Church Venture Northwest

Ordination Process

January 2021

Ordination Process

Stage One (Genesis)	Stage Two (Intent and Consideration)	Stage Three (Ordination Council)	Stage Four (Ordination Service)
Preparation Question: Can you confirm these categories in the candidate's life? • Salvation Story • Ministry Experiences • Elder Development **Instruction Question:** Can you affirm participation in formal and informal training? • Shepherd Development • Ministry Responsibilities • Training	**Letter of Intent** • Conversion Experience • Church Involvement • Description of Character • Description of Gifting and how Utilized • Theological Preparation • How Others have Affirmed You **Consideration of Letter** **Elders Request Church Affirmation**	**Process of Convening Ordination Council** • Qualifications • Size • Purpose Statement **Process of Examination:** The Ordination Council shall examine the candidate by systematically working through the ordination guidelines, questions and case studies. • Make observations and Recommendations	**Convene Service** **Statement of Process** **Presentation of Candidate** **Recommendation of Candidate** **Candidate's Message of Readiness** **Charge to the Candidate** **Charge to the Church** **Laying on of Hands** **Eat Pie**

Stage One (Genesis)

Preparation Question:

Can you confirm these categories in the person's life?

- Salvation Story
  - Conversion
  - Baptism
  - Basic Bible Knowledge
- Ministry Experiences
  - Teaching (being taught and teaching)
  - Disciple-making (discipled and disciple making)
  - Mission (participated in the mission of the church)
- Elder Development
  - Been trained and has trained others
  - Has experienced shepherding and has shepherded

Instruction Question:

Can you affirm participation in formal and informal training? (i.e. Member Care, Sunday School superintendent, teaching and preaching, staff responsibilities, character traits, experiences, background, qualifications, etc.)

- Shepherd Development
  - Formal training and mentoring
  - Informal training and mentoring
- Ministry Responsibilities
  - Participation in eldering roles
- Training
  - RET
  - Convergence
  - Seminary
  - Bible College

Stage Two (Intent and Consideration)

Letter of Intent Question:

Has the candidate written a letter stating his intent to be ordained?

- Conversion Experience
- Church Involvement
- Description of Character
  - Strengths and Weaknesses
  - Family Statement
  - Wife Endorsement
- Description of Gifting and how Utilized
- Theological Preparation
  - Formal
  - Informal
- How Others have Affirmed You

Consideration of Letter

- Elders acknowledge receipt of letter
- Elders affirm accuracy of content with candidate
- Elders pray with candidate

Elders Request Church Affirmation

- Elders present to congregation intent to enter into the ordination process with the candidate.
- Church affirms the candidate for ordination.
- After the congregation affirms the candidate, the elders prepare a letter to the Ordination Council or the CBA Representative, recommending the candidate for ordination.

Stage Three (Ordination Council)

Process of Convening Ordination Council:

The elders are to create a slate of qualified Ordination Council members and administrate the process of examination of candidate.

- Qualifications
  - Each council member should be recognized an elder.
  - 20% of the council should be ordained.
- Size
  - The size of the council should be no less than five and no more than ten members.
  - The council should have at least two members from the ordaining church.
  - There should be four other churches from your association represented on the Ordination Council.
  - The council should have no more than two at-large council members once the above quota is met.
- Purpose Statement: To lead a thorough examination of the candidate to determine his fitness for ordination.
  - Frequency and total number of times to convene
    - The council shall meet with the candidate as many times as necessary to adequately determine the candidate's fitness for ordination.
    - There should be at least one meeting per major category of examination.

Process of Examination:

The Ordination Council shall examine the candidate by systematically working through the ordination guidelines, questions and case studies. (See pages 8-34 and attached case studies.)

- The council will make observations and recommendations at the end of each meeting that the candidate is to address prior to the next meeting.
- The examination process is concluded when the Ordination Council is united in recommending the candidate for ordination.
- If, after thorough examination, the council cannot come to unity in recommending the candidate, the council shall disband and the council will come to conclusion.
  - The council shall articulate to the church the primary reasons for not being able to recommend the candidate for ordination.

Stage Four (Ordination Service)

Convene Service

- Set date, time and place

Statement of Process

- A representative of the elders shall give a statement describing their initiation and facilitation of the ordination process for this candidate.
- A representative of the council shall give a statement of everything in which the candidate has participated to arrive at this service.

Presentation of Candidate

- The council shall present their findings, impressions and affirmations about the candidate, including his personal testimony, his preparation for ministry, his ministry experience and his heart for service and his readiness for shepherding.

Recommendation of Candidate

- The Ordination Council shall report their recommendation of the candidate to the elders of the church.
- The elders of the church shall acknowledge the church's acceptance of that recommendation.

Candidate's Message of Readiness

- The candidate shall give a message out of the text of his choice on his ministry of shepherding in the local church.

Charge to the Candidate

- A member of the Ordination Council (chosen by the council) shall give a charge to the candidate.

Charge to the Church

- A member of the Ordination Council (chosen by the council) shall give a charge to the church.

Laying on of Hands

- The elders of the church, council members, association pastors (and others of the elders' choosing) shall pray over the candidate and his wife a prayer of dedication.

Eat Pie

- A time of celebratory fellowship shall follow.

Ordination Guidelines for Assessing Candidate

1. The candidate shall provide to the Ordination Council the following documents:
   a. A statement of their conversion, their life journey and their call to ministry.
   b. A completed self-assessment survey submitted by both the candidate and his wife. (Self-assessment survey is on page 13. Wife Assessment form is on page 22.)
   c. A description of their ministry preparedness, both formal and informal.
   d. A description of their primary ministry experiences.
   e. Their doctrinal position paper.
   f. A statement of gifting, the ways you have utilized your gifting, and life issues that you have processed through or are still processing through.
   g. Who are the people who have influenced your life the most and how? Who would you name as your "fellow workers" and describe your service with them.
2. The Ordination Council shall appoint a recorder who will take minutes for each session and will record the observations and recommendations the council makes.
3. The Ordination Council shall examine the candidate in **no less than four separate sessions**.
   a. The examinations shall be in regards to the categories in the provided documents as well as examination questions and case studies as determined by the Ordination Council.
   b. Examination questions and case studies for each category are provided in this Ordination Guidelines Manual. (See page 8.)
4. The Ordination Council shall provide observations and recommendations at the end of each meeting that the candidate is to address and report on at the next meeting.
5. Representatives of the Ordination Council shall observe the candidate preaching or teaching in a group setting and shall give observations and recommendations regarding his presentation.

Expectations of Council Members

The Ordination Council is expected to conduct its affairs with the same grace and love that Christ freely gives us daily. Everything discussed during an ordination meeting between council members and candidates, is confidential. Any concerns should be addressed with the council members only. As council members, we come from different persuasions and seminaries, so we should be charitable in our assessment of non-essentials. We are not examining a man's *style*, but who the man is, what he believes and if he is qualified. We are to ask questions that affect beliefs. (i.e. Is he orthodox and compatible with the ordaining church and in harmony with Church Venture Northwest's doctrinal statement?) Due to time constraints, the council cannot go into great depths or discuss at length a favorite topic. The chairman will be responsible to keep the meeting on track.

Church Venture Northwest

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Appendix

January 2021

Ordination Questions[1]

Version: March 4, 2016

The following questions can be used in the ordination process for preparation, instruction, evaluation, or reflection. (See "What are the intended uses of this ordination model and process?" on page 27 for more details.)

Conversion

- Are you a Christian? How do you know?
- When and how did you come to a saving knowledge of the gospel?
- What did repentance and faith look like for you at that time?
- How have repentance and faith been on ongoing aspect of your walk with Christ?
- How do you "preach the gospel to yourself" on a regular basis?
- When, where, and how were you baptized?
- How has your baptism influenced your walk with Christ and Christian experience? (Romans 6:3-4)

Church Community

- What does being an active member of the local church look like in your life now?
- Have there been times in your life, after you became a Christian, that you did NOT actively participate in a local church? If so, when and why?
- How have you been at obeying and submitting to the leaders in your church? (Hebrews 13:17) Give at least two examples.
- Do you view yourself as a strong Christian? If not, why not? If so, how do you bear with the failings of weaker Christians, building them up? (Romans 15:1-2)
- How do you participate in and contribute to the covenant community of churches of Church Venture Northwest?

Character

- Describe <u>how</u> you "*pursue* righteousness, godliness, faith, love, steadfastness, gentleness" (1 Timothy 6:11)?
- Gospel Transformation (Sanctification)
    - How is the gospel transforming your life?
    - What steps are you taking to proactively apply the truths of the gospel to your life? (Romans 12:1-2; Ephesians 4:17-24; Colossians 3:1-17; Galatians 5:1-26)

[1] These are representative questions and not an exhaustive list. New questions may be added periodically. Check the Church Venture Northwest website for the latest version.

    - In what ways do you regularly “preach the gospel to yourself”?
    - How do you actively remind yourself of and live out your “identity in Christ”?
- Maturing Character
    - How does your personal conduct (behavior) express maturity in biblical truth (integrity, patience, kindness, humility, etc.)?
    - What steps are you taking to regularly assess your conduct and who else are you including in this assessment? (1 Timothy 3:1-13; Titus 1:5-9; 2:1-2)
    - How do you proactively address weaknesses in your character?
- Spiritual Disciplines
    - How is your personal time in God’s Word and in prayer? Not in preparation for ministry activities but with respect to developing intimacy with God and feeding your own soul. (Psalm 1; Psalm 119; Hebrews 5:11-14; James 1:22-25; 1 Thessalonians 5:16-18; Matthew 6:5-15; Philippians 4:4-7)
    - What spiritual disciplines do you actively engage in on a regular basis?
    - How are the spiritual disciplines a consistent part of the rhythm of your schedule and life?
- Marriage and Family
    - How are you proactively investing in and caring for your wife spiritually, emotionally, and physically? (Ephesians 5:25-33; Colossians 3:19; 1 Peter 3:7)
    - How are you continually developing relational intimacy with your wife?
    - How are you proactively investing in your children to “bring them up in the discipline and instruction of the Lord”? (Ephesians 6:4; Colossians 3:21)
- Sexual Fidelity
    - How are you proactively protecting yourself from the pull of sexual infidelity? (1 Corinthians 6:18-20; Galatians 5:19; Hebrews 13:4)
    - How are you including others in your fight to maintain sexual fidelity?
- Financial Stewardship
    - How are you handling your finances with integrity and contentment? (1 Timothy 6:6-10; Hebrews 13:5; Proverbs 13:11; 15:27)
    - Is debt a bondage that you struggle with (Proverbs 22:7)? If so, what are you doing to release yourself of this burden?
    - Are you generous with your giving (2 Corinthians 9)?
- Physical Health
    - Are you physically healthy? If not, why not?
    - How do you practice self-discipline with regards to exercise, proper diet, and rest? (1 Timothy 4:8)
    - Are there any areas where you are a glutton and overindulgent?

    - Do you practice self-control when it comes to alcohol, food, and other pleasures of the palette?
    - Do you have physical conditions or illness that you are ignoring, which may result in greater physical problems later in life?
- Recreation and Relaxation
    - What does a Sabbath rest look like in the rhythm of your life and schedule?
    - In what ways does lack of recreation and relaxation in your life indicate unhealthy discontentment, fear, or striving in your life?
    - What hobbies do you have that divert your attention from the pressures of life in a healthy way?
    - Do you take vacations that help you “vacate” your regular responsibilities?

Companions

- Who are the leaders that you look to for guidance and you imitate? (Hebrews 13:7)
- Paul publicly recognized other people as his "fellow workers" (Romans 16:3, 9, 21; 2 Cor. 8:23; Phil. 2:25; 4:2-3; Col. 4:11; Philemon 1:24).
    - Who are your "fellow workers"?
    - How and when have your publicly recognized them as such?
- What is the importance of the primary leadership within a local church being a "plurality of elders"?
- How do you function within a "plurality", whether as an elder or in a particular area of ministry?
- Who do you admit your failures and fears to?

Competency

Doctrinal Role

- Are you able to explain all the elements of your Statement of Faith?
    - What are your strong areas and what are your weak areas? Why?
- What does declaring (teaching, preaching) the “whole counsel of God” (Acts 20:27) look like for you and in your ministry?
- How do you model biblical truth to others?
- How do you guard against falsehood? Give two examples.

Prayer Role

- Do you pray regularly and consistently? If so, what specifically does that look like? If not, why not?
- Who do you pray for regularly, when, and why?
- Who do you pray with regularly, when, and why?
- Who is praying for you regularly and consistently?

- Who have you asked to pray for you, and why?
- How is the priority of prayer demonstrated in our schedule? (Acts 6:4)

Shepherding Role

- How do you keep watch over yourself (Acts 20:28; 1 Timothy 4:16)
- How do you protect your church from wolves (Acts 20:28-31; Matt. 7:15-20)?
- How do you admonish the idle, encourage the fainthearted, and help the weak (1 Thess. 5:14; Acts 20:35)? Give at least two examples.
- What aspect of managing the affairs of the church (budget, facilities, staffing, programs, meetings, etc.) do you find most difficult and frustrating? Why?
- Are you stronger (or more comfortable) with public shepherding (large groups) or individual shepherding (ex. 1 on 1 or small groups)? Why?

Missional role

- What does obeying the “great confession” look like in your life and ministry?
- What does obeying the “great commandment” look like in your life and ministry?
- What does obeying the “great commission” look like in your life and ministry?

Development Role

- Who are you discipling? How are you doing this?
- Who is discipling you? How are you doing this?
- Who have you encouraged to pursue leadership responsibilities in your church? How did you do this? How did it go?
- How are you entrusting the gospel and ministry to faithful men who are able to teach others also (2 Timothy 2:2). How do you know they are faithful?

Call

- Do you aspire to the office of overseer (1 Timothy 3:1)? If not, why not? If so, describe what this aspiration looks like in your life?
- Do you have any doubts about this aspiration? If so, what and why?
- Who else has expressed to you that they think you should pursue a specific role in ministry?
- Describe what you think your "ideal role" would be in ministry? Why?
- How do you resist the drift to getting your identity (acceptance, security, and significance) from your roles in ministry and not in Christ?
- What would vocational, bi-vocational, or non-vocational ministry look like for you?
- Who are you including in your development of your “career pathway”?
- How does your life fit in the grand story of God?

Culture (City / Town)

- Do you know the specific demographics of your community (city / town)?

- How does your church demographics reflect your community (city / town) demographics?
- What are the key similarities and differences between your church demographics and your community (city / town) demographics?
- Are you most comfortable in an urban, suburban, or rural community? Why?
- What is your experience in interacting with ethnic groups different from your own?

Chemistry

- Can you articulate your churches explicit philosophy of ministry? If so, what is it? In not, why not?
- Do you see an implicit philosophy of ministry in this church? If so, what is it?
- Is it your intention to "change" this church? If so, what, why, and how?
- Do you function best in an established church, new church (church plant), or a church in transition? Why?
- Is there a type of church you would prefer not to serve in? If so, describe it.

Capacity

- Are there any life issues that hinder you from fulfilling your ministry responsibilities?
- Do you have health restrictions that hinder you?
- How does your stage of life influence your ability to serve your church?

Instructions for "Personal Assessment Form"

For use with the "Personal Assessment Form" and "Wife Assessment Form"

1. Read
   a. Thoughtfully and prayerfully read the Personal Character section of the "Personal Assessment Form" all the way through, **without writing out any answers** to the questions. (You may make notes in the margins but don't write out full answers.)

   b. Your wife is to thoughtfully and prayerfully read the Personal Character section of the "Wife Assessment Form" all the way through, **without writing out any answers** to the questions. (She may make notes in the margins but don't write out full answers.)

2. Identify
   a. Without discussing the questions with your wife, you are to identify the three character traits that you think are the most crucial for you to address and work on. Also, be able to say why you think it is important that you address these.

   b. Without discussing the questions with you, your wife is to identify the three character traits that she thinks are the most crucial for you to address and work on. She is also to be able to say why she thinks it is important that you address these.
3. Discuss
   a. Share and discuss with your wife the three character traits you identified to work on.

   b. Your wife is then to share and discuss with you the three character traits she identified for you to work on.
4. Combine & Narrow
   a. From the traits you and your wife identified, make a list of just the three most important traits for you to address.

   b. Although both should have input on the list, you will make the decision on the final three.
5. Prioritize
   a. You are to prioritize the three traits, the first being the most important to address, the second the next important, and the third the least important of the three.
6. Answer
   a. Beginning with the priority trait, now answer the questions pertaining to that trait. Be prayerful and thoughtful. Feel free to discuss with your wife or others.

   b. Write out the answers to the questions. Be as thorough as necessary.

   c. Do not move on to the second trait until you have thoroughly thought through this trait.
7. Share
   a. Share and discuss the answers to your questions with the others (such as elders, mentor, mentee, etc.).

8. Continue
    a. Do #6 above for the next prioritized trait.

Personal Assessment Form

Unless otherwise noted, the following questions are based on 1 Timothy 3:1-7 and Titus 1:5-9.

1. Aspiration
    a. Do you "aspire to the office of overseer" (elder)? If so, describe what that aspiration looks like for you. If not, why not?
    b. Do you aspire to something else more? If so, describe.
    c. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will guide your aspirations. Use scripture passages for support when possible.
2. Above Reproach
    a. Are you guilty of any offense over the past year that would cause a serious reproach to Christ, his church, or the gospel if that offense were to become public? If so, describe.
    b. What does "above reproach" mean?
    c. What does this look like in your life?
    d. If someone was going to look for "reproach" in your life, where do you fear they will look and why?
    e. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you to live above reproach. Use scripture passages for support when possible.
3. The Husband of One Wife
    a. Do you consider yourself "the husband of one wife"? If so, what does this look like in your life? If not, why not?
    b. How many times have you been married? If more than once, explain.
    c. Do you live with your wife in an understanding way that honors her as a joint heir with Christ? (1 Peter 3:7) If so, what does that look like? If not, why not?
    d. What have you done in order to learn something about your wife to gain a deeper level of understanding? (1 Peter 3:7) What is something you could do? What is something you really should do?
    e. Has any issue in your relationship with your wife hindered your prayers? (1 Peter 3:7) If so, describe the issue and the hindrance.
    f. In what ways do you proactively shepherd and teach your wife so that she is growing spiritually? (Ephesians 5:25-27)
    g. Does your wife respect you? (Ephesians 5:33) If so, how does she demonstrate it? If not, why not?
    h. Are you sexually faithful to your wife in action and in thought? (Hebrews 13:4; Matthew 5:28)

i. What precautions and safeguards have you set up to protect your sexually integrity with your wife? (Matthew 5:27-30; 1 Corinthians 6:12-20)
j. Do you satisfy your wife sexually and consider her sexual needs and desires? (1 Corinthians 7:1-5; Philippians 2:4) How do you know? Would she say you do?
k. Describe the ways you demonstrate your love and devotion to your wife. What ways do you think you need to improve? In what ways would your wife say you need to improve?
l. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will guide your relationship with your wife. Use scripture passages for support when possible.

4. Sober-minded and Temperate
    a. What does "sober-minded and temperate" look like in your life?
    b. Is there anything you tend to think about, do, or overindulge in excessively? If so, what and why?
    c. When you give advice or counsel to others, are you given to extremes or overreaction? If so, what is an example?
    d. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you to be sober-minded and temperate. Use scripture passages for support when possible.
5. Self-control
    a. Are you a person who has self-control? How is this demonstrated in your life?
    b. Give two examples of how you exercised self-control recently.
    c. Give two examples where you "lacked self-control" recently?
    d. Is there an area in your life where you routinely struggle with self-control? If so, describe.
    e. Periodic feasting aside, would others consider you a glutton?
    f. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you to have self-control. Use scripture passages for support when possible.
6. Respectable
    a. Are you a person who is considered "respectable"? How do you know?
    b. Do the people closest to you (wife, children, close friends, etc) respect you? How do you know?
    c. Is there someone who has difficulty respecting you? If so, who and why?
    d. Are you one who consistently shows respect to others? (Romans 13:7) Would others say this about you?
    e. Is there a person or type of person you have a hard time respecting? If so, who and why?

    f. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will impact your respectability and guide your showing respect to others. Use scripture passages for support when possible.
7. Hospitable
    a. Are you a “hospitable” person? If so, what does that look like in your life? If not, why not?
    b. In what ways do you regularly demonstrate hospitality?
    c. In what ways do you demonstrate hospitality to strangers?
    d. Do guests enjoy visiting your home? Why or why not?
    e. When an unexpected inconvenience arises, how do you respond? How do you lead your family to respond?
    f. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will guide your hospitality. Use scripture passages for support when possible.
8. Able to teach
    a. Are you known to others as someone who is “able to teach”? How do you know?
    b. What environments (large crowds, small groups, one-on-one, etc) are you the most comfortable teaching in? In which are you the least comfortable?
    c. In what ways do you seek to be taught so that you are better able to teach? (2 Timothy 2:2, 15)
    d. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you to teach. Use scripture passages for support when possible.
9. Not a Drunkard
    a. Do you consume alcohol? Why or why not?
    b. When was the last time you got “drunk”?
    c. Do you find that you “need” alcohol to unwind?
    d. If every alcoholic drink you had was made public, would you be embarrassed? Would people say you have a problem with drinking?
    e. Do you use any other kind of drug or substance to “medicate yourself”? If so, with what and why? Would others who know you well say you “medicate yourself” with something? If so, with what and why?
    f. Do you have any other types of addictions (drugs, medication, tobacco, sports, hobbies, etc)?
    g. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you to overcome addictions in your life. Use scripture passages for support when possible.
10. Not Violent but Gentle

a. Are you known to family and friends for your temper or violent outbursts? If so, describe.
b. Are you more known to family and friends for your harsh comments or your kind comments? Describe.
c. If you were to get extremely angry or violent, what would set you off to be so?
d. Do you ever blame outbursts of anger on others, your heredity, or your upbringing? If so, describe.
e. What are some typical ways that your gentleness is demonstrated?
f. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will reduce any violent tendencies and make you more gentle. Use scripture passages for support when possible.

11. Not Quarrelsome
    a. When was the last time you quarreled (argued) with someone? What was it about? Did you "win"? Does it matter if you "win"?
    b. Do you find yourself needing to be "right" when discussing issues with others?
    c. Is there a topic that you find it hard not to quarrel about? If so, what is it and why is it a flash point for you?
    d. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you not to be quarrelsome. Use scripture passages for support when possible.
12. Not a Lover of Money
    a. What is your biggest struggle with money or possessions?
    b. What does you checkbook (i.e. your spending of money) say about your priorities? What does it say about your weaknesses?
    c. Have you ever tried to serve two masters, God and money? If so, describe. (Matthew 6:24)
    d. Have you ever brought evil or difficulties into your life because of your love for money? (1 Timothy 6:10) If so, describe.
    e. Does your life demonstrate contentment? (Hebrews 13:5) If so, how so? If not, why not?
    f. Do you have a view that material wealth is synonymous with God's blessing? Why or why not?
    g. Do you have a view that poverty is synonymous with holiness? Why or why not?
    h. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you to have a proper attitude towards money and have contentment. Use scripture passages for support when possible.
13. Greedy for Gain
    a. Do you ever find yourself desiring to gain things such as money, possessions, power, or recognition, at the expense of others? If so, describe.

b. Do you ever “stretch the truth” or speak deceptively in order to get your way? If so, describe.
c. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you to overcome greed in your life. Use scripture passages for support when possible.

14. Manage Your Own Household Well
    a. Do you “manage your own household well”? If so, what does that look like for you? If not, what does this look like for you?
    b. How would your wife rate your home management skills (great, okay, needs serious improvement)? Why?
    c. What is the most difficult area of your household management and why?
    d. Is there an area of household management you should be coaching others in? If so, what is it and why should you be coaching others?
    e. If the church was managed like you manage your home and family, what would be the health of the church?
    f. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you manage your household well. Use scripture passages for support when possible.
15. Children
    a. Are your children submissive to your (and your wife’s) authority? If so, how do they demonstrate this? If not, why not?
    b. Would other people say your children are submissive to you and your wife? Why or why not?
    c. Would your children say that they have to “win” your approval and acceptance by what they do or don’t do?
    d. Describe how you discipline your children.
    e. Do you intentionally disciple your children bringing them up in the discipline and instruction of the Lord? (Ephesians 6:4; Deuteronomy 6:7; Proverbs 22:6; 2 Timothy 3:15) If so, how do you do this? If not, why not?
    f. Would you describe yourself as either a “strict and domineering parent” or a “loose and permissive parent”? If so, is it okay to be so and why or why not?
    g. Is there an aspect of being a father that you struggle with? If so, what and why?
    h. Describe a time your children embarrassed you in public and why you were embarrassed.
    i. Which of your character traits do you most fear your children will learn from you and imitate? Why?
    j. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you to father your children well. Use scripture passages for support when possible.

16. Recent Convert
    a. Are you “a recent convert”?
    b. How long have you been a Christian?
    c. Do you feel that you spiritual maturity is commensurate with the years you have been a Christian? Why or why not?
    d. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you to grow spiritually. Use scripture passages for support when possible.
17. Conceit
    a. What would it look like if you were to “become puffed up with conceit”?
    b. Are there areas or ways that you tend to look out for your own interests rather that the interests of others? (Philippians 2:3-4) What does this look like for you?
    c. When you do yield to conceit, do you envy others or act antagonistically to others? (Galatians 5:26) What does this look like for you?
    d. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will enable you to overcome conceit (pride) in your life. Use scripture passages for support when possible.
18. Well Thought of by Outsiders
    a. Are you “well thought of by outsiders”? How do you know?
    b. Is there “an outsider” (i.e. a person or type of person) who is not likely to think well of you? If so, who and why?
    c. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will guide how you are thought of by outsiders. Use scripture passages for support when possible.
19. Upright and Holy
    a. In general, does your knowledge of God’s truth work itself out in godly behavior? (Titus 1:1; 1 Timothy 6:3)
    b. Are you known as a man of moral integrity? If so, how do you know? If not, why not?
    c. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will guide your moral integrity. Use scripture passages for support when possible.
20. Disciplined
    a. What do the routine activities in your schedule say about your self-discipline?
    b. Are you willing to put off present pleasure in order to obtain future benefits? If so, what does this look like for you? If not, why not?
    c. Is there an area of your life that you lack self-discipline? If so what is it and why is it a struggle for you? What is this lack of self-discipline costing you and others?

d. Describe how understanding and applying biblical truth, and specifically the gospel, to your life will guide your self-discipline. Use scripture passages for support when possible.

Wife Assessment Form

Unless otherwise noted, the following questions are based on 1 Timothy 3:1-7 and Titus 1:5-9.

1. Aspiration
    a. Does your husband "aspire to the office of overseer" (elder)? If so, describe what that aspiration looks like for him. If not, why not?
    b. Does he aspire to something else more? If so, describe.
2. Above Reproach
    a. Is your husband guilty of any offense over the past year that would cause a serious reproach to Christ, his church, or the gospel if that offense were to become public? If so, describe.
    b. What does "above reproach" look like in your husband's life?
    c. If someone was going to look for "reproach" in your husband's life, where do you fear they will look and why?
3. The Husband of One Wife
    a. Do you consider your husband "the husband of one wife"? If so, what does this look like in his life? If not, why not?
    b. Does your husband live with you in an understanding way that honors you as a joint heir with Christ? (1 Peter 3:7) If so, what does that look like? If not, why not?
    c. What has your husband done in order to learn something about you to gain a deeper level of understanding? (1 Peter 3:7) What is something he could do? What is something he really should do?
    d. Has any issue in your relationship with your husband hindered his prayers? (1 Peter 3:7) If so, describe the issue and the hindrance.
    e. In what ways does your husband proactively shepherd and teach you so that you are growing spiritually? (Ephesians 5:25-27)
    f. Do you respect your husband? (Ephesians 5:33) If so, how does do you demonstrate it? If not, why not?
    g. Is your husband sexually faithful to you in action and in thought? (Hebrews 13:4; Matthew 5:28)
    h. What precautions and safeguards has your husband set up to protect his sexually integrity with you? (Matthew 5:27-30; 1 Corinthians 6:12-20)
    i. Does your husband satisfy you sexually and consider your sexual needs and desires? (1 Corinthians 7:1-5; Philippians 2:4) How do you know? Would she say you do?
    j. Describe the ways your husband demonstrates his love and devotion to you. What ways do you think he needs to improve? In what ways would your husband say he needs to improve?

4. Sober-minded and Temperate
    a. What does “sober-minded and temperate” look like in your husband’s life?
    b. Is there anything your husband tends to think about, do, or overindulge in excessively? If so, what and why?
    c. When your husband gives advice or counsel to others, is he given to extremes or overreaction? If so, what is an example?
5. Self-control
    a. Is your husband a person who has self-control? How is this demonstrated in his life?
    b. Give two examples of how he has exercised self-control recently.
    c. Give two examples where he “lacked self-control” recently?
    d. Is there an area in his life where he routinely struggles with self-control? If so, describe.
    e. Periodic feasting aside, would you consider your husband a glutton?
6. Respectable
    a. Is your husband a person who is considered “respectable”? How do you know?
    b. Do the people closest to him (children, close friends, etc) respect him? How do you know?
    c. Is there someone who has difficulty respecting your husband? If so, who and why?
    d. Is your husband one who consistently shows respect to others? (Romans 13:7) Do others say this about him?
    e. Is there a person or type of person your husband has a hard time respecting? If so, who and why?
7. Hospitable
    a. Is your husband a “hospitable” person? If so, what does that look like in his life? If not, why not?
    b. In what ways does he regularly demonstrate hospitality?
    c. In what ways does he demonstrate hospitality to strangers?
    d. Do guests enjoy visiting your home? Why or why not?
    e. When an unexpected inconvenience arises, how does your husband respond? How does he lead your family to respond?
8. Able to teach
    a. As your husband known to others as someone who is “able to teach”? How do you know?
    b. What environments (large crowds, small groups, one-on-one, etc) is your husband the most comfortable teaching in? In which is he the least comfortable?

    c. In what ways does he seek to be taught so that he is better able to teach? (2 Timothy 2:2, 15)

9. Not a Drunkard
    a. Does your husband consume alcohol? Why or why not?
    b. When was the last time he got "drunk"?
    c. Does he someone who "needs" alcohol to unwind?
    d. If every alcoholic drink your husband had was made public, would you be embarrassed? Would people say he had a problem with drinking?
    e. Does your husband use any other kind of drug or substance to "medicate himself"? If so, with what and why? Would others who know your husband well say he "medicates himself" with something? If so, with what and why?
    f. Does your husband have any other types of addictions (drugs, medication, tobacco, sports, hobbies, etc.)?
10. Not Violent but Gentle
    a. Is your husband known to family and friends for his temper or violent outbursts? If so, describe.
    b. Is your husband more known to family and friends for his harsh comments or his kind comments? Describe.
    c. If your husband were to get extremely angry or violent, what would set him off to be so?
    d. Does your husband ever blame outbursts of anger on others, his heredity, or his upbringing? If so, describe.
    e. What are some typical ways that your husband's gentleness is demonstrated?
11. Not Quarrelsome
    a. When was the last time your husband quarreled (argued) with someone? What was it about? Did he need to "win"? Does it matter to him if he "wins"?
    b. Does your husband find himself needing to be "right" when discussing issues with others?
    c. Is there a topic that your husband finds it hard not to quarrel about? If so, what is it and why is it a flash point for him?
12. Not a Lover of Money
    a. What is your husband's biggest struggle with money or possessions?
    b. What does his (or your family) checkbook (i.e. your spending of money) say about your husband's priorities? What does it say about your husband's weaknesses?
    c. Has your husband ever tried to serve two masters, God and money? If so, describe. (Matthew 6:24)
    d. Has your husband ever brought evil or difficulties into your family's life because of his love for money? (1 Timothy 6:10) If so, describe.

e. Does your husband's life demonstrate contentment? (Hebrews 13:5) If so, how so? If not, why not?
f. Does your husband have a view that material wealth that is synonymous with God's blessing? Why or why not?
g. Does your husband have a view that poverty that is synonymous with holiness? Why or why not?

13. Greedy for Gain
    a. Does your husband ever find himself desiring to gain things such as money, possessions, power, or recognition, at the expense of others? If so, describe.
    b. Does your husband ever "stretch the truth" or speak deceptively in order to get his way? If so, describe.
14. Manage Your Own Household Well
    a. Does your husband "manage his household well"? If so, what does that look like for him? If not, what does this look like for him?
    b. How do you as his wife rate his home management skills (great, okay, needs serious improvement)? Why?
    c. What is the most difficult area of your husband's household management for him and why?
    d. Is there an area of household management your husband should be coaching others in? If so, what is it and why should he be coaching others?
    e. If the church was managed like your husband manages your home and family, what would be the health of the church?
15. Children
    a. Are your children submissive to your husband's (and your) authority? If so, how do they demonstrate this? If not, why not?
    b. Would other people say your children are submissive to your husband and you? Why or why not?
    c. Would your children say that they have to "win" your husband's approval and acceptance by what they do or don't do?
    d. Describe how your husband disciplines your children.
    e. Does your husband intentionally disciple your children bringing them up in the discipline and instruction of the Lord? (Ephesians 6:4; Deuteronomy 6:7; Proverbs 22:6; 2 Timothy 3:15) If so, how does he do this? If not, why not?
    f. Would your husband describe himself as either a "strict and domineering parent" or a "loose and permissive parent"? If so, is it okay to be so and why or why not?
    g. Is there an aspect of being a father that your husband struggles with? If so, what and why?
    h. Describe a time your children embarrassed your husband in public and why your husband was embarrassed.

i. Which of your husband's character traits do you most fear your children will learn from him and imitate? Why?

16. Recent Convert
    a. Is your husband "a recent convert"?
    b. How long have your husband been a Christian?
    c. Do you feel that your husband's spiritual maturity is commensurate with the years he has been a Christian? Why or why not?
17. Conceit
    a. What would it look like if your husband were to "become puffed up with conceit"?
    b. Are there areas or ways that your husband tends to look out for his own interests rather that the interests of others? (Philippians 2:3-4) What does this look like for him?
    c. When your husband does yield to conceit, does he envy others or act antagonistically to others? (Galatians 5:26) What does this look like for him?
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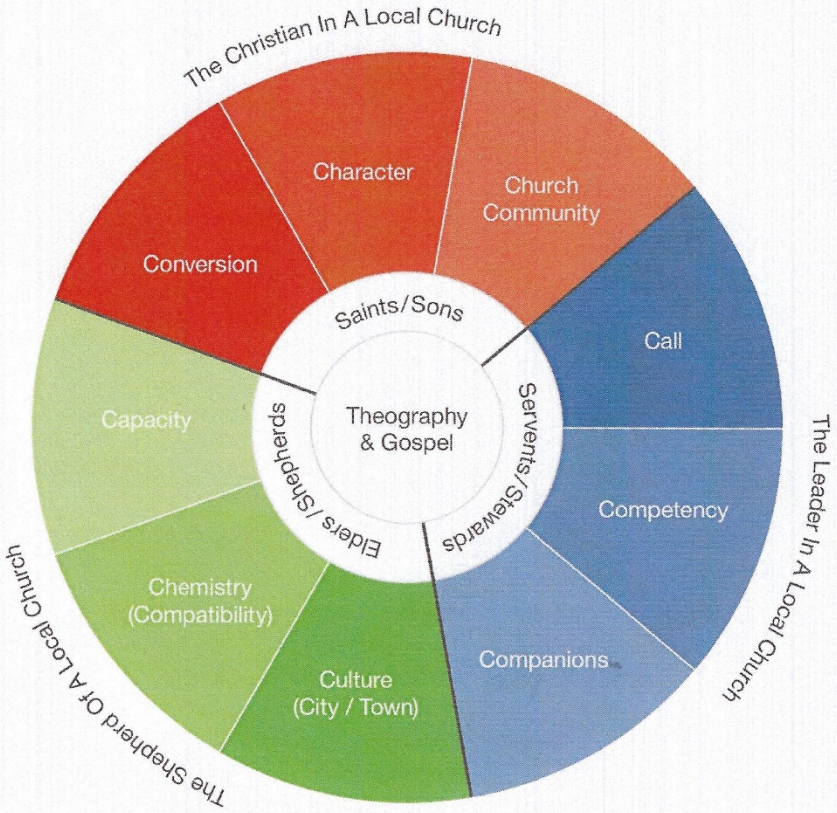
    a. What do the routine activities in your husband's schedule say about his self-discipline?
    b. Is your husband willing to put off present pleasure in order to obtain future benefits? If so, what does this look like for him? If not, why not?
    c. Is there an area of your husband's life that lacks self-discipline? If so what is it and why is it a struggle for him? What is this lack of self-discipline costing him and others?

What “ordination” could (should) look like.



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Stage Three: Ordination Council – Examination

There are four stages to the ordination process.

- Stage One: Preparation
- Stage Two: Intent and Consideration
- Stage Three: Ordination Council
- Stage Four: Ordination Service

The third stage is designed to:

- Assess the candidate as to their knowledge, experience, and maturity.
- Affirm the candidate in areas of strength, gifting, and accomplishment.
- Identify areas where the candidate may need to make adjustments.

The ordination council examination will consist of four sessions of 2-3 hours each. These sessions should be scheduled all at once, with at least 2 weeks between sessions.
Below are the topics to be covered during each session. The members of the ordination council should come prepared to exam the candidate on the specific topics of the respective session.

Session 1 Preparation

- At least two weeks prior to session 1, the candidate will provide their "Letter of Intent" and their "Doctrinal Statement" to the ordination council.

Session 1

- The candidate's salvation story, including:
    - Conversion experience
    - Baptism
- The candidate's character, part 1
    - Strengths and weaknesses
- The candidate's theological beliefs and articulation. Areas of focus for this session:
    - Doctrine of God.
    - Doctrine of Trinity.
    - Doctrine of Salvation
- Application
    - The council will provide the candidate with feedback on this session and "takeaways" to prepare for the next session.
- Session 2 Preparation.
    - At the end of session 1, the candidate will provide their answers to the "Assessment by candidate and wife" to the ordination council. The council members will review it before session 2.

- The candidate will be given a case study with which he will interact during session 2.

Session 2

- The candidate's ministry experience, including:
  - Teaching
  - Making disciples
  - Church involvement
  - Mission
  - Elder involvement
- The candidate's character, part 2:
  - Family statement
  - Wife endorsement
- The candidate's theological beliefs and articulation. Areas of focus for this session:
- Doctrine of Humanity
  - Family statement (in Church Venture Northwest Doctrinal Statement)
  - Doctrine of sin
  - Doctrine of Angels (and Satan, Demons)
- Application
  - Case study. The candidate will describe how he would shepherd through a specific case study.
  - The council will provide the candidate with feedback on this session and "takeaways" to prepare for the next session.
- Session 3 Preparation.
  - The candidate will be given a second case study with which he will interact during session 3.

Session 3

- Gifting
  - The candidate will provide a description of their "gifting".
  - The candidate will describe how he has utilized, and is utilizing, his gifting.
  - The candidate will provide a description of themselves as a discipled elder.
- Elders in the church
  - The doctrine of Elders, including:
    - The Plurality of elders
    - The Function of elders
  - The Roles of Elders
    - Doctrinal Role, Prayer Role, Shepherding Role, Missional Role, Development Role. (See Relational Elders Training for more details.)

- The candidate's theological beliefs and articulation. Areas of focus for this session:
    - Doctrine of Church
    - Doctrine of Scripture
- Application
    - Case study. The candidate will describe how he would shepherd through a specific case study.
    - The council will provide the candidate with feedback on this session and "takeaways" to prepare for the next session.
- Session 4 Preparation.
    - The candidate will be assigned a passage of Scripture to exegete for session 4. They are not to "preach" the passage during session 4 but be able to provide an explanation of their exegesis. Recommended passages are 1 Peter 5:1-14 and Acts 20:17-38.

Session 4

- The candidate's theological beliefs and articulation. Areas of focus for this session:
    - Doctrine of Last Things
    - The candidate will explain his "Hermeneutic"
- Exegesis
    - Hermeneutic
    - The Gospel
    - Application for your church
    - Application to yourself
    - Explain how you will preach this text at your upcoming sermon for ordination service
- Final words of encouragement and exhortation from the ordination council.

Case Study #1

Ordination session 2

Instructions:

> Come prepared to give a 10-12 minute presentation answering the questions posed in this case study.

The scene:

> You are the teacher of the High School Sunday school class, with 20 students who regularly attend. Over the last six months a good percentage of the students have become very serious about knowing who God is and what that should mean in their daily life. In the class you have been studying the book of Ephesians. The class is really wrestling with the importance of the Trinity in salvation. In discussing the roles and the responsibilities of God the Father, God the Son and God the Holy Spirit in salvation, a student asks the question, what does it mean in Ephesians 1:3 when it says, "Blessed be the God and Father of our Lord Jesus Christ…"? They continue to ask if Christ is God, and he is, how can someone be his God?

Please present to the ordination council:

1. How would you help them to exegete that verse applying your hermeneutic?
2. How would you use other texts to bring meaning and context to Ephesians 1:3a?
3. Explain how you would help your students understand the richness of this passage in such a way as to create relevance and wonder to their daily life and walk with God.

Case Study #2

Ordination session 2

Instructions:

> Come prepared to give a 10-12 minute presentation answering the questions posed in this case study. May use websites like https://missioninsite.com/ to exegete the area.

The scene:

> You are an elder in your church and the elders that serve with you have commissioned you to begin the process of helping the church plant a daughter church within the same community that the mother church is in. It is the belief of the elders that there are definable segments within the population that could be reached with the Gospel and become a part of a healthy church. However, they believe for that to take place, the new work will have to be doctrinally the same but completely different in ministry expression. The elders believe for this ministry endeavor to be successful, a clear understanding of all the categories of relationships within the mother church and outside the mother church that this new ministry will impact must be discovered, analyzed, and a shepherding strategy be put in place.

Please present to the ordination council:

1. Create a schematic of all the categories of relationships that will be affected by this new ministry.
2. Describe how those categories of relationships interact.
3. Develop a shepherding strategy that addresses the breath of relationships so that each category can be shepherded in a way that fosters the success of both the mother church and the new church plant.

Case Study 3

Ordination session 3

Instructions:

> Come prepared to give a 10-12 minute presentation answering the questions posed in this case study.

The scene:

> As an elder of your local church it is your responsibility to develop a disciple making culture that produces an environment of multiplication. For the church to become a church where believers reproduce believers, workers reproduce workers, deacons and deaconesses reproduce deacons and deaconesses, elders reproduce elders and the church is going to reproduce churches there must be a conviction to establishing healthy shepherds. How would you go about establishing a shepherding climate within the church where there is balance and maturity within the roles listed below:
>
> - Intercessory role
> - Doctrinal role
> - Shepherding role
> - Development role
> - Missional role

What rubric would you use to evaluate the churches health and success in these areas?

> 1. Be prepared to answer the questions in the above scene.
> 2. Be ready to answer questions related to your presentation from the council.