spouse... very carefully, with much love and always with their best interest at heart, and only then if you are spiritually mature and have removed the log out of your own eye.