

THE
INTERMOUNTAIN
DISTRICT
MENTOR

SUPPORT MATERIALS FOR THE DISTRICT MENTOR

2010

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A NOTE TO DISTRICT MENTORS

As a District Mentor, you are well-positioned to positively influence Ministers in Development (MIDs) with your years of experience and wisdom. Because you are distinct from the Local Pastor Mentor, and because you are assigned following the MID's completion of 200 hours of supervised ministry, you are able to evaluate, support, advise and nurture the MID in a unique way.

The aim of the District Mentor program is the success of the MID. As ordained ministers, it falls upon our shoulders to ensure that the MID is equipped to move into years and years of strong and fruitful ministry. It also falls upon our shoulders to ensure that the integrity of the church is maintained. Thus, you serve to encourage the MID and also to represent the church in open dialogue. Your years of experience allow you to offer the valuable leadership and needed wisdom in this phase of preparation prior to ordination.

Thank you so very much for your service as a District Mentor and for your attention to the development of the MID as you lead.

Sincerely,

A handwritten signature in cursive script that reads "Wil Wineman".

Wil Wineman
District Mentor Coordinator

IMPORTANT DATES FOR THE DISTRICT MENTOR

January	Local Church Board action on MIDs seeking district licensing Initial Assessment (for newly-licensed Local Ministers)
February 15	Mentor Annual Report due to District Office
March	District Board of Ministerial Development Annual Meeting and Credentialing Interviews
November	Mid-Point Assessment (for select district-licensed MIDs) Interviews of Prospective Ordination Candidates

THE MINISTER'S JOURNEY TOWARD ORDINATION

In 2007, the Intermountain District, under the leadership of Dr. Steve Borger and the District Ministerial Development Board (MDB) launched the Ministerial Development Initiative aimed at redesigning the ministerial preparation and credentialing process, from initial licensing for local ministry to ordination. Guided by the requirements and the heart of the Manual of the Church of the Nazarene, a developmental strategy was implemented that will more effectively ensure training and confidence for the Minister in Development (MID) while giving an assurance to the MDB that each MID has had opportunity to receive the level of training and support needed for a long and productive ministry in the Church of the Nazarene. The following brief and loosely synchronized outline of the ministerial process is offered for the purpose of illustrating the placement of the mentoring phase of the initiative.

The MID must:

1. Make application to be enrolled in the District Studies Program. Enrollment in this program must be maintained by completing an annual report to the MDB each year until ordination.
2. Attend an Initial Assessment, hosted by the MDB
3. Apply to receive a District Minister's License. This may be done at any point during the educational course of study within certain parameters as stated by the Manual of the Church of the Nazarene.
4. Attend a Mid-Point Assessment, hosted by the MDB. This is usually accomplished prior to the completion of the supervised ministry experience.
5. Complete a 200+ hour supervised ministry experience which is developed in four quadrants: *Observation, Exploration, Experience* and *Integration*.
6. Apply to receive an assigned District Mentor. The District Mentor is assigned for a period of 12 months by the DMDB, following the completion of the course of study.
7. Complete the Course of Study.
8. Serve at least three consecutive years in full-time ministry assignment in the Church of the Nazarene prior to applying for ordination. [Manual 430.3; 431.3]

THE DISTRICT MENTOR ROLES & RESPONSIBILITIES

The Ministerial Development Initiative of the Intermountain District is an effort to strengthen the process for developing those preparing for ministry in the Church of the Nazarene. The District Mentor is a significant part of that process.

The District Mentor is:

1. Someone other than the Pastor Mentor, and is assigned to the MID by the District Mentoring Coordinator.
2. Ordained and has the recommendation of the Ministerial Development Board.
3. A “third party” confidant or coach to the Minister in Development (MID) who augments the work of the Pastor Mentor in the MID’s development process.

The District Mentor will:

1. Complete a *District Mentor Contract* which confirms the District Mentor’s desire to serve as a District Mentor. Contracts will be signed by the District Mentor and received by the Mentoring Coordinator in care of the District office.
2. Meet with the MID every 4-6 weeks, meeting at least 10 times over a 12-month period.
3. Develop a collaborative, ongoing partnership with the MID fueled by the goals of the MID and the requirements of the Intermountain District.
4. Engage the MID in conversation that includes a balanced focus on the District’s requirements for the MID’s personal growth in the four key areas of ministerial Development: *Biblical/Doctrinal Content*, *Pastoral Competency*, *Personal Character* and *Ministry Context*.
5. Offer personal input and share experiences *only* as it is beneficial to the MID’s ministerial development.
6. Submit an annual “MID Mentoring Review” to the Mentoring Coordinator by February 15 of each year.
7. Contact the Mentoring Coordinator to discuss issues that may impact the mentoring process or the MID’s capacity to serve as a minister.

INTERVIEW IDEAS TO CONSIDER

Some suggestions to consider as you interview your Minister in Development...

1. ***Build relationship in your interview.*** The time you spend with your MID is essentially your opportunity to build a relationship. Initially, how you are seen by your MID may surprise you. They may have a preconceived notion of who you are and why you are assigned as their mentor. Their perspective may range from cynical to friendly to insecure. It is important for the District Mentor to consider the MID's comfort level and assess their perspective. Questions about the MID's interests and successes are helpful.
2. ***Build trust with your questions.*** A machine gun approach to questioning is rarely a way to encourage trust. Probe their life with questions, but be thoughtful to not overreach. As a mentor, you have years of experience to give security in situations like this. For the MID, this is new territory. Begin with general questions that build trust, then after time, move the conversation toward stronger or more pointed questions about certain issues.
3. ***Move questions toward a goal.*** Have an ultimate direction in mind as you direct your questions. It is important that your interviews have a general goal or focus theme. Allow flexibility and movement within the flow of the conversation, but overall the questions should move toward one or two specific foci, such as marital strength, personal finances, regularity of Bible study, et cetera.
4. ***Prayerfully address areas of concern.*** Areas of concern may include anything from a clear ethical grievance to a lack of understanding or even to a mere political disagreement between the MID and the mentor. It is important to maintain a professional disposition and offer support rather than judgment. When we recognize an area of concern, we will need to have the ability to handle the issue at that time or to pray about it further and bring it up again at another interview. Areas of great concern are often better to address at a later time; particularly if the MID is unclear or defensive. Waiting can allow time for both the MID and the mentor to gain perspective and consider the matter in prayer.
5. ***Observe.*** Mentoring is mostly the art of observing another human being within a trusted relationship and transcribing those observations into meaningful questions that justify consideration and then prompt a student toward a goal. Your thoughtful questions will strengthen your ability to give support to a life-long minister of the Gospel of Christ.

RESOURCES & CONNECTIONS

Knowing your resources and your personal contacts is essential to become a well informed and confident District Mentor. Here are some resources that you will find helpful as you develop your skill as a District Mentor:

1. The District Mentor is encouraged to contact the District Mentoring Coordinator to discuss any matters which impact the Mentor/MID relationship or which could delay or have an adverse affect on the MID's progress in preparing for ministry. The District Mentoring Coordinator is Wil Wineman and can be reached at (208) 936-9149 or via email at wilwineman@intermountaindistrict.org
2. Our District website offers a Ministerial Development link that provides quick access for our MIDs, pastors and District Mentors. The District Mentors tab reveals dates, forms and information used on our district.
<http://www.intermountaindistrict.org/MinisterialDevelopment.htm>
3. *The Pastor/Mentor's Guide for the Ministerial Journey*, distributed by the Office of the Ministry of the Church of the Nazarene. This sourcebook is available on the District's Ministerial website.
<http://www.intermountaindistrict.org/MinisterialDevelopment.htm>
4. Office of Clergy Development, Church of the Nazarene (<http://www.nazarenepastor.org>).
5. John Maxwell offers a plethora of resources for mentors through his Maximum Impact Club. <http://www.injoy.com/>

Love of people, caring for them, striving to help them rather than to help oneself delights the Lord and brings dividends that are rich and rewarding.

~ Raymond Kratzer

DISTRICT MENTOR'S BIOGRAPHICAL SKETCH

To be submitted to the District office for distribution to newly assigned Ministers in Development

Mentor's Name: _____

Local Church: _____

Current Position: _____ Since: _____

Briefly tell about your family: _____

Educational background:

High School/ City: _____

College/University: _____

Special Training: _____

Personal Interests: _____

Favorite literary genre: _____ Favorite book: _____

Previous Ministerial Experience (Location/Position):

When did you begin your active ministry? _____

Do you have experience as a bi-vocational minister? Share: _____

When/Where was your first sermon preached? Topic/Title?

Say a word about your first church: _____

DISTRICT MENTOR CONFIRMATION

NAME: _____

E-MAIL ADDRESS: _____

BEST CONTACT NO. _____ ALT. NO. _____

Phone Number

Phone Number

CHURCH MEMBERSHIP: _____

THE DISTRICT MENTOR'S PLEDGE

Inspiring and helping to prepare new leaders for the next generation is a special privilege for every District Mentor. Mentoring builds skill and confidence in those who will lead the church in the future, even as it brings great satisfaction to the District Mentor. Here is a pledge commitment to which each Intermountain District Mentor is asked to prescribe:

1. I will faithfully pray for the person I mentor during the course of our assigned relationship.
2. I will not try to reproduce myself in the person I mentor. Rather, I seek to visualize how God has created them and I will help them to see their Godly potential.
3. I will seek to cultivate a growing relationship of trust with the person I mentor, creating a climate for open discourse on topics of relevance to the MID's ministerial experience, and to a larger extent, to the development of the MID as a minister in the Church of the Nazarene. These topics will generally fall within four evaluative areas: Biblical/Doctrinal **Content**, Pastoral **Competency**, Personal **Character** and Ministry **Context**.
4. I will commit myself to the task of supporting the goals and ministry vision of the person I am mentoring and to maintaining a vision of his or her success in ministry..
5. I will be honest, yet affirming, in confronting errors, faults, and immaturities of the person I am mentoring.
6. I will help the person I mentor to objectively evaluate the progress toward their personal, spiritual and professional goals.
7. I will not shy away from important issues of personal, spiritual or professional importance because they are personally difficult to discuss.
8. I commit myself to stand by the person I am mentoring throughout the time-frame of this Agreement, no matter what transpires in his or her life.
9. I will help the person I mentor set spiritual and life goals and offer my assistance as they discern God's leading of their lives.
10. I commit myself to living out everything I teach.
11. I am willing to be taught by the person I mentor .
12. I will let the person I mentor go when the time comes, wishing them the best in taking their next step.
13. I agree to meet with my assigned MID every 4-6 weeks, being sure to meet at least 10 times within a 12 month period.

(DISTRICT MENTOR)

DATE

DISTRICT MENTOR'S MEETING WORKSHEET

(not for submission to the District office)

This form is be used by the District Mentor to assist in the completion of the annual District Mentor's Report which is due by February 15 of each year.

Meeting Date: _____

Name of MID: _____

As you work with the MID, it is important to continue a growing relationship with the assigned MID, creating a climate for open discourse on topics of relevance to the MID's Ministerial Experience. To assist in these discussions, it will be helpful to focus on *Areas of Ministerial Ability* as outlined by the Four C's: Content, Competency, Character and Context.

Please evaluate the MID's competency in each of the following areas:

AREAS OF MINISTERIAL ABILITY

CONTENT: Old Testament, New Testament, Theology, Biblical Interpretation, Doctrine of Holiness, Church History and Nazarene Polity?

COMPETENCY: Oral and Written Communication, Management, Leadership, Finances, Administration, Analytical thinking, Congregational Care, Evangelism, Christian Education, Worship, Homiletics, Program Management, Compassionate Ministries?

CHARACTER: Personal Growth, Christian Ethics, Spiritual Formation, Self-Awareness, Personal Passions, Ministry/Family Balance, Faithful Stewardship in Family, Finances, Public Order and Personal Conduct.

CONTEXT: Understanding the Contemporary and Social Context of Ministry, Human Behavior within the Church and General Population, Cross-Cultural Communication, Understanding of Ministry within the scope of the more extensive Christian and World History, Missions.

2011-12 DISTRICT MENTOR'S ANNUAL REPORT

To be submitted to the Mentoring Coordinator c/o District office by **February 15, 2012.**

Mentor's Name: _____ Date: _____

Best Phone: _____ Best E-mail: _____

Name of MID: _____

Check here if you are not currently assigned to mentor an MID:

As a District Mentor, you were asked to meet with your assigned MID every 4-6 weeks. However, for various reasons this goal may have been missed. Our revised mentoring process requires MIDs to meet with their District Mentor 10 times in 12 months. We want to credit the MID for the meetings they have already had and then establish a calendar goal for completion. This should help us all to be vigilant in our efforts. To this end, it will be helpful to have an accurate picture of your current standing with your MID:

Date (mo/yr) of first meeting with MID: _____

Date of most recent meeting with MID: _____

Have you met every 4-6 weeks with your MID? Yes No

How many times have you met with your MID? _____

Please explain any factors that have prohibited regular meetings with the MID: _____

Do your meetings with your assigned MID flow comfortably and offer a climate for open discourse? Where do you meet?

What difficulties (if any) within your Mentor/MID relationship need to be addressed?

What concerns (if any) would like to convey to the Board of Ministerial Development?

In what ways did you observe notable personal or professional growth for the MID?

Does the MID seem motivated and encouraged as a minister in development?

The role you have as a District Mentor is significant. How can the District offer stronger support to you as a District Mentor?

2011-12 DISTRICT MENTOR'S ANNUAL REPORT

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Please evaluate the MID's development in each of the following *Areas of Ministerial Ability*:

AREAS OF MINISTERIAL ABILITY

(Use a separate sheet if necessary)

CONTENT: Old Testament, New Testament, Theology, Biblical Interpretation, Doctrine of Holiness, Church History and Nazarene Polity?

COMPETENCY: Oral and Written Communication, Management, Leadership, Finances, Administration, Analytical thinking, Congregational Care, Evangelism, Christian Education, Worship, Homiletics, Program Management, Compassionate Ministries?

CHARACTER: Personal Growth, Christian Ethics, Spiritual Formation, Self-Awareness, Personal Passions, Ministry/Family Balance, Faithful Stewardship in Family, Finances, Public Order and Personal Conduct.

CONTEXT: Understanding the Contemporary and Social Context of Ministry, Human Behavior within the Church and General Population, Cross-Cultural Communication, Understanding of Ministry within the scope of the more extensive Christian and World History, Missions.

District Mentor's Signature _____ Date: _____