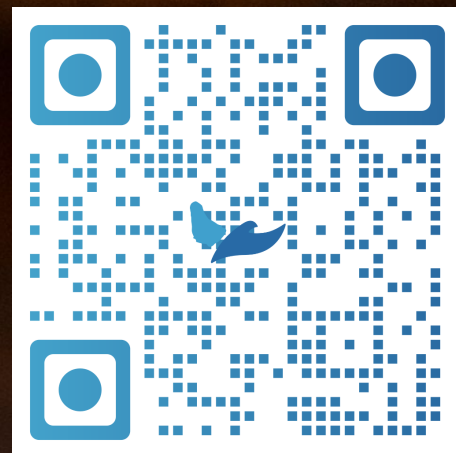


**WESLEYAN HOLINESS CHURCH
BARBADOS DISTRICT**

MINISTERIAL PREPARATIONS

**A GUIDE TO
MINISTRY CREDENTIALS
IN THE
WESLEYAN HOLINESS CHURCH**



2026 EDITION

ADAPTED FROM THE WESLEYAN CHURCH

BOARD OF MINISTERIAL DEVELOPMENT

God Called, You Answered. Now What?

Next to accepting Christ as your Savior, committing yourself to follow God's call to ministry will be the most important and exciting decision of your life. If you have received a call into ministry, or are wondering if God might be calling you, we want to join your pastor and trusted Christian friends in helping to confirm your call. You might be asking some of the following questions:

HOW DOES GOD CALL PEOPLE?

The idea of being "called" to ministerial service may be foreign to you. Most individuals choose what they want to do to earn a living. The Bible teaches us that while every Christian is called to be God's servant and to use his or her vocation to minister to others, God calls some to specialized ministries in behalf of the Church. People do not choose to become ministers, missionaries or some other form of ordained or commissioned minister in the Church; they are called by the Lord.

God calls a lot of different kinds of people to commit themselves to areas of specialized Christian service and He calls them in a lot of different ways.

Some people are called in dramatic ways, but most people experience their "call" as a growing conviction, or compulsion, resulting from a time of commitment to the will of God in their lives. Often this takes place at youth camp, camp meeting, missionary convention or revival meeting. But don't worry if your call didn't come this way – there is no one way that God calls people.

HOW CAN I BE SURE I AM CALLED?

How you are called is not as important as being certain you are called. If God has called you, He can make that call very clear to you. God calls people from within the Body of Christ to minister to that Body and to assist it in incorporating others into fellowship. It seems logical then that He would use the Body of Christ to recognize and nurture those who are called to areas of specialized ministry. God can use your local church and close Christian friends to help make your call clear and to help prepare you for ministry.

We believe those who are called should manifest four "marks" regarding the genuineness of their call. These four marks are the considering factors in examining candidates for ministry. (*WHD 2023: 1103:1- 4*)

These four marks are:

1. The mark of **"GRACE."** Have you been saved and entirely sanctified? Do you live a holy life? Is the fruit of the Spirit evident in your life?
2. The mark of **"GIFTS"** Do you have a reasonable amount of ability to understand, reason, communicate and provide loving care and leadership to God's people? Listen to the counsel of your pastor and trusted Christian friends as they guide you in discovering and developing your gifts for ministry.
3. The mark of **"FRUIT"** Are people being helped by your Christian influence? Are you open about your faith? Have you brought anyone closer to the Lord by your witness?
4. The mark of **"AN ABIDING SENSE OF A DIVINE CALL."** Do you have an inner awareness of God's leading? Is this awareness dependent upon a highly charged environment to stay alive or is it an unshakeable part of your daily life? Are you ready to pay the price to give yourself wholly to the demands of preparation and service which are a part of this call?

Beyond the four test, you may consider the area of **“open doors.”** Does the Lord open doors for your preparation for ministry? Are there open doors of opportunity for you to use your talents and test your gifts? The enemy will fight against you, but the Lord will also use open doors of opportunity to validate your call.

'WHAT IF I DON'T THINK I'M QUALIFIED?

Don't panic if you think God has called you but you feel inadequate. The biblical record of those God called indicates many of His called-ones felt inadequate, unworthy and unprepared. Better to feel inadequate and trust in his adequacy than to think you can do it all without preparation, experience, and the anointing of the Holy Spirit.

If you have made some pretty foolish mistakes already in your life, will they disqualify you for ministry in the church? God's forgiveness is a wonderful thing. It is wonderful to know that regardless of the foolish mistakes you may have made, Christ can make you clean. God only uses clean vessels – clean because they have been washed by the blood of Christ, not because they have never been soiled by sin. Be sure you are clean and then if you feel God has called you, offer yourself to Him to be used. There are times when we carry the consequences of our sins with us throughout our lives and they forever shape what we are able to do. However, concentrate on being usable and available. Then, as God provides opportunities for you to minister to others, seize them and forever marvel at His wonderful grace that He should choose to use a person like you. God's ministers have not been called because they never have committed sin, but because they have been forgiven and are willing, in their humility and brokenness, to be used.

NOW THAT I'M CALLED, WHAT SHOULD I DO?

Counsel with your pastor. You need the support and direction your pastor can give you. Your pastor may want you to meet with the Local Board of Administration and be recommended for license as a ministerial student.

Get involved. You cannot ignore present opportunities to witness, to work in the Church and to help people and think God will use you later. Use every present opportunity to be faithful to those things which will later occupy your efforts more fully. Offer yourself to your pastor to be used in whatever way he/she considers best and then listen to your pastor's counsel as you are involved in church-life.

Learn by watching and listening. Watch what your pastor does and how it is done. Ask questions. Listen to what is going on around you. Learn how the Church works and what is necessary in order for people to work together. Ask your pastor if you can attend some board or committee meetings.

Develop your people skills. More people run into problems in the ministry because of interpersonal relationship problems than anything else. Don't be a “milk-toast” type person, but develop your ability to get along with others – to be reasonable and rational when others are upset and irrational – to be understanding when that is needed – to hold firm to a principle without being obstinate and “bull-headed” – and to help people resolve their differences without causing division.

Cultivate spiritual disciplines. Many people are more concerned about how big their ministry will be rather than how deep their ministry will be. Make holiness your aspiration. Learn to pray. Spend time in God's Word. Concentrate more on being spiritual than successful. You take care of the depth of your ministry and God will take care of the breadth of your ministry.

Determine you are going to be adequately prepared. God needs people who are ready to be the best they can be. For most, this will mean a ministerial training program which may involve college and seminary. Not everyone is able to follow this track into ministry, but don't ever shortchange the preparation portion of your calling. Don't keep the boundaries of your usefulness too narrow by failure to prepare adequately. Youthful enthusiasm might cause you to feel

that the quicker you can get out there and do your thing the better, but a few more years of training may make your contribution to the cause of Christ far greater because you are more equipped to do His thing rather than yours.

Preparing for Ministry through Evaluation and Self Discovery

While all believers are called to serve in ministry as followers of Christ, we are each given unique gifts, passions, abilities and opportunities that when aligned as God planned can empower us to serve at a maximum level of effectiveness. Use the following resources in helping to discern your gifts, personality and strengths for service. Then set up a time to speak with your pastor or christian friend to discover some of the ways that God may desire to use you in ministry.

A good place to begin is in discovering your **Spiritual Gifts**. Spiritual gifts are Holy Spirit empowered gifts that produce spiritual fruit. While there are many spiritual gifts tests available, one of the best is ***“The 3 Colours of Ministry” by Christian Schwartz***. It can be purchased at wphonline.com or ordered through www.churchsmart.com.

Many people in ministry soon discover that **dealing with different personalities** can be both a source of joy and frustration. A helpful step for those who serve in ministry is to understand how your own personality works with other personalities. There are many different personality profiles available we recommend that you take the ***DISC Profile Personality Test***, which can be ordered online

A third tool that is highly recommended for understanding your strengths in leadership and ministry is the ***“Strengths finder 2.0” by Tom Rath***. You can order the book through amazon.com or check out your local bookstore/ District Christian Education Department.

It will include a code for an online Strength finders test that will help you to discover your area of strengths for life and ministry. Once you have completed the following inventories, then use the “Strengths” Coaching guide with your pastor or a Christian friend to discover some of the potential areas of ministry where God may be leading you.

Section One – “*The Tracks*”

What tracks of ministry are there in the Wesleyan Holiness Church?

Credentialed Ministry in the Wesleyan Church falls into two main categories:

Ministerial Ministry (WHD 2023: 1101-1123)

- A. Ministerial Ministry includes those whom God has called to full time ministerial ministry and their calling, gifts and usefulness have been recognized by their local church and their district. Some examples of individuals who serve in this capacity include: Senior Pastors, Associate Pastors, Assistant Pastors, as well as Missionaries etc. The Wesleyan Holiness Church recognizes two forms of credentialing in this area of Ministerial Ministry:

Ordained Minister/Elder (WHD 2023: 1118-1123; 1152:1)– This is the highest credential given by the Wesleyan Holiness Church to an individual who meets all the academic, spiritual and governmental standards of the church. They have authority to preach, administer baptism, serve the sacraments, perform weddings (based on country Laws), transfer from one district to another, and serve in any position in district government that they qualify for and to vote in district conference sessions.

Commissioned Minister (WHD 2023: 1117; 1152:3)–This category is not open to most people. It was established for those with limitations due to age, learning abilities or other extenuating circumstances. People in this category do not have all the same rights and privileges of an ordained minister. ***Only a DBMD can enter a person in this category.***

Lay Ministry (WHD 2023: 1178 -1192)

- B. **Lay Ministry** includes lay people whom God has called to special service in their local church and/or district. The Wesleyan Holiness Church recognizes two forms of credentialing in this area of Lay Ministry:

Special Worker (WHD 2023: 1152:5; 1187-1188) – God has called certain lay people to ministries such as director of Christian Education, lay evangelist, youth director, children’s worker, director of music, lay missionary, lay counsellor, etc. Special Workers serve under the guidance of their pastor and/or the district/general church. They are non-voting members of the district conference.

Lay Minister/ Deacon (WHD 2023: 1152:4; 1183)– These are lay people whom their local church has licensed to preach and serve under their pastor’s direction and as opportunity affords. Normally lay ministers have no general plans for licensed ministry except in connection with their local church. However, if any person who is in the lay ministry track desires a change to the Ministerial Ministry track, then the guidelines and requirement for the ministerial track would be applied.

Section Two –“*The Process*”

How do I pursue ministerial credentials in The Wesleyan Holiness Church?

1. **THE LOCAL CHURCH LEVEL** - Meet with your pastor and discuss your call to the ministry. Go over the different tracks of ministry in the Wesleyan Holiness Church (See Section one for details on the tracks of ministry). Check with your pastor to make sure that your covenant membership in your local Wesleyan Church is current. Fill out the application for recommendation and give it to your pastor for your interview with the Local Board of Administration of your church.
 - If you are seeking Ministerial Licensing towards Ordination you must receive a recommendation from your Local Church Conference to your District for licensing as a ministerial student.
 - If you are seeking Special Worker status you must receive a recommendation from your Local Church Conference (or Local Board if so authorized) to your district for licensing as a special worker indicating area of specialization.
 - If you are a Lay Minister then you need the vote of the LBA to become a licensed Lay Minister and you do not need to report to the district.
2. **THE DISTRICT LEVEL** – Meet with your District Board of Ministerial Development (DBMD - Ordination, Commissioning or Special Worker only). Once the application for licensing has been filled out and received, the DBMD will conduct an interview and counsel with you on the best course of action to take in your academic training for ministry. Contact your DBMD to set up an interview date. Contact can be made through the District headquarters office by calling 1-246-426-3692 or Email: w.h.bdlist@caribsurf.com
3. **THE ACADEMIC LEVEL** – The tracks of ministry defined in Section one each have a set of academic standards. All tracks have a set of specific required training courses that will help to prepare the individual for the many different tasks and opportunities of day to day ministry. When those academic requirements have been satisfied, the individual is then certified as having completed the academic requirements for that particular track of ministry. The certification report is also forwarded on to your district. The district has the actual authority to ordain, commission or license (except for Lay Ministers/Deacons who are licensed by their local churches).

On the following pages you will find an outline of the academic requirements for each of the ministerial tracks.

** Note that these requirements may be changed or upgraded occasionally as the DBMD deems necessary in collaboration with the Wesleyan Holiness District.*

Section Three -“The Requirements”

The Academic Training Requirements of the Wesleyan Holiness Church Barbados District

*** Ordained Minister 29**

GENERAL EDUCATION

Sociology Philosophy & Ethics Psychology Speech & Communication

THEOLOGICAL STUDIES

Theology 1 Theology 11 Doctrine of Holiness Comparative Religion Contemporary Theology

CHRISTIAN MINISTRIES

Christian Education Evangelism/Church Growth Homiletics Church Leadership/Management
Expository Preaching Pastoral Counselling Church Planting Missions Pastoral Ministries

*** Supervised Ministry Practicum- 4 MONTHS**

BIBLICAL STUDIES

Methods of Bible Study Old Testament Survey New Testament Survey Hermeneutics
Pauline Epistles Pentateuch Prophets (Major/Minor)

HISTORICAL STUDIES

Wesleyan History/ Discipline General Church History

ELECTIVE STUDIES: CHOOSE 2

Book of Revelation Book of Acts Worship Spiritual Formation Crisis Counselling

*** Commissioned Minister 24**

GENERAL EDUCATION

Speech & Communication Sociology Psychology Philosophy & Ethics

THEOLOGICAL STUDIES

Theology 1 Theology 11 Doctrine of Holiness Comparative Religion Contemporary Theology

CHRISTIAN MINISTRIES

Homiletics Christian Education Evangelism & Church Growth Pastoral Ministries
Expository Preaching Pastoral Counselling Church Planting Church Leadership & Management

Supervised Ministry- 4 MONTHS

BIBLICAL STUDIES

Methods of Bible Study Pentateuch Old Testament Survey New Testament Survey Pauline Epistles

HISTORICAL STUDIES

Wesleyan History/Discipline General Church History

Licensed Special Worker- 10

Methods of Bible Study. Old Testament Survey New Testament Survey
Wesleyan History/Discipline. Theology Doctrine of Holiness. Christian Education

Choose 2 Elective Classes in specialty area

Evangelism & Church Growth. Missions. Church Planting Youth Leadership
Market Place Ministry Children/ Sunday School Ministry Pastoral Counselling Teaching Adults.
Crisis Counselling * Chaplaincy Training Worship/Music

Lay Minister/ Deacon - 5

Wesleyan History/Discipline. Doctrine of Holiness

Choose one from these three Electives

Methods of Bible Study Introduction to Old Testament. Introduction to New Testament

Choose two from these Electives

Christian Education. Evangelism. Introduction to Homiletics. Pastoral Ministries
Expository Preaching. Pastoral Counselling. Worship/music * Chaplaincy Training
Crisis Counselling Church Leadership & management.

God's call to ministry deserves that we give careful attention to preparation through study and service engagement.

Our ministry development programme is carefully designed for persons desirous of pursuing ministry either as a credentialed Ministerial or Lay Ministry Workers or even persons who are just seeking continuing education.

Outside accepted degree level studies, the Wesleyan Holiness Church also allows for ordination/ ministerial credentialing for people who do not have a ministry degree if they prepare for the ministry through accepted and approved certificate level ministerial education programmes.

At this programme level of study, we are able to reduce the expectations for class "seat" time by a combination of independent study time, student involved research, assignments and or practicums.

We plan for each programme level class to be spread out over a maximum of 12-13 weeks, depending on the course format offered.

(Please see # 3 Barbados District Ministerial Development Programme in Section Four for more details for those desirous of pursuing Ministerial Ministry credentialing through this programme.)

- * Please note that name of courses may vary based on institution of study. Any clarification on requirements can be checked with the DBMD.
- * Courses may changed or added as required or deemed necessary by educational institutions or General board of Education.
- * Other License Special Workers and Lay Minister course options may be considered once approved by DBMD.
- * Courses such as Chaplaincy Training though accepted would need to be explored independently through the relevant training institutions.

Section Four –“The Tools”

Completing the Academic Requirements

Now that you’ve had a chance to see “the goals”, (the tracks of ministry in the Wesleyan Holiness Church) “the process”, (how to get to the level of credentials that you seek), and “the preparation”, (the academic standards for ministerial training); let’s now turn our attention to “the tools” (the options available for you to complete the academic training standards). There are several options available. Please note that this is not meant to be an exhaustive list but a guide. Where institutions are not Wesleyan or courses of study are not from a Wesleyan programme contact your DBMD or your Local Pastor for further direction.

1. **The preferred track of ministerial training in the Wesleyan Holiness Church is a degree in ministerial studies. The Caribbean Wesleyan College in Jamaica offers such programmes which includes:**

- **Bachelor of Arts (B.A.) Degree in Theology and Pastoral Ministry- (4 years)**

Full-time: 8 semesters; Part Time—depending on individual fitting in

- **Bachelor of Arts (B.A.) Degree in Christian Education (4 years)**

Full-time: 8 semesters; Part Time—depending on individual fitting in

N.B. Both B.A. allow **Minors in Christian Leadership/Pastoral Counselling:** 18 additional hours of relevant courses

- **Associate of Arts (A.A.) Degree in Christian Ministries (2 years)**

Please see the CWC website for more information on this programmes.

2. **Other Colleges/Universities/Seminaries or Approved Theological Institutions-**

Caribbean Nazarene College, Trinidad; Codrington Theological College, Barbados;

Houghton College, Houghton, New York; Indiana Wesleyan University, Kingswood University, Canada; Oklahoma Wesleyan University, Oklahoma; and Southern Wesleyan University, Central, South Carolina.

Seminaries: Wesley Seminary at IWU, Marion, Indiana; Asbury Theological Seminary, Wilmore, Kentucky; Haggard School of Theology at Azusa Pacific University, Azusa, California; Evangelical School of Theology, Myerstown, Pennsylvania; Portland Seminary, Portland, Oregon; Nazarene Theological Seminary, Kansas City, Missouri; Northeastern Seminary, Rochester, New York; Tyndale School of Theology, North York, Ontario, Canada; Wesley Biblical Seminary, Jackson, Mississippi.

To obtain more information on classes, costs, faculties, and admission, go to the institution of choice website.

3. **Barbados District Ministerial Development Programme** – The Barbados District has sanctioned training courses for continuing christian education and lay ministry development- License Special Workers, Lay ministers/Deacons through its Christian Education Department. The C.E. Department may hold special classes or online courses/workshops at scheduled times during the year to train their ministers who seek to earn continuing education units or individuals who want to better equip themselves for local church ministry.

For those desirous of pursuing Ministerial Ministry credentialing (*Ordained Minister/ Commissioned Minister*), a Ministerial Programme for mature persons (ages 40 +) or those under special circumstances as accepted by the DBMD interested in License Ministry on the District is being worked on for the new academic season from *September 2026*.

* *See information above in Section 3: The Requirements: The Academic Training Requirements of the Wesleyan Holiness Church Barbados District.*

For information on registration, cost and programs being offered contact the Wesleyan District Office at 429-3692.

* *Persons who study outside of the Wesleyan institutions will be required to complete courses in Wesleyan History, Discipline and Doctrine and Doctrine of Holiness before any licensing is granted.*

Financial Aid

SCOLARSHIPS: Caribbean Wesleyan College

1. *Scholarship for Wesleyan*: All Wesleyans entering the institutions receives a 25 percent reduction in their tuition
2. *The Perl Noel Scholarship for Single Ladies*: CWC in the beneficiary of over fifty-million in scholarship funds for single ladies who answer the call to full-time ministry
3. *Unspecified Scholarships*: through its partners and stakeholders, a number of unspecified scholarships and grants are available to the students of CWC over the course of their studies.

Other Financial Aid options should be sought directly with the education institution of study.

INSTRUCTIONS TO APPLICANT AND PASTOR

1. The pastor and Local Board of Administration have a serious responsibility relative to the recommendation of a lay minister or of a minister-in-preparation to the district for license and study. The pastor and board should evaluate carefully and prayerfully the candidate's Christian experience, reputation, conduct, and spiritual stability. While recommendation for license should not be given lightly, neither should a candidate be rejected without sound reason.
2. Each pastor should have a copy of the *Manual of Ministerial Preparation* in order to give guidance to those seeking to fulfil their call to ministry. Copies are available from the Wesleyan Holiness Church District Headquarters. Copies can be ordered and obtained via email.
3. There are two types of lay ministry which are credentialed by The Wesleyan Holiness Church: lay minister/Deacon and license special worker. For the lay minister/Deacon, a **five-course** plan of study has been developed. For the special worker, a **ten-course plan** of study has been developed.
4. Normally the lay minister/deacon has no plans for ministry except in connection with his/her local church. The lay minister is to assist the pastor, as the pastor shall direct. The lay minister's license is valid for only one year. There is no district involvement in the licensing of a lay minister. Once the layperson has been licensed as a lay minister, he or she is to register immediately with the Christian Education Department at The Wesleyan Holiness Church Headquarters, and pursue the Lay Minister's Course of Study.
5. A special worker is a lay person who believes that he or she is divinely led to serve the Church in specialized areas of ministry such as director of music, director of Christian education, youth director, evangelist, chaplain, children's worker, spouse in ministry, lay evangelist, social worker or in some other special capacity, and who has been authorized to carry on such work by a District Conference. Upon recommendation by the Local Church Conference to the District Conference, the special worker candidate should register with the Christian Education and Clergy Department and pursue the Special Worker's Course of Study.
6. A ministerial student is a person who is convinced of a call, which he expects to lead to ordination, and is engaged in studies either full or part-time. A ministerial student must be examined and recommended by the DBMD to the District Conference and prepare for ordination under the supervision of the District Board of Ministerial Development. There is a twenty-three course plan of study (plus Supervised Ministry) for the ordination track.

Application for Recommendation

Fill this form out, and give it to your pastor. This is intended for your interview with your local church board. They will use this to recommend you on to the District Board of Ministerial Development (DBMD). Do not send this to DBMD

Applicant: Fill out the questionnaire and return it to your pastor preceding the time scheduled for your interview with the Local Board of Administration. ***If you need more space, please use separate sheets of paper.***

NAME: _____ **BIRTH DATE:** _____ / _____ / _____
Day Month Year

ADDRESS: _____

PHONE: (H) _____ **(C)** _____ **EMAIL:** _____

LOCAL CHURCH _____ **PASTOR** _____

PLEASE PRINT IN BLOCK

1. What level of recognition are you seeking?

Ministerial License (student/candidate) _____ Lay Minister/Deacon _____

Special Worker: _____ Specific Area of Special Worker Ministry? _____

2. If you are seeking recognition as a Lay Minister, in what areas of local church life do you feel you could minister most effectively? _____

3. If you feel that you are called to ministerial ministry in the church, explain how you came that belief. **(Attached separate sheet).**

4. What gifts do you feel you possess that qualify you for specialized ministry?

5. How and when were you converted? _____. Briefly share your experience.

(Attached separate sheet if needed)

6. Have you been entirely sanctified? _____. What is your understanding of this grace?

7. In what ways are you presently serving the Lord in the church?

8. What are your plans for preparing yourself for ministry?

9. Are there special areas of ministry to which you feel particularly called and gifted?

10. Does your spouse support your call to ministry? _____ Explain any resistance if applicable.
