



MINISTER ORDINATION

Baptist Pastors & Ministers Conference

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Ministerial Ordination

Introduction

The Baptist Pastors and Ministers Conference (the Conference) developed the first draft of its ordination policy and procedures in November of 2010 under the leadership of the following pastors: Rev. Leroy Adams (Morning Star), Rev. Kenneth Allen (Zion), Rev. Thomas Smith (Paradise), Rev. James Temple (Pilgrims Rest) and Rev. Ralph Lassiter (Mt. Moriah).

The initial policy and procedure document was revised in 2013 under the leadership of Rev. Lassiter. In September of 2014, Rev. Ralph Lassiter (Mt. Moriah) and Rev. Dwayne Hawkins (Antioch) were charged by the conference President to craft an updated policy and procedure.

Through the development of each version, drafts were presented to the Conference membership for input, revision and final approval. Therefore this document presents the consensus opinion of the pastors who are members of The Baptist Pastors and Ministers Conference.

The Value of Ordination through BPMC

Ordination of a minister of the gospel through the Baptist Pastors and Ministers Conference is a collaborative effort between an active pastor from the conference and the conference itself.

The shared vision of formally acknowledging the fitness of a candidate for a specific area of concentration within the work of ministry is accomplished by the internal and ongoing development of the candidate under the guidance of their pastor and the objective standards that are upheld through the conference.

This partnership provides the candidate, his church and the broader Baptist community with the ecclesiastical assurance that a balanced approach between the church and the conference has been utilized to confirm the fitness of the candidate to serve his called capacity (pastorate, chaplaincy or other area of ministry service.)

In no way does the conference usurp authority over the pastor in this endeavor. This collaboration is only meant to provide external verification from an established and credible entity of what the pastor already believes regarding the fitness of the candidate.

The Definition of Ordination

The Holman Bible Dictionary defines ordination as the appointing, consecrating, or commissioning of persons for special service to the Lord and His people. While today there are denominational differences regarding the meaning, purpose, and process of ordination, there is biblical evidence of “ordination” in both the Old and New Testaments.

The Old Testament provides several precedents for ordination including (1) the consecration of Aaron and his sons as priests to God (Exodus 28-29), the dedication of the Levites as servants of God (Numbers 8:5-13), the appointment of seventy elders to assist Moses (Numbers 11:16-17 ,Numbers 11:16-17,11:24-25); and the commissioning of Joshua as Moses' successor (Numbers 27:18-23).

In the New Testament we find appointments, consecrations, and commissionings including Jesus' appointment of the twelve “that they should be with him, and that he might send them forth to preach.”

Several other New Testament passages describe appointments without reference to ordination. Having been chosen by lot, Matthias was installed as one of the twelve (Acts 1:21-26). Barnabas and Paul appointed elders “in every church” after prayer and fasting (Acts 14:23). Titus was left in Crete to perform the same function (Titus 1:5).

Instances of Ordination accompanied by the laying on of hands is found in the new Christian Church. Acts 6:1-6 tells of the appointment of seven men to the daily ministry to widows in the Jerusalem congregation. Barnabas and Paul were set apart for the work to which God had called them (Acts 13:1-3). Timothy was chosen by prophecy, recommended by Paul, and ordained to his task by the laying on of hands by Paul and the assembly of elders (1 Timothy 4:14; 2 Timothy 1:6).

These examples confirm that ordination, even if not labeled as such, is indeed the process of appointing, consecrating, or commissioning of persons for special service to the Lord and His people.

The Baptist Pastors and Ministers Conference through this policy and ordination procedure proposes to answer several questions about ordination today including (1) Who should be ordained? (2) Why should they be ordained? (3) What are the qualifications for ordination? (4) By whom shall they be ordained? (5) How are they prepared for ordination? (6) What is process for ordination?

Regardless of approach, policy or process, the Baptist Pastors and Ministers Conference believes that Ordination is a process of thanking God for His love as revealed in the minister's calling, a petition for God's continued blessing upon the one called, and the submission to God's authority revealed in the one set aside and gifted for ministry.

Ordination Policy

The policy of the Baptist Pastors and Ministers Conference (the Conference) is to administer the process of ministerial ordination in a manner that is consistent with and that upholds God's Holy Word.

Accordingly, the following principles serve as the foundation for the Conference's policy on Ministerial Ordination:

- The Conference recognizes the independence of each Baptist Church and that involvement of the Conference in ministerial ordination is a voluntary act on the part of the local church and the BPMC.
- The Conference views Licensure as a prerequisite for Ordination and as a prerogative of the local church. The Conference recommends that Licensure be conferred as a result of the candidate meeting defined minimum standards including the following:
 - A member in good standing in his local church;
 - Is able to clearly articulate his conversion, his call to the gospel ministry, and his area of commission;
 - Is willing to submit himself to pastoral and church authority; and
 - Is of good character as described in 1 Timothy 3:1 – 7.
- Ordination is the result of an associate minister's comprehensive and systematic development under the guidance of his pastor.
- The Conference will provide pastors with resources to assist in associate minister development and their preparation for the ordination examination.
- The Conference will conduct the Ordination examination of male candidates only at the request of a pastor who is an active member of the Conference and may be requested under the following circumstances:
 - Candidate has been called to the **pastorate** of a Baptist church;
 - Candidate has been called to the **chaplancy** of a recognized organization;
 - Candidate has been selected to serve a **responsibility or ministry** within or under the auspices of his home church.

Ministerial Development Model

Criteria	Conversion	Call	Commission
Change (Testimony of candidate)	<ul style="list-style-type: none"> • Convicted by Holy Spirit • Public profession of faith • Water Baptism by immersion 	<ul style="list-style-type: none"> • Called by God • Compelled to preach • Equipped with gifts to minister • Evaluated & affirmed by congregation 	<ul style="list-style-type: none"> • Chosen for Service: Pastorate, Chaplaincy, Mission work, or Defined area of ministry in local church
Competencies (Knowledge & Skills of candidate)	<ul style="list-style-type: none"> • Spiritual Disciplines (e.g., prayer, bible study, stewardship) • Discovery and nurturing spiritual gifts • Hearing and responding to voice of God 	<ul style="list-style-type: none"> • Plan of Salvation (knowledge & skill) • Plan of Discipleship (knowledge & skill) • Christian Doctrine • Baptist Distinctives • Preaching and Teaching • Extending the call (invitation) • Ceremonies (Weddings, Funerals & Dedications) • Pulpit Etiquette • Ministerial Ethics • Discovery and nurturing of specialized area of ministry 	<ul style="list-style-type: none"> • Competencies specific to area of concentration • Pastoral Care <ul style="list-style-type: none"> ○ Grief counseling ○ Hospital & home visits ○ Mandatory abuse reporting ○ Confidentiality • Ordinances <ul style="list-style-type: none"> ○ Baptism ○ The Lord's Supper • Church Polity • Church Membership <ul style="list-style-type: none"> ○ Receiving & Dismissing ○ Duties-responsibilities ○ Discipline • Life-long Learning
Character (Testimony of others)	<ul style="list-style-type: none"> • Fruit of the Spirit Galatians 5:22-23 • Faith Development <ul style="list-style-type: none"> ○ 2 Peter 1:5-8 • Christ-likeness <ul style="list-style-type: none"> ○ 1 Cor. 11:1; ○ Philippians 2:5 	<ul style="list-style-type: none"> • Christian Leadership Traits <ul style="list-style-type: none"> ○ 1 Timothy 3:1-5; Titus 1:7-9; ○ 2 Timothy 2:24-25; 	<ul style="list-style-type: none"> • Life-long character development <ul style="list-style-type: none"> ○ Self-guided ○ Upward mentor(s) ○ Peer mentors ○ Mentoring others
Credential	Membership	Licensure	Ordination

Ordination Process

Ordination Criteria:

The Conference's criteria for successful ordination is based on the following and as described in the Ministerial Development Model found on the previous page.

- The candidate's Conversion, Call and Commission is assessed through his written and oral testimony.
- The candidate's knowledge of required areas of biblical, ministerial ethics and pulpit etiquette, and ecclesiastical understanding is assessed through his response to oral and written examination.
- The candidate's competency in defined areas (e.g., Preaching, Lord's Supper, Baptism, etc.) and the candidate's character is confirmed by his pastor. The candidate may be asked questions about these areas during the written or oral examination.

Phase I: Initiation & Documentation

1. The candidate's pastor formally requests ordination through the BPMC by submitting to the BPMC President the completed **Ordination Request Form**, the **Pastor's Recommendation Form** and the **Candidate's signed Articles of Faith statement**.
2. BPMC President determines the candidate's eligibility for ordination and if approved, assigns the Chief Catechizer to administer the ordination process.
3. Chief Catechizer meets with requesting pastor to communicate ordination process, timeline and necessary documentation.
4. Chief Catechizer identifies and confirms members of the ordination council and prepares them for participation in ordination process. The Ordination Council will be comprised of 5 – 7 ordained pastors.
 - Ordination Council members must be active members of the Conference.
 - The requesting pastor may request the participation of up to 2 ministers to serve on the Ordination Council.
5. Candidate and requesting pastor complete all necessary documentation and return to Chief Catechizer. Necessary documentation includes the following:
 - The Candidate's completed Conversion, Call and Commission Statements
 - Candidate's signed Articles of Faith acknowledgement (if not submitted earlier)
 - Candidate's completed written examination (if not submitted earlier)

Phase II: Pre-Ordination Review

The purpose of the pre-ordination review is to verify that all pre-ordination council documentation has been submitted and to determine the candidate's readiness for an ordination council.

1. Catechizer verifies that all documentation has been received and is complete. Any discrepancies are communicated to the candidate and his pastor.
2. Catechizer organizes a package of all submitted documentation and distributes to members of the Ordination council.
3. The Chief Catechizer and the requesting pastor establish the date of the Ordination Council meeting.
4. Ordination Council members review documentation and bring completed documentation review sheets to the Ordination Council Meeting.

Phase III: Examination, Deliberation & Recommendation

1. Written Examination: The candidate's pastor proctors the candidate's completion of the written examination at least 7 days prior to the scheduled council meeting.
2. Oral Examination: Ordination Council members assemble and the Catechizer facilitates the oral examination.
3. After oral examination is completed the candidate is dismissed.
4. Ordination council deliberates and completes scoring and recommendations.

<input type="checkbox"/> Conversion, Call And Commission	15%
<input type="checkbox"/> Written Examination	35%
<input type="checkbox"/> Oral Examination	35%
<input type="checkbox"/> Pastor's Reference	15%
5. Catechizer communicates the results of the examination and recommendations to BPMC president, the candidate and his pastor.
6. **After all requirements are fulfilled** the requesting pastor may proceed to schedule the ordination ceremony for the candidate.

Phase IV: Confirmation & Celebration

1. The BPMC Secretary prepares the official BPMC Ordination Certificate and secures the signatures of the BPMC President, candidate's pastor and ordination council members.
2. The BPMC President and ordination council members participate in the ordination celebration ceremony.
 - a. Secretary or Catechizer reads the report of the Ordination council examination and presents the Ordination Certificate.
 - b. All present participate in the ceremonial laying on of hands during the consecration prayer.

Ordination Forms

Ordination Request Form

1. Candidate's Name: _____

2. Candidate's Age: _____

3. Candidate's Marital Status: __Single __Married Spouse's Name: _____

4. Candidate's Pastor: _____

5. Candidate's Church: _____

6. Length of Membership in Current Church: _____ Years

7. Date Licensed: _____ Licensing Church: _____

8. Purpose of Ordination for this Candidate:

Called to the Pastorate of a Baptist Church _____

Called to the Chaplaincy _____

Called to an area of ministry in home church or will serve in a capacity under the auspices of his home church. Briefly describe:

Requesting Pastor's Signature

Date

Candidate Approved for Ordination Examination
Chief Catechizer Assigned: _____

Candidate Not Approved for Ordination Examination
Reason:

Signature of BPMC President

Date

Candidate Notification Letter

Date

Candidate's Name

Church Name

Street Address

City, State Zip

Dear Minister _____:

Your pastor has requested that the Baptist Pastors and Ministers Conference conduct an examination of your qualifications for ordination as a Baptist Minister of the Gospel. This request has been approved by the Conference President and I have been assigned as the Chief Catechizer for your ordination process.

The ordination process involves the following steps:

- 1) Pre-Council Submissions:
 - a) Your submission of your pastor's recommendation
 - b) Signed statement of agreement with the Articles of Faith
 - c) Completed statement articulating your conversion, call and commission
 - d) Completed written examination

- 2) Ordination Council Meeting
 - a) The Ordination Council Meeting will be scheduled in coordination with you and your pastor.
 - b) The Council Meeting is approximately one hour in length and is comprised of an Oral Examination, which may include discussion of some items included in the Written Examination.

After all Pre-Council Submissions have been received, your Ordination Council will be scheduled and communicated to you, through your pastor.

We look forward to being a part of this significant step in your work in kingdom building as a minister of the gospel.

Sincerely,

Name of Chief Catechizer

Enclosures: (1) Articulating Conversion, Call, Commission; and (2) Articles of Faith Statement

Your Conversion, Call & Commission

Your Conversion Experience

Introduction: Conversion is not simply a shift in status before God. Conversion is a much larger reality in which our restored relationship with God begins to touch and change every area of our lives.

The full experience of Conversion includes seven elements; four are primarily internal and three are primarily external. These seven elements don't necessarily occur in the same order nor are they to be conceived of as hoops to jump through. But a Christian conversion will include all.

The internal elements of Christian conversion:

1. Belief. A person needs to understand and agree with some basic facts about Jesus.

Describe your basic beliefs about Jesus:

2. Repentance. Conversion means a change of mind and of direction. Repentance is not the same as sorrow or remorse. It is a radical and unequivocal rejection of the way of sin and the pattern of life that leads to sin.

Describe the changes that have occurred in your pattern of life as a result of your conversion and repentance:

3. Trust and Assurance of Forgiveness. Responding to Jesus also touches our affections. A converted person will begin to grasp on an emotional level that God loves them and has forgiven them. This complements the more cerebral experience of “belief.”

Provide 2 – 3 examples of how your trust in the Lord has affected your life:

4. Commitment, Allegiance, and Devotion. As we encounter and get to know Jesus, we develop a determination to live for him in the world. Following him becomes more important than any other call on our lives.

Describe how you live out the directions of Jesus in Matthew 16:24 (“If any man will come after me, let him deny himself, and take up his cross, and follow me.”):

The outward or external elements of Christian conversion

1. Baptism. This doesn’t place us in a relationship with God, but it is the formal outward symbol of our faith in Him.

Describe when and where your baptism occurred and the manner in which it was conducted:

2. The Gift of the Spirit. Our relationship with God ceases to be a relationship purely with an external reality. Instead, the Holy Spirit comes and takes up residence inside us.

Describe how you discern the indwelling of the Holy Spirit in you:

3. Incorporation into the Local Church. It is essential that Christians become fully participating members of a local Church.

Describe your current church membership by answering the following questions:

- a. Date you became a member: _____
- b. Please indicate how you became a member in your current church:
 - Baptism
 - Letter
 - Christian Experience
- c. Describe your current areas of service in your local church:

If you were a member of another church prior to your current church, answer the following questions:

- a. Dates of membership in your prior church home:
From: _____ To: _____
- b. Please indicate how you became a member in your prior church:
- c. Baptism
- d. Letter
- e. Christian Experience
- f. Describe your areas of service in your prior church:
- g. Please describe how you left that church:

Have you had periods of non-membership that exceeded 3 months? If so please describe:

Your Call into the Gospel Ministry

Introduction: Every licensed minister of the gospel should be able to clearly communicate their “call” experience both verbally and in writing. It demonstrates the minister’s ability to discern and respond to the voice of God, it positions the minister to exercise his gifts to benefit the body and it encourages other believers to respond to the voice of God in their lives. Even though every person’s experience is unique there are common elements that every minister of the gospel should be able to defensibly articulate. Please read each section and write your experience relative to each section in the space provided.

1. The Discernment of God’s Call: This section is about God (John 10:27)

Describe how you were able to discern the voice of God and what He said to you.

2. The Response to God’s Call: This section is about you (Isaiah 6:8)

Describe how you have responded to God’s call.

3. The Confirmation of God's Call: This section is about the church (Acts 13:3)

Describe how the church encouraged your spiritual growth prior to and after you responded to God's call, the role your pastor played in the process and how other people (believers and non-believers) have been encouraged spiritually as a result of your response to God's call?

Your Commission for Service

Introduction: Ordination is the result of an associate minister’s comprehensive and systematic development under the guidance of his pastor. It signifies the candidate’s readiness to enter into a specific area of ministry and actually “sets them apart” for that particular area of service. Just as articulating the conversion and call are vital skills for the minister to master, so is the ability to communicate one’s commission.

1. Indicate the area of ministry concentration that you will be serving within:

- The Pastorate of another Baptist Church
Name and Location of Church: _____
- The Chaplaincy
Name and Location of Organization: _____
- An area of Ministerial service within my local church (describe below)

2. If you will serve in an area of ministry in your local church or in a Chaplaincy, please identify and describe the ministry context where you will serve (i.e. local church men’s ministry, denomination work, Christian education, evangelism, local prison, women’s shelter, private practice, etc.)

3. How did you come to discover that God was leading you to serve in this particular area?

4. What spiritual gifts, natural abilities, personal experiences and personality traits, etc. do you possess that will enable you to serve in your area of concentration with passion and effectiveness?

5. What is your plan for continued development, growth and improvement within your area of ministry concentration?

Articles of Faith

Please indicate your agreement with the Baptist Articles of Faith as set forth below:

<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that the Holy Bible was written by men divinely inspired, and is a perfect treasure of heavenly instruction?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe in the Divine Trinity , that God is one, but is manifested in three persons, Father, Son, and Holy Ghost, equal in every divine perfection, and executing distinct but harmonious offices in the great work of redemption?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that Man was created in holiness, but by voluntary transgressions Fell from that holy and happy state; and therefore is now under just condemnation to eternal ruin, without defense or excuse?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that the Salvation of Sinners is wholly of grace; through the mediatorial offices of the Son of God?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that the great Gospel blessing which Christ secures to such as believe in him is Justification ; which includes the pardon of sin, and the promise of eternal life; that it is bestowed, not in consideration of any works but solely through faith in the Redeemer's blood?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that Salvation Is Made Free to all by the Gospel; and that nothing prevents the salvation of the greatest sinner on earth, but his own voluntary rejection of the Gospel?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that in order to be saved, sinners must be Regenerated , or born again?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that Repentance and Faith are sacred duties, and also inseparable graces, wrought in our souls by the regenerating Spirit of God?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that Election is the eternal purpose of God, according to which he graciously regenerates, sanctifies and saves sinners?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that Sanctification is the process by which, according to the will of God, we are made partakers of his holiness; that it is a progressive work; that it is begun in regeneration; and that it is carried on in the hearts of believers by the presence and power of the Holy Spirit?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that only real believers endure to the end; that their Persevering attachment to Christ is the grand mark which distinguishes them from superficial professors; that a special Providence watches over their welfare; and they are kept by the power of God through faith unto salvation?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that the Law of God is the eternal and unchangeable rule of his moral government; that it is holy, just and good; and that the inability which the Scriptures ascribe to fallen men to fulfill its precepts, arise entirely from their love of sin; to deliver them from which, and to restore them through a Mediator is one great end of the Gospel ?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that that a visible Church of Christ is a congregation of baptized believers, associated by covenant in the faith and fellowship of the Gospel; observing the ordinances of Christ; governed by his laws; and exercising the gifts, rights, and privileges invested in them by His Word?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that Christian Baptism is the immersion in water of a believer to demonstrate death to sin and resurrection to a new life; and the Lord's Supper commemorates the dying love of Christ?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that the first day of the week is the Lord's Day, or Christian Sabbath , and is to be kept sacred to religious purposes?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that Civil Government is of divine appointment, for the interest and good order of human society; and that magistrates are to be prayed for, conscientiously honored and obeyed; except only in things opposed to the will of our Lord Jesus Christ?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that that there is a radical and essential difference between the Righteous and the Wicked ; that only through faith are justified in the name of the Lord Jesus, and sanctified by the Spirit of our God?
<input type="checkbox"/> Yes	<input type="checkbox"/> No	Do you believe that the Scriptures teach that the End of the World is approaching; that at the last day, Christ will descend from heaven, and raise the dead from the grave for final retribution; that a solemn separation will then take place; that the wicked will be adjudged to endless punishment, and the righteous to endless joy?

By my signature below, I indicate my complete agreement with the Articles of Faith as described above:

Signed: _____ Date: _____

Reference Evaluation: Senior Pastor

(Name of Candidate) _____ is a candidate for Ordination by the Baptist Pastors and Ministers Conference (Conference) of Omaha, Nebraska. The Conference is interested in any personal insights you can provide with regard to the candidate's personal qualities and character, spiritual maturity and potential for ministerial experience and effectiveness. Please help us in our appraisal of this individual by answering the following questions. Provide clarifying comments as necessary:

1. How long have you known the candidate?
2. Please describe the candidate's ability to get along with, and work with others, with church ministries, and with those in authority.
3. Please describe any outstanding abilities or leadership skills the candidate possesses? (Organizational skills, teaching ability, preaching, music, counseling, soul-winning, etc.)
4. To your knowledge, does the candidate misuse intoxicating beverages or narcotics in any form?
5. To your knowledge, are there any tendencies or traits, or lack of abilities and skills, which you feel might reduce the effectiveness of the candidate as an ordained minister?
6. Do you believe that the candidate has attained a sufficient spiritual maturity level that would enable him to serve effectively as an ordained minister?
7. Please describe anything about the character, life, faith, and doctrines of this candidate that the Conference should take into consideration:
8. Please describe the candidate's spiritual gifts that he has discovered, developed and is using for the church:

Pulpit Experience/Preaching

- Well experienced
- Moderate experience
- Light experience

Teaching:

- Well experienced
- Moderate experience
- Light experience

Conducting Ordinance of Communion

- Well experienced
- Moderately capable
- Light experience

Conducting Ordinance of Baptism

- Well experienced
- Moderately capable
- Light experience

Work Ability (in the ministry):

- Does more than required
- Satisfactory work ability
- Enough to get by

Stability/Ability to withstand pressure:

- Tolerates pressure well
- Average tolerance/usually remains calm
- Has difficulty handling pressure

Personal Organization:

- Conscientious, tidy, and clean
- Fairly neat
- Tends to be disorderly

Response/Attitude to Authority:

- Helpful and cooperative
- Usually responsive
- Somewhat resentful of authority

Emotional Stability:

- Self-controlled and mature
- Usually stable
- Moody and changeable

In my opinion, the candidate named on this form exhibits the high moral and professional character of an ordained minister of the gospel as evidenced by my signature below.

Signed _____

Date _____

Printed Name _____

Email _____

Phone _____

Please return this form by mail to:

Baptist Pastors & Ministers Conference
Ordination Council
P. O. Box 4928
Omaha, NE 68104

Ordination Written Examination

Part I: The Preacher

1. What is the Gospel?

The Gospel is the Good News of Jesus Christ. It is the message that Jesus Christ died for my sins, was buried and on the third day, rose from the dead with all power in His hands. He is now seated on the right hand of the Father. This, according to Romans 1:16, is “the power of God for the salvation of everyone who believes,” embraces, and accepts it.

2. What is preaching?

“Preaching is divine communication of God’s word through a human vessel with the intent to transform.” Supporting scriptures of preaching include the following:

- 1 Corinthians 1:18 – “For the preaching of the cross is to them that perish foolishness; but unto us which are saved it is the **power of God.**”*
- 1 Timothy 2:7 – “Whereunto **I am ordained a preacher, and an apostle,** (I speak the truth in Christ, and lie not;) a teacher of the Gentiles in faith and verity.”*
- 2 Timothy 4:2-3 – “**Preach the word;** be instant in season, out of season; reprove, rebuke, exhort with all long suffering and doctrine. 3 For the time will come when they will not endure sound doctrine; but after their own lusts shall they heap to themselves teachers, having itching ears;”*
- Jeremiah 1:9 – “Then the Lord put forth his hand, and touched my mouth. And the **Lord said unto me, Behold, I have put my words in thy mouth.**”*

3. Powerful, persuasive preaching requires that the preacher possess biblical literacy; he must know how to handle the word of God. Therefore it is crucial that the preacher develops discipline in the several areas. Please list and describe them at least four ministerial disciplines:

- Approach to understanding the bible (biblical lens) – The two primary approaches are the Doxological (God’s glory) and the Redemptive (God’s plan unfolding through history)*
- How to accurately study the bible- Hermeneutics*
- Categorizing the major doctrines of the bible – Systematic Theology*
- Defending the gospel message - Apologetics*
- Applying the doctrines of the bible to life – Pastoral Theology*
- Using the bible to prepare sermons – Homiletics*

Part II: Biblical Knowledge

1. What is the Bible? Provide scripture references to support your answer.
The Bible is God's written revelation to man. (II Timothy 3:16-17; II Peter 1:21)
2. How many books are in the Bible?
The Bible contains 66 books.
3. How many Testaments are there in the Bible?
There are two—the old and the new.
4. How many books are in the Old Testament? How many are in the New Testament?
There are 39 books in the Old Testament and 27 in the New Testament.
5. What are the five divisions of the Old Testament?
Law, History, Poetry, Major Prophets, Minor Prophets
6. What are the five generally accepted categories of the New Testament?
Gospels, History, Pauline Epistles, General Epistles, and Prophecy/Apocalypse.
7. What is the meaning of the word "Testament"?
Testament means "Covenant" or "Agreement".
8. Who wrote the Bible?
The Bible was written by 40 authors covering approximately 1,600 years
9. Describe how the glory of God expresses itself throughout the bible?
God has expressed Himself through
 - Physically such as a burning bush (Exodus), cloud and pillar of fire (Exodus 13:21), rushing wind and tongues of fire (Acts 2:3).
 - His voice. (Psalms 29:3; Matthew 3:17)
 - His Son, Jesus the Christ (Hebrews 1:2)
10. Describe in general terms the redemptive plan of God as revealed in the bible?
 - *The fall of man brought a radical change in man's nature and condition as sin brought condemnation. As a result, all of mankind was plunged into sin; therefore all men stand in need of redemption.*
 - *Having lost purity and innocence, man could not save or redeem himself. "Who can bring a clean thing out of an unclean? Not one" (Job 14:4). Yet such a restoration is indispensable to redemption. "Except a man be born again, he cannot see the kingdom of God" (John 3:3).*

- *God's plan of restoration for fallen man includes the Abrahamic Covenant, was prophesized by Isaiah (35:4) and was fulfilled in the birth, death and resurrection of His Son, Jesus (John 3:16-17)*

Part III: The Church and Baptist Polity

1. What is the Church?

The Church is a congregation of baptized believers in Christ Jesus.

2. What are the Biblical offices of the Baptist Church?

Pastor & Deacons

3. What are the modes of admission in the Baptist Church? Explain each.

Admission may be executed by baptism, by letter, or by Christian experience.

4. What are the modes of dismissal?

Members may be dismissed by letter, by exclusion (withdrawal of the right hand of fellowship), or by death.

5. Describe the distinctives of the Baptist church:

5.1. *Biblical Authority: The Bible is the final authority in all matters of faith and practice because the Bible is inspired by God and bears the absolute authority of God Himself. 2 Timothy 3:15-16; 1 Thessalonians 2:13; 2 Peter 1:20-21.*

5.2. *Autonomy of the Local Church: The local church is an independent body accountable to the Lord Jesus Christ, the head of the church. All human authority for governing the local church resides within the local church itself. Thus the church is autonomous or self-governing. Colossians 1:18; 2 Corinthians 8:1-5, 19,23.*

5.3. *Priesthood of the Believer: Every believer is a priest of God and may enter into His presence in prayer directly through our Great High Priest Jesus Christ. No other mediator is needed between God and His people. All have equal access to God. 1 Peter 2:5, 9; Revelation 5:9-10.*

5.4. *Two Ordinances: The local church practices two ordinances: (1) Baptism of believers by full immersion in water; and (2) the Lord's Supper or Communion commemorating His death for our sins. Matthew 28:19-20; 1 Corinthians 11:23-32.*

5.5. *Separation of Church and State: No power on earth is higher than God's Word, and a church should not be in any way yoked or controlled by the state, or and any civil authority in religious matters. We support the rightly appointed civil authority of government over us and pray for them that we live our lives in peace.(2 Peter 2:13-15)*

5.6. *Church Is Made Up Of Saved Baptized Believers: Baptists reject the baptism of infants (paedobaptism) and baptismal regeneration. A local church is made up only of those who have by faith trusting in Jesus Christ's shed blood alone for their salvation and who have made a public professions of faith and been scripturally baptized. (Acts 2:41-42) An infant is not capable of believing, and is protected by the Grace of God until the age of accountability, and baptism is not necessary for salvation and has no saving properties.*

Part IV: Doctrine

God the Father

1. The Knowledge of God: Describe your biblical position on the existence of God and the ability of man to know God. Please provide scriptural support.
 - *God existed before time began and man is able to know God because He has chosen to reveal Himself primarily through creation, the bible and Jesus Christ. However, man can only enter into relationship with God through faith in His Son, Jesus Christ. (Gen. 1:1)*
2. The Attributes of God: Briefly explain each of the following attributes of God and how each attributes adds to our understanding of God? Please provide scriptural support.
 - Holiness: *God is separate from all sin and evil (Lev. 11:44; 1 Pe. 1:15-16)*
 - Righteousness: *God always does what is right (Psalm 11:7)*
 - Omnipotence: *God is all powerful (Gen. 17:1)*
 - Omnipresent: *God is present everywhere at the same time (Psalm 139:7-11)*
 - Omniscience: *God knows everything (Psalm 139:16; Acts 15:18)*
 - Sovereignty: *God is the supreme power in the universe (Psalm 24:1; Psalm 135:6)*

The Trinity

3. What is the Trinity?
 - *God is One, who exists simultaneously in three persons - Father, Son and Holy Spirit. Each is equal, powerful, and eternal with the other.*
4. What is the relevance of the doctrine of the trinity to the believer?
 - *All three are involved in salvation, it provides a model for unity and diversity in human interactions.*

Bible:

5. Explain each aspect of the doctrine of the bible and how each adds to our trust in and commitment to study and apply the bible to our daily lives. Please provide scriptural support.
 - Revelation: *One of the primary ways that God has made himself knowable through is through his word. In it he has revealed himself, his plan and his Son to all.*
 - Inspiration: *The bible was written under the supernatural influence of the Holy Spirit (2 Tim. 3:16; 2 Peter 1:21)*
 - Inerrancy: *The bible was written without error in its original languages (Psalm 12:6; Psalm 19:7)*
 - Authority: *The bible is final word on all matters of faith and practice*

Creation/Man/Sin:

6. Explain each doctrine and its relevance. Please provide scriptural support.
 - The Creation of the World: *God created the world in 7 days with no pre-existing materials (Gen. 1:1)*
 - The Creation of Man in the Image of God: *God created man in his image. That means that man has the capacity to think, feel and chose to love God (Gen 1:26-27)*
 - The Fall of Man: *All of mankind fell from a state of innocence to standing of guilt before God as a result of Adam's sin in the garden of Eden (Gen 3)*
 - The Nature of Sin: *Sin is anything that does not reflect the holiness and righteousness of God.*
 - The Consequences of Sin: *The consequences of sin are separation from God (Rom. 6:23)*

Salvation:

Describe each of the following doctrines and how they impact the believer's relationship with God. Please provide scriptural support.

7. Conversion: *Conversion is a two part reality of repentance from sin and faith in Jesus Christ (John 3:16)*
 - Regeneration: *Regeneration means "born again" or born from above. (St. John 3:3)*
 - Justification: *Justification is an Act of God which grants forgiveness and imputes righteous in the sinner so that they can be declare right before God.*
 - Sanctification: *Sanctification is the saving of the Christian life. It means to be saved from the power of sin. (St. John 1:17; Romans 8:9; I Corinthians 6:19; St. John 17:19)*
 - Glorification: *Glorification is the sum total of glory and reward of the Christian in heaven and means to be saved from the presence of sin. (Romans 8:17, 23, 29, 30)*

Jesus

8. His Person and His Work and His Work: Describe each aspect of the nature of Jesus Christ and how each aspect is necessary for the believer to properly understand the mediatorial role of Jesus Christ in the process of spiritual development. Please provide scriptural support.
- *The union of the divine and the human is manifest in Christ Jesus, the only begotten Son of God. He is our ultimate hope (Col.1:27), our highest love (Phil.1:21), and the sole object of our faith (Acts 4:12). Jesus Christ is our life (Col.3:4) and only in Him do we have a full share in the resurrection to come and eternal life (1Pet.1:3-4; cf. Tit.3:6-7), for He is the resurrection and the life (Jn.11:25).*
 - *Jesus died for the sins of mankind on Calvary's cross, was buried and was bodily resurrected on the third day. Without Jesus we along with the entire human race would be lost, but in Him we have been delivered from the wrath to come (1Thes.1:10). Without Jesus all of human history and our lives in particular would be essentially pointless and meaningless, but in Him we anticipate eternal life and great reward (Rev.22:12).*

Holy Spirit

9. The Holy Spirit is a personal being just as the Father and the Son. Describe each aspect of the nature of Holy Spirit and how He is involved in the conviction, salvation and sanctification of the believer.
- *The Spirit is not an impersonal "it" or simply an influence. The Spirit has personal characteristics including intelligence (1 Cor. 2:10-11); emotions (Eph. 4:30 – "Do not grieve the Holy Spirit"); and will (1 Cor. 2:11). He teaches us (John 14:26), commands (Acts 8:29), and intercedes for us in prayer (Rom. 8:26).*
 - *He is central in salvation (How people are saved), directs and enables evangelistic efforts (Acts 8:26, 29; Acts 1:8); convicts the unbeliever of sin (John 16:8-11); regenerates (saves) the person; gives them the new nature (Titus 3:5) and seals (eternally secures) the person. The presence of the Holy Spirit is the "seal" or guarantee that a person is saved and will remain saved (Eph. 1:13).*
 - *The Spirit permanently indwells all believers (Rom. 5:5; 8:9; 1 Cor. 3:16; 6:19; John 14:16).*

10. His Person and His Work: Describe the nature of the Holy Spirit and how that lays the foundation for developing a proper relationship with Him. Please provide scriptural support.

Christ promised His disciples that they would be gifted by the Father with a Counselor, which is identified as the Holy Spirit. The Greek word for Counselor is paraclete, and is translated as counselor, comforter, advocate and helper. This Holy Spirit is seen as coming from the Father and defined as a counselor. It is also defined as a Spirit of truth and of power.

John 14:16, 26: "I will ask the Father, and he will give you another Counselor to be with you forever, the Spirit of truth. Verse 26: But the Counselor, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you.

John 15:26: "When the Counselor comes, whom I will send to you from the Father, the Spirit of truth who goes out from the Father, he will testify about me.

Part V: Ministerial & Pulpit Ethics and Etiquette

1. What are ethics?
Ethics speak to the inward condition, the character of an individual.
2. What is etiquette?
Etiquette deals with outward behavior, how one acts or conducts himself in various situations.
3. Because he is constantly in the public eye, a minister must be ever mindful of his appearance, actions, speech and attitude in order to be a good example in the church and the community.
 True
 False
4. An associate minister visiting another church may enter the pulpit . . .
 Upon arrival at the church
 Upon the request of another minister
 Upon the request of the host church pastor
5. When one is asked to participate in a service (i.e. read scripture, pray, etc.), the associate minister should . . .
 Stand up, do exactly what they are asked to do, and sit down.
 Greet the congregation, acknowledge those in the pulpit, and then do as asked.
 Stand up, make a statement of biblical knowledge or scripture, and then do as asked.
6. If you are invited to preach, ask for the approval of your pastor before accepting the invitation.
 True
 False

7. If a member of your church seeks your counsel . . .
- Offer no guidance and advise them to first confer with the pastor.**
 - Offer initial guidance and scripture, then advise them to confer with the pastor.
8. Brotherliness, respect, and professional courtesies means that ministers do not discuss other pastors, ministers or their families with members.
- True**
 - False
9. If a minor child reports that they have been physically or sexually mistreated, please describe how you should respond:
- Immediately inform your pastor of the details and together report to the State of Nebraska Department of Health and Human Services - C Child Abuse/Neglect Hotline at 1-800-652-1999. In an emergency, contact local law enforcement.*
10. In the state of Nebraska, only ordained ministers can perform . . .
(Select the one most correct answer)
- Weddings**
 - Funerals
 - Weddings and Funerals

Ordination Oral Examination

1. Clarification and follow-up discussion
 - Items contained in the written examination.
 - Submitted items (e.g., Conversion, Call, Commission Statement, etc.)
2. Explain your understanding of the Associate Minister's relationship to the pastor in a Baptist church:
 - *The associate's primary role is to support his pastor and to carry out tasks and responsibilities as assigned by the pastor. The associate is not in competition with the pastor, does not speak for the pastor and is aware of congregational issues that should only be addressed by the pastor.*
3. Please describe your preferred sermon type and why it is your preference?
4. What are the sources of sermon material that you utilize?
 - *Sources of sermon material may include the Holy Spirit, the Bible, the minister's study of other theological resources, and current events in the church, community or nation*
5. Describe your process for sermon preparation:
 - *Ministers include prayer and meditation on God's Word as minimum elements of their sermon preparation.*
6. Describe your position regarding spirituality and material prosperity?
Response may include comments reflective of the following ideas:
 - *Spirituality and the desire to have and display wealth are conflicting values.*
 - *"The love of money is a root of all kinds of evil." (1 Timothy 6:10)*
 - *Conspicuous consumption might vary from person to person.*
 - *Spiritual prosperity occurs as one feeds upon the truth of God found only in His Son Jesus Christ, and lives his or her life in harmony with that truth.*
 - *Desiring material prosperity for personal gain is not viewed favorably. (James 4:2-4)*
7. Demonstrate how you share the plan of salvation with an unbeliever.
 - *The plan of salvation can be shared in simple terms or in considerable detail. The basics are as simple as ABC – **A**dmit that you are a sinner, **B**elieve in Jesus as the Son of God and **C**onfess your sins and invite Jesus into your heart. Relevant scriptures include Romans 3:23, 6:23 and 10:9-10.*

8. Describe a discipleship relationship that you've nurtured including who and how you guided the individual's Christian growth.
9. Demonstrate a skill related to your area of concentration.
11. Describe your commitment to and approach to personal spiritual self-care while doing the work of ministry?

Candidate's response should describe the following:

- *Prayer life*
- *Bible study*
- *Life-long education, both biblical and secular*
- *Relationships with other ministers of the gospel*

10. Philosophy and World View

- a. Describe your position on women in the ministry.
- b. Describe your view of homosexuality and same sex marriage.
- c. Describe your position on the involvement of ministers in civic and political activity.

Scoring Process

Successful Ordination requires a total weighed score of ___%

Candidate: _____ Date: _____

Examination Area	Score	Weight	Weighed Score	Notes - Comments
Pastor's Recommendation		15%		
Conversion, Calling and Commission		15%		
Written Examination		35%		
Oral Examination		35%		
Total Score				

Certificate of Ordination

Ordination Council

Baptist Pastors & Ministers
Conference President

Ordination Council Chairman

Ordination Council Secretary

Council Member

Council Member

Council Member

Council Member

Pastor, _____ Baptist Church

We, the undersigned, certify that upon the recommendation and request of the _____ **Baptist Church** of Omaha, Nebraska which had full and sufficient opportunity for judging his gifts; and after satisfactory examination by the Ordination Council in regard to his Christian experience, call to the ministry and views of Bible doctrine,

Minister _____

Was solemnly and publicly set apart and ordained to the work of

THE GOSPEL MINISTRY

By authority and order of the
Baptist Pastors and Ministers Conference
Omaha, Nebraska

On the ____ Day of _____, 201__