

Overview of Outcomes-Based Ordination Model

Terminology Related to Outcomes-Based Ordination Model

Ministerial Education and Guidance (MEG) Board—Provides oversight and top-level direction and approval.

Candidate—A conference ministerial candidate following the Outcomes-Based Ordination model.

Assessor—A trained evaluator who works with candidate and coach to initially determine the candidate's placement in the Key Development Areas framework (pages 8-11).

Coach—Guides and encourages candidate through the approved path; also interfaces with the assessor and, to some degree, the MEG Board.

Explanation of OBO Model

A person sensing a possible call of God to vocational ministry should sort out much of that calling at the local church level. The determination of whether or not a person should follow the elder's ordination track should be largely resolved while the person is still a local ministerial candidate (LMC). If it is determined that they are best suited for ministry as a deacon, they will continue under the direction of the local church.

If it is determined that an individual is gifted, graced, motivated, and confirmed by the local church toward elder ordination and they are received by the conference as a conference ministerial candidate, they will move into the Outcomes-Based Ordination (OBO) process.

The purpose of our efforts is the efficient identification and mobilization of those God has called to ordained ministry. We want to ensure the continued quality of the process without inducing undue frustration, especially in the case of those who are pursuing paths that are less "traditional" in nature.

The 12 outcomes (Key Development Areas) are designated in a grid based on the "Apollos" model. In the past, those in the Apollos model often had difficulty meeting the academic requirements while those in the correspondence, college and seminary tracks often found it difficult to meet the pastoral service experience requirements. Blending these into one composite track seems to offer the benefits of both without the hindrances of either.

Those already in process will be presented with the OBO track as an option to the process in which they are already involved. Then, with counsel from the MEG, they can discern the path to ordination that is right for them.

The MEG Board, via the evaluator/assessor, with input from the coach (usually the candidate's senior pastor) and the candidate use the Key Development Areas criteria to evaluate the education and life experiences of a candidate, determining where they are on the preparation path to ordination. These assessors will serve "on assignment" as ad

hoc members of the MEG Board. Then, under supervision of the coach, these same components--education and future life experience opportunities--are employed to take them to the desired outcomes in the Key Development Areas. It is important the ordination process be qualitative (outcome-based) rather than quantitative (time/credential based).

Process Steps

If a local ministerial candidate is gifted, graced, motivated and confirmed by the local church as being a candidate for elder ordination:

1. The candidate is approved by the MEG Board as a conference ministerial candidate.
2. Through the OBO Coordinator, the candidate is assigned a coach by common agreement. The coach helps determine placement during the assessment, helps plot the action plan, oversees candidate work, provides feedback and encouragement to candidate, provides a quarterly report (see #5) to the assessor (with a copy to the conference office) and occasional feedback to the MEG board, as requested (see #7B).
3. Initial assessment. At the initial assessment, the candidate, coach and assessor work together to determine the candidate's current placement on the grid and plot the initial roadmap. This plan should cover approximately the first year of work. The plan might include any combination of correspondence, College, Seminary, and Life Experience pathways (as seen on the OBO Chart) to achieve these goals. Within a week of the assessment, the assessor will write up a plan and email it to the coach. If the coach has questions after the initial assessment, he/she is to contact the assessor for clarification.
4. Coaching will take place in person or via the phone or email at least once a month. Assignments will include readings, experiences, tasks and seminars that are mutually developed and agreed upon and tied to the Key Development Areas.
5. Quarterly reports. The coach is responsible for submitting quarterly reports to the assessor and a copy to the OBO Coordinator. The reports will indicate:
 1. Progress that has been made in each area of assignment since the last report
 2. Proposed plan for the next quarter
 3. Any concerns or confirmations regarding the candidate's progress and fit for elder ordination.

The content of these reports should be reviewed with the candidate prior to submission.

6. Yearly assessor reports. In response to quarterly report information, the assessor will contact each coach (and possibly the candidate) to provide direction for adjusting goals and plans until the process either terminates in

candidate ordination or a candidate discontinues the program. Annually in September, each assessor will submit a written report to the MEG Board via the OBO Coordinator concerning the candidate(s) under their care.

7. Relating to the MEG Board.

A) In addition to the CMC interview, the OBO candidate will be expected to meet once a year (any year when they are *not* having a MEG Board interview) with a small group of candidates and a MEG representative for peer support and networking, encouragement and opportunity for informal feedback. These meetings are initiated by the MEG Board.

B) Approximately one year before he/she anticipates ordination, the candidate will meet with the MEG Board for a full interview including written responses to questions. Coaches might be asked to provide some suggested questions in addition to standard ones.

C) There will also be an interview with the MEG Board in the winter or spring before anticipated ordination. If the MEG board recommends the candidate for elder ordination, they will be received by the conference at the next PNWC Leadership Summit.

Note: OBO candidates are *not* required to fill out Growth Goals or Pastoral Service forms as these informational items are incorporated into the OBO program.