

MENTORING PROGRAM
SOUTH CENTRAL OHIO DISTRICT
CHURCH OF THE NAZARENE

Mentor: _____

Intern: _____

It is required that all ministers preparing for ordination on the South Central Ohio District Church of the Nazarene complete the Pastoral Mentoring Program. The Mentoring Program of the South Central Ohio District Church of the Nazarene is designed to complement the educational training of those who seek to answer God's call to full-time Christian service. While the educational requirements of the church provide adequate training in doctrine, theology, Christian Education, church history, etc., we recognize a further need for practical experience in the various ministerial roles that are so important to the fulfillment of full-time Christian ministry.

The Mentoring Program of the South Central Ohio District Church of the Nazarene is intended to be a partnership between the mentor and intern. It will be the responsibility of the mentor to provide opportunity for the intern to perform each of the ministerial roles listed in this mentorship guide. Opportunity to perform each of these ministerial roles should be seen as a minimum requirement for fulfillment of the mentoring program. Mentors should exercise the responsibility to give their very best in equipping interns to enter full-time ministerial service with confidence. The mentoring process will provide the mentor the opportunity to serve not only as a trainer in the practical application of ministry, but as a role model in ministry as well.

As mentors assist various interns in ministerial training, they will find that each intern will present a uniquely different calling of God. Not all interns will be preparing for full-time pastoral ministry. There may be those who are called to Music Ministry, Christian Education, Administration, or similar ministerial roles. It will be the responsibility of the mentor, in cooperation with the Director of Mentoring and the District Superintendent, to adapt this mentoring instrument to best meet the needs of the particular field of ministry your intern may be preparing for.

It will be the goal of District Leadership to properly match interns with mentors. While we will endeavor to do our best in selecting a 'good match' please understand that this is not always possible, or feasible due to mentor availability and distance. In such cases we ask mentors to give the particular area of ministry to which your intern feels called your closest attention.

Please give careful attention to the various ministerial roles listed in the following section of this guide. While there is no specific time line that must be observed, it is important that ministerial candidates be given opportunity to complete each of the ministerial roles, be graded by his or her mentor, and receive instruction for future improvement or study. In the event of questions regarding particular mentoring needs please feel free to contact me at 740-453-4010 or pastor@nsnaz.org. I will do my best, with the help of Dr. Sam Barber, to assist you in this important task.

Thank you for your assistance in helping to provide training, and pastoral role modeling for our interns. Together, it is our goal to launch our ministerial candidates into their particular ministerial roles as fully equipped as possible. You are a valuable member of the South Central Ohio District Mentoring Team.

Sincerely;

Dr. Jim Miller

Director of Mentorship Ministries

South Central Ohio District

Church of the Nazarene

Objectives of the Mentoring Experience

Through the mentoring experience it is our desire that candidates will:

- More clearly assess their calling to ministry in light of the mentoring experience
- Gain a deeper understanding of ministry through practical experience in specific forms of ministry related to the ministerial role to which they feel called
- Receive direct and specific support and guidance through a mentoring relationship with Senior Pastor/Ordained Elder directly involved in ministry related to their area of calling.

PERFORMANCE EXPECTATIONS FOR MINISTERIAL CANDIDATES

(Notes regarding the following Performance Expectations should be kept throughout the mentoring process – results of these notes should be included in the final report to the district)

Personal Work Habits and Presentation of Self

- Is punctual and dependable
- Is a self-starter
- Dresses neatly and appropriately
- Has pleasant, positive demeanor
- Is attentive to others

Skills in Performance of Tasks

- Completes assigned tasks
- Attends to details
- Manages time and energy well
- Meets deadlines
- Understands and follows directions
- Seeks guidance when necessary
- Demonstrates needed skills for area of specialization

Attitudes

- Demonstrates a desire to learn from, and contribute to, the church
- Accepts and implements constructive criticism
- Understands and accepts the necessity of dull and repetitive tasks
- Respects different skills and cultural uniqueness of other's
- Recognizes and accepts their own limitations
- Is willing to accept new challenges
- Maintains professional confidentiality
- Is cooperative, flexible and adaptable

Skills in Human Relations

- Adjusts to new circumstances, expectations and people
- Questions and explores without putting others on the defensive
- Is sensitive to the needs and feelings of others
- Listens to others
- Copes well with unexpected problems
- Demonstrates tact
- Is appropriately assertive of others' views and concerns
- Has tolerance for ambiguity

GUIDELINES FOR MENTORS

Mentoring has served a vital role in the church as far back as the Biblical Communities. Paul was known to take young men like Timothy and Titus under his supervision to prepare them for pastoral assignments.

Mentors must:

- Be committed positively to the church and to the professional development of its pastors;
- View the internship service as a holy trust that brings growth to the intern and to the mentor;
- Believe in, and support the intern as a fellow minister;
- Set meetings with the intern on a regular basis (at least bi-weekly) for instruction and coaching, participating openly in giving and receiving feedback, and reflecting biblically and pastorally on the intern's ministry activities.
- Assess the intern's performance and potential for ministry.

**** Important Notes***

- Everyone seeking ordination in the Church of the Nazarene should be familiar with the *Manual* of the Church of the Nazarene. For purposes of the mentoring experience you will want to be sure that the person you are mentoring can address the implications of the Church of the Nazarene being a ***Global Church*** (*Manual pp 19-21*). They may be asked to clarify what it means to be a Global Church by the District or General Superintendent prior to Ordination.
- Those seeking ordination will also need to familiarize themselves with sections 200, 300 and 400 in the *Manual*. These sections deal with ***Local, District and General Government*** of the Church of the Nazarene. They will need to pay particular attention to ***Funding the Mission***. (It is important to know how local church finances are allocated i.e. World Evangelism Fund – 5.5%; Pensions & Benefits – 2.25%; Regional University [MVNU] 2.25%; District Unified Ministry Fund – 5.00%) *pp. 115-116; 2018 District Journal*

INTERN EVALUATION
MINISTERIAL ROLES TO BE EVALUATED BY MENTOR

	Strong	Good	Fair	Weak	Don't Know
<i>1. THE MINISTER AS A PERSON</i>					
A. Commitment to the service of Jesus Christ through the local Church.					
B. The ability to articulate his/her holiness beliefs and commitments.					
C. Development of a pattern of daily devotional study and prayer.					
D. Ability to apply Spiritual disciplines such as: patience, prioritizing time, etc.					
E. Awareness of his/her own participation in a group.					
F. Ability to deal constructively with inner conflict.					
G. Willingness to discover, and to utilize the professional resources available in the community.					
H. Ability to identify his/her own weaknesses and to establish ways to continue the learning process.					
I. Ability to discriminate between professional and personal/family relationships and responsibilities.					

	Strong	Good	Fair	Weak	Don't Know
J. Making time for family.					
K. Skills at time management to be pastor, spouse, and parent.					
L. The strength of the marriage as the basis for a strong and effective ministry.					
II. LEADERSHIP IN WORSHIP					
A. Understanding the meaning and import of worship.					
B. Skill in developing services that help the worshiper experience worship.					
C. Skill in preaching					
D. Skill in leading the congregation in Various experiences of prayer, such as pastoral prayer, open altar, benedictions, etc.					
E. Skill in interpretive reading of the Bible.					
F. Skill in planning orders of worship.					
G. Competence in Church Music and the understanding of the role of music in a worship service.					
III. MINISTRY OF CHRISTIAN EDUCATION					
A. Ability to convert Christian concepts and experiences into levels appropriate for children.					

	Strong	Good	Fair	Weak	Don't Know
B. Ability to work with youth and their leaders in developing appropriate programs and experiences for salvation, learning, and worship, and service					
C. Ability to recruit, train, and Strong supervise leaders/teachers for the church's educational ministry.					
D. Knowledge of denominational curriculum resources.					
E. Knowledge of facilities and equipment.					
F. Knowledge of the SDMI organization in the local church.					
G. Knowledge of denominational Christian Education programs such as Caravan, Women's Ministries, Singles, Senior Adult, and Continuing Lay Training.					
<i>IV. MINISTRY OF ADMINISTRATION</i>					
A. Understanding group Processes.					
B. Ability to involve others in: Goal setting Decision Making Implementing Plans Evaluation of Action					
C. Ability to identify and use the personal and Material resources of the church (and community)					
* D. Skill in Financial management of the Local Church, including Funding the Mission.					

(Important - See notes on page #4.)

	Strong	Good	Fair	Weak	Don't Know
E. Ability to translate events and perspectives of the General Church					
F. Ability to chair meetings.					
G. Ability to build agendas					
H. Ability to apply Christian disciplines such as prayer, fasting, meditation, and fellowship in counseling.					
I. Knowledge of the NDI organization in the local church.					
J. Knowledge of denominational Christian education programs such as Caravan, women's ministries, singles, senior adults, and Continuing Lay Training.					
<i>V. MINISTRY OF PASTORAL CARE AND COUNSELING</i>					
A. Understanding a pastor's role as a counselor.					
B. Understanding psychological development.					
C. Ability to work as an effective counselor in:					
Premarital Counseling					
Marital Counseling					
Personal Counseling					
Crisis Counseling					
D. Ability to be fully "present" to persons in pastoral calling.					
E. Ability to refer to other professionals and/or to appropriate agencies in the community.					
F. Ability to recognize the limits of one's competency as a pastoral counselor.					

	Strong	Good	Fair	Weak	Don't Know
G. Ability to use Biblical resources in counseling.					
H. Ability to apply Christian disciplines such as prayer, fasting, meditation, and fellowship in counseling.					
VI. MINISTER AS THEOLOGIAN					
A. Understands Biblical foundations for the doctrine of the church.					
B. Understands the historical development of the church.					
C. Possesses skill in bringing Biblical truth in to dialogue with modern men and women.					
D. Is able to recognize the ethical implications of particular problems and to move to an ethically justifiable decision or action.					
E. Can enable others to work through the process of ethical decision-making and action taking.					
F. Has the ability to help others reflect theologically on experiences, decisions/ actions, life style.					
G. Has full knowledge of the articles of faith as stated in the Manual.					
H. Can explain the Doctrine of Holiness.					
I. Can lead Bible studies built on book-by-book studies for teens and adults.					

	Strong	Good	Fair	Weak	Don't Know
H. Knows how to lead converts into church membership.					
VIII. MINISTER AS CHURCHMAN					
A. Is committed to District relationships.					
B. Is preparing properly for Ordination.					
C. Has an awareness of ministerial ethics with peers.					
D. Is loyal to the idea of paying all church budgets.					

MENTOR:

Be sure to do your very best to present the opportunity for your intern to perform each of these ministry roles. As you observe them in these roles please be sure to offer constructive criticism. This mentoring program has been designed for the purpose of launching those who are called into full-time ministry with the skill sets necessary for success.

Signature: _____ Date: _____

INTERN:

Be sure to discuss the evaluations in the various ministry roles with your mentor. Ask his/her guidance on how each of these areas of ministry might be strengthened as you prepare for that place to which God is calling you.

Signature: _____ Date: _____