

## What is the District Board of Ministerial Development (DBMD)?

*The Wisconsin DBMD is made up of pastors and laypersons responsible for the examination and recommendation to the district conference of all candidates for ordination, license, commission, ministerial study, and transfer from another denomination.*

*For more information on the DBMD process or to locate specific DBMD forms, see the Education and Clergy Development website: <http://wesleyan.org/813/education-and-clergy-development>*

*For more information on the Wisconsin District see <http://www.wisconsinidistrict.org/>*

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## How to use this brochure...

### DBMD Candidates

- Every candidate should be familiar with these attributes and work with their mentor, local pastor, and other mature Christians to continue to grow these attributes.
- Discuss progress, challenges, etc., in each of the attribute areas with your DBMD mentor periodically throughout the year.

### DBMD Mentors

- Every mentor should be familiar with these attributes and be actively demonstrating them in their own daily lives.
- Every mentor should be consciously observing how the attributes are being manifested by each of your mentees.
- Discuss the attributes and your observations with each of your mentees throughout the year.
- Be prepared to complete the annual DBMD mentor evaluation based on these attributes for each of your mentees (instructions for completing this evaluation will be sent via email each spring).

## Identifiable Attributes of Wisconsin Pastors



This brochure summarizes the attributes each pastor in the Wisconsin District is expected to demonstrate in their ministerial and personal lives.

DBMD Candidates are expected to be familiar with, and actively cultivating, these attributes.

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### Personal Spiritual Formation

- Displays a growing, intimate relationship with God that permeates the development of their core self, family life, and ministry.
- This should include evidence of a daily prayer life, personal devotions, and Bible study.

### Ministry Calling

- Strives to understand and articulate who they are and where God can best use them in Kingdom work.
- Actively pursues discerning God's specific calling for them in full-time ministry.

### Healthy Relationships

- Able to maintain healthy relationships with those closest to them and demonstrates the ability to form healthy relationships with new acquaintances.
- Exhibits the ability to be a team player with others in Kingdom work.

### Discipleship Passion and Skills

- Displays a growing ability to disciple new believers and create opportunities for people at all stages of spiritual maturity to experience continued growth.

### Personal Integrity

- Able to be tactful, maintain confidences, and foster ethical practices.
- Practices humility and gives proper credit to others.
- Handles all situations honestly.
- Takes measures to protect personal purity.

### Outreach Passion and Skills

- Displays an ability to build personal relationships in order to share the gospel of Jesus Christ with others.
- Demonstrates an understanding of the various outreach structures currently available in the church and a willingness to create additional outreach avenues when needed.

### Worship Passion and Skills

- Clearly and passionately present information through spoken or written words.
- Displays Biblically anointed teaching.
- Demonstrates the desire to create an atmosphere where people can experience God in spirit and truth.

### Leadership Development

- Demonstrates growing abilities in vision casting, recruiting individuals, building teams, project planning, and strategy formation.

### Love for People Passion and Skills

- Expresses a deep desire to be a servant leader.
- Demonstrates the desire and improving skills needed to develop people into ministry teams that serve others (both within and outside of the church) with the love and compassion of Jesus Christ.

### Community Building Passion and Skills

- Displays a growing understanding of the structure and the life of the church so that people can develop a "family of God" feeling.
- Creates opportunities for all people to "belong".

### Doctrinal Understanding & Fluency

- Demonstrates an improving, solid understanding of Wesleyan theology that can be clearly presented to people with varying degrees of doctrinal knowledge.
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