



Supervisors of Lay Ministers/ Students

It is exciting to be on the journey of reaching the 22 million unchurched people in our region as we desire to have a *transforming presence for Christ in every zip code*. We as a Regional Board of Ministerial Development (RBMD) are committed to working with Pastors and churches in raising up a core of competent and passionate leaders to help reach this goal.

In order to more effectively provide training for leaders at every level we have streamlined the Ministerial Training Process to provide for greater collaboration among the Local Church, Region, and Denomination in ministerial training. The revised Ministerial Training Process is available at the [Great Lakes Region](#) website. Please download and read through this process. It will be helpful to you as you work with ministers in training in your local church.

Under the new process those who are preparing for vocational ministry training and those serving as lay persons in a ministerial capacity will receive credentials from their local church as a Lay Minister. In the process of overseeing the Lay Minister the local church is responsible for the following:

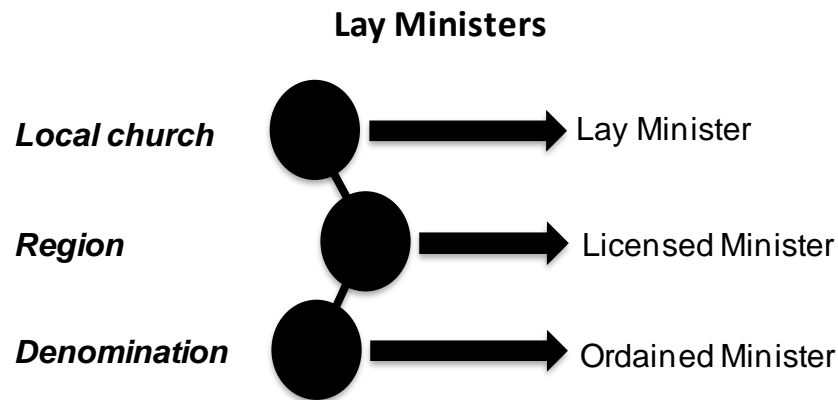
- Encouragement and accountability for faithful support of the local church through attendance, giving, and serving in ministry.
- Regular meetings with a Pastor and/or mentor/s for ongoing spiritual growth and development of ministerial competencies.
- Discipleship training for the Lay Minister similar to that provided for other leaders in the church.
- Accountability for completing the courses and competences developed for Lay Ministers. The Regional Board of Ministerial Development will assist the local church in this responsibility.
- Annual review of the progress of Lay Minister by the LBA and Pastor. The LBA must recommend the Lay Minister for continued appointment each year.

On the next page you will find a summary of the Lay Minister category. The RBMD is also providing a list of recommended topics for supervisors and mentors to discuss with their Lay Ministers/ students. In addition, a sample annual interview for Supervisors of Lay Ministers and a sample interview for LBAs to use with their Lay Ministers is provided. Additional information will be provided through the Regional Board of Administration office.

We are committed to working alongside the local church in raising up leaders to serve the church as we seek to reach the 22 million unchurched people in our region.

Together in Christ,

GLR RBMD



Individuals who sense a call to ministry service and begin serving in the local church may have their calling and giftedness for ministry officially recognized by their Local church in becoming a Lay Minister. Lay Ministers may serve as lay pastors, lay staff pastors, or students pursuing vocational training for ministry. Lay Ministers completing the required coursework may continue as Lay Ministers as long as they are serving in their Local church and continue to receive the recommendation of their local church. The following is a summary of the category of Lay Minister. It is highly recommended that candidates read through the *GLR Ministerial Training Process* manual as well.

Steps to becoming a Lay Minister:

- Step 1:** Discuss call to ministry with your pastor.
- Step 2:** Complete Discipleship training and become a member at the leader’s level of your local church.
- Step 3:** Receive Lay Minister credentials from your local church.
- Step 4:** Register with the Great Lakes Region.
- Step 5:** Register with the Department of Education and Clergy Development.

Continuing as a Lay Minister:

- Expectation 1:** Complete academic requirements for Lay Ministers.
- Expectation 2:** Continue to meet regularly for mentoring with your pastor.
- Expectation 3:** Receive a recommendation from your local church LBA for continued listing as a Lay Minister.

Privileges of a Lay Minister:

- Serve in leadership and teaching ministries under direction of local church.
- May serve in a lay capacity as a pastor, staff pastor, or student pursuing ministerial credentials.
- If serving as the lead or solo pastor of a church in the region may be a voting delegate at the Regional Conference and be authorized to serve the sacraments. May not officiate weddings.

For additional information:

If you have additional questions regarding the Lay Minister process or any other aspect of the ministry credentialing process in the GLR, feel free to contact the RBMD office or one of the RBMD directors listed below. We would be happy to help you in the process of equipping leaders to pursue God's calling on their lives.

RBMD Office:

Mailing Address: 1200 60th St SE, Grand Rapids MI 49508

Email: <mailto:office@theGLR.org>

Phone: [616-827-9450](tel:616-827-9450)

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RBMD Directors:

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Rev. Ron Gormong, [Email](#), Phone: [715-520-3873](tel:715-520-3873)

Rev. Andrew (Drew) Mills, [Email](#), Phone: [810-327-6211](tel:810-327-6211)



Coaching/Mentoring Topics

It is recommended that supervisors and mentors meet for extended conversations with Lay Ministers in training as they discuss important aspects of the Lay Minister's spiritual life, family, temperament, and ministry practice. The following list of topics serve as a guide for issues for which ministers in training typically need guidance. Supervisors and mentors are encouraged to tailor their mentoring to fit the specific ministry context as well as to encourage further dialogue regarding additional topics and issues that may come up during the training process. These topics are in addition to the ongoing review and evaluation of ministry practice that is anticipated will be included in the oversight that supervisors and mentors will be providing to the Lay Minister.

- Salvation experience and spiritual practices leading to ongoing spiritual growth and development.
- Call to ministry.
- Plans for developing a healthy holistic approach to personal life, family life, and ministry engagement.
- Practice of personal evangelism.
- Investment in the spiritual growth and development of others.
- Review of and alignment with the Articles of Religion of The Wesleyan Church and the Wesleyan Church's stance on women in ministry and other social issues.
- Plans for ongoing leadership development.
- Engagement in social issues for which the church may provide a redemptive message.
- Practice of the leadership commitments of the local church and The Wesleyan Church.



Lay Minister Annual Interview with Supervisor/Mentor

The annual interview for Lay Minister's by the supervisor/mentor is adapted from the DBMD annual interview form. It should be used as a template for an in-depth conversation between the Lay Minister and the Pastor/mentor.

1. Please give a brief testimony of your present spiritual state and progress.
2. Do you have the conviction that you are called to a life of ministerial service? In what ways has your call to ministry been confirmed or clarified during this last year?
3. Share your plans for service in the church and how you envision fulfilling God's call. (If married) How will your spouse partner with you in ministry?
4. What have you done this past year to grow spiritually and improve your knowledge of the Word?
5. What have you done to further develop your understanding of the ministry?
6. How has your practical experiences this past year helped to prepare you for future ministry?
7. How would you evaluate your current practice of personal evangelism?
8. What are you doing to help disciple people and encourage spiritual growth in them?
9. What are the greatest difficulties or discouragements you have encountered this past year in ministry or in your ministerial training?
10. What is your understanding of the nature, purpose, and mission of the Church?
11. List any doctrinal positions of The Wesleyan Church which, at present, seem unclear or with which you now have difficulty, and explain concerns you may have about them.
12. Do you have hesitancy or questions relating to living by the Leadership commitments? If so, please explain.
13. What current social issues evoke your concern? Are you in support of The Wesleyan Church's convictions regarding many of the challenging social and spiritual issues of today such as, gender identity, same sex marriage, ethnic diversity, ordaining women for ministry, the value of life, etc.?

14. Have you had any financial pressure this past year which might hinder your continued progress toward ordination/commissioning? If yes, explain. What is your current indebtedness for mortgage? all others? What is your monthly debt service?

15. Do you continue to pledge that you will do everything in your power to see that your personal life and obligations will not interfere with your witness nor bring reproach upon the Lord's work?

16. Are you maintaining a life of personal integrity and moral purity?

17. How are you doing in meeting the educational requirements for ministry? How can we help you in this process?

18. Everyone has a variety of God-given strengths/assets. What do you consider to be some of your personal strengths?

19. As you currently understand your strengths and weaknesses, what are the areas of your personal life which need improvement? What can you do to make the necessary improvements?

20. Is there anything in your life or ministry which we should discuss that could potential hinder, limit or even cause you to leave the ministry?

21. Has anyone accused you of any acts of sexual immorality, pornography, abuse (mental, physical, or sexual), pedophilia, homosexuality, or other criminal activities? Are there any issues in these areas for which additional counsel would be helpful?

22. How can I be praying for you and better supporting you as you continue to serve as a Lay Minister?



Lay Minister Annual Interview with LBA

This annual interview is designed as a template for the LBA in providing the annual review of the Lay Minister. The Lay Minister will not be required to submit an ASR, but the local church will be required to report each year that the Lay Minister/s serving at the local church is/are being recommended for continued listing as a Lay Minister/s. It is expected that the Pastor or the LBA will ask each Lay Minister to respond to the required questions included at the end of the interview form prior to making their recommendation. For additional guidance in conducting the annual interview, feel free to contact the RBMD office.

- How are things with you and your family? What can we celebrate with you? Are there some concerns or challenges that we might pray with you for and help you in addressing?
- Share a brief testimony of your present spiritual state and the progress you are making towards spiritual maturity.
- How is God confirming your call to ministry?
- How would you evaluate your ministry this past year? What are you celebrating? Where would you like to see additional growth or development?
- Are there any areas where we could be of greater help to you as you serve in ministry and/or continue your preparation for vocational ministry?
- How can we be praying with you and your family?

Required questions:

- Is there anything in your life or ministry which we should discuss that could potentially hinder, limit or even cause you to leave the ministry?
- Has anyone accused you of any acts of sexual immorality, pornography, abuse (mental, physical, or sexual), pedophilia, homosexuality, or other criminal activities? Are there any issues in these areas for which additional counsel would be helpful?



Lay Minister Review

Lay Minister's name: _____

Local Church: _____

Pastor/Mentor: _____

Pastor/Mentor's phone number: _____

Pastor/Mentor's email: _____

Please select one:

____ The LBA met with the above-named Lay Minister and are recommending him/her for continued listing as a Lay Minister.

____ The LBA met with the above-named Lay Minister and are conditionally recommending him/her for continued listing as a Lay Minister. We have shared the following issues with him/her along with recommended changes to be made.

____ The LBA met with the above-named Lay Minister and are not recommending him/her for continued listing as a Lay Minister. The reasons are as follows:

Pastor's/mentor's signature:

Date:

Vice chair or LBA Secretary's signature:

Date:

Please submit the completed recommendation form to the RBMD office.

Mailing Address: 1200 60th St SE, Grand Rapids MI 49508

Email: <mailto:office@theGLR.org>

Phone: [616-827-9450](tel:616-827-9450)

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