

ECM/Board of Ministry Interview Questions

Ordination and/or District License Applicant: This document contains the essay question you will need to submit in advance as well as the questions you will be asked during your ECM or Board of Ministry Interview this year. Please read through each question carefully.

Essay questions should be submitted to Darin Fowler (districtsecretary@nwilnaz.org) no later than September 30, 2026.

Prepare a **brief verbal response** for the remaining questions to be shared during your interview.

We are asking for your personal behavioral living pattern and your biblical theological understanding of that subject. Wesley taught us the Holy Spirit bears witness to us objectively and subjectively. Objectively, this comes through Scripture and the study of the Word where the Holy Spirit will bear witness in our spirit. Subjectively, it is our personal experience outside of Scripture with the testimony of the Holy Spirit who bears witness in our life. In other words, what are your answers from both scripture and how you live?

Essay Question: Write a 1-page (approximately 300 word) essay on your understanding of Articles of Faith 1-4 (Manual 1-4). Please include your name at the top. Submit them as a Word document or pdf. Please do not send files from SharePoint or other similar locations. Consider the four interview questions regarding the Articles of Faith (listed below) in your response.

Interview Questions:

I. Articles of Faith

I. We believe God is “eternally existent,” “infinite,” and “sovereign.” We also believe God is “holy love and light.”

How would you explain God being all powerful and all loving without diminishing either quality?

II. We believe that God became human in Jesus, who is fully God and fully human, that He died for our sins and “truly arose from the dead and took again His body.”

Why does this matter?

III. We believe in the Holy Spirit, the third Person of the Triune Godhead, who is “convincing the world of sin, regenerating those who repent and believe, sanctifying believers, and guiding into all truth as it is in Jesus.”

Why is the Holy Spirit’s regenerating work limited to those who “repent and believe”?

IV. We believe in the plenary inspiration of the Holy Scriptures, by which we understand the 66 books of the Old and New Testaments, given by divine inspiration, inerrantly revealing the will of God concerning us in all things necessary to our salvation, so that whatever is not contained therein is not to be enjoined as an article of faith.

What does it mean that the 66 books of the Old and New Testaments are given by divine inspiration and inerrantly reveal the will of God concerning us in all things pertaining to salvation? How does our view of Scripture differ from fundamentalists on the one side and liberal mainline Protestantism on the other?

II. Covenant of Christian Character

21.1 (1) Why is the first requirement of membership to “love God with all the heart, soul, mind, and strength, and one’s neighbor as one’s self”?

21.1 (2) Every member commits to “press upon the attention of the unsaved the claims of the gospel, inviting them to the house of the Lord, and trying to compass their salvation.” What does it mean to be unsaved?

What are the claims of the gospel? How do we know when we have led them to “salvation?”

21.1 (3). What does it mean to be courteous to all people and why would this be in the top three requirements of membership in the church?

21.1 (4). Why are we required to be helpful particularly to those who are also of the faith?

III. Covenant of Christian Conduct

What is the difference between the Covenant of Christian Character and the Covenant of Christian Conduct? Why do we have two covenants? Why does one say “it is required” and the other “should be followed carefully and conscientiously as guides and helps to holy living?”

28.3 Why does the Church of the Nazarene have a special regard for the poor? What does this have to do with holiness?

29.5 Why do we ask our members to abstain from alcohol? How will you teach this in your church?

What business is it of the church how its members live out Christian lives? Why would a church attempt to have a unified collective conscience on matters of contemporary life not specifically addressed by Scripture?

IV. Core Behaviors: Win One

Please tell a story of your personal involvement in a specific individual beginning to follow Christ.

V. Special Focus: District Culture

We show up for each other. We show up to monthly pastors gatherings (POPS), District Assembly, Auxiliary Conventions, Team Day. We don't show up late and leave early; we show up early and leave after the last amen. We show up for fellow ministers' funerals whether we personally knew them or not. We all serve on district and/or denominational teams, events, or projects. About a tithe of a pastor's work year is invested in the larger, connectional work of the church. How do you feel about making this commitment?

We do our part to support global mission work (World Evangelism Fund), our retired ministers (P&B), our university (Olivet Educational Fund), and our District Ministries Fund. Every church meets and strives to exceed its Funding the Mission giving goals in full each week and reports it. We celebrate this giving regularly with our congregations, so they know the good they are doing. How would you go about establishing a local church culture that always exceeds its giving goals and celebrates the good being accomplished by this giving?

We reproduce churches who make Christlike disciples in the nations. Every church is either already a regularly multiplying church or on the mission pathway toward becoming one. We receive coaching support and are accountable for our churches progress toward becoming a multiplying church. If you serve as lead pastor, will you commit to fully engage with a coach and be accountable for your progress? If you serve in another role, how will you fully support your church's efforts to become a multiplying church?