

# Mentoring Component

1. That each MIT would select a mentor (usually from the Region), to be approved by Regional Committee.
  - a. The role of the mentor
    - 1) To work with all MIT's, monitoring progress by filling out the "Mentoring Guide"
    - 2) To provide annual oversight and encouragement
      - i. This will include at least one face to face visit annually
      - ii. This will also include at least quarterly contact through phone calls and e-mails
    - 3) To call the MIT's pastor quarterly
      - i. This will include encouragement to the pastor to be involved in the process
      - ii. This will include a report on how the pastor feels the MIT is doing
    - 4) To work on issues that have been identified from:
      - i. the annual regional interview (recorded on "Annual Report—MIT Action")
      - ii. the quarterly personal contact initiated by the mentor
      - iii. the quarterly progress report from the pastor
    - 5) To encourage the completion of the MIT's annual educational goals
    - 6) To bring (or send) to the annual regional interview two copies of the "Mentoring Guide". Be ready to report on the progress of each MIT and to note special areas of concern. Provide the secretary with a form for the file
    - 7) To inform/remind each MIT that all educational work they want applied toward ordination must be completed before February 28 of the year prior to assembly

## Mentoring Guide

*The following is designed to assist you in an on-going conversation with each MIT you have been assigned.*

- Start by calling the pastor and letting him/her know that you have been assigned to mentor an MIT attending their church. Emphasize that you are coming alongside the pastor to make this a great experience and that you will check in at least once a quarter to see how things are going on the local level.
- It is the desire of the NEO District Ministerial Development Board that you have **quarterly contact** with each MIT. If at all possible make the first one in person and be sure you establish good boundaries in working with members of the opposite sex.
- The top categories and questions in all 4 areas should be reviewed regularly. The "Exploration" section should be worked with in an ongoing manner. Revisit areas that you think need follow-up work.
- Make the MIT comfortable knowing you are coming along side to offer support and encouragement.
- Reframe the questions/discussion to make your time conversational and uplifting.
- Make notes as you go along as well as at the conclusion of each meeting. Add follow-up notes in subsequent conversations. You are to oversee and monitor the

progress of this MIT so over the next several years you should see growth in content, competence, character and context.

- **Note:** you will need to make a summary of this guide for the annual interview in February. This will enable the regional committee to be informed as they work with you in guiding each MIT on their journey.

## 1. Content

### • **Education**

- Is the educational path you have chosen to pursue working for you?
- Are you on target to complete the goals you have set for this year?
- Are there any unique problems I can help you with?

### • **Critical Thinking**

- Dialog about the recent classes taken and ask for a summary of what is being learned.
- Dialog about how they are applying this to their life and ministry.
- As you listen how well do you feel that the MIT is analyzing and synthesizing their learning into life and ministry?

### • **Exploration**

- **Talk with your MIT about...** (these are guidelines and are not exhaustive)
  - the role and value of the **Old Testament** in their life, ministry and devotions
  - the **New Testament** engaging in discussions you think would be meaningful from the life of Jesus and the writings of Paul
  - the differences in the Reformed **view of scripture** and Article of Faith IV in our Manual
  - the **nature of God** and how they are growing in their understanding
  - the **nature of sin** and how they would explain it to a person with limited understanding
  - the importance of the **sacraments**
  - the appealing and the problematic issues they find in **the doctrine of holiness**
  - the **understanding of what holiness is** and the difference it makes in their life and their preaching/teaching
  - the **history of the Church of the Nazarene** and some of the unique personalities in its history
  - the **Articles of Faith** and how well they understand them and are able to explain them
  - how they handle the **“Covenants of Character”** in the Manual and how they would approach them in introducing someone to their church
  - the questions that are posing the greatest **challenge in ministry** at this time

## 2. Competency

### • **Church involvement**

- What is the MIT's involvement in their local church?
- Ask about their relationship with their pastor

### • **Experience**

- What are the specific ministries that the MIT is engaged in and are there any issues that need to be addressed?

- How are they bringing their ministry into alignment with God's call on their life?

- **Gifts and Graces**

- What spiritual gifts and ministry graces does the MIT evidence for ministry?
- Where are they finding the most fruitfulness and enjoyment in ministry?

- **Exploration**

- **Talk with your MIT about...** (these are guidelines and are not exhaustive)
  - **public speaking** opportunities and the challenges and joys they present
  - **view a video together of a recent sermon** preached for the purpose of healthy assessment and recommendations
  - **resources** they find helpful in preparing to teach/preach
  - their **philosophy of ministry** and help them shape it as you work with them
  - **disciple-making** and how they would go about it in the local church
  - **conflict resolution** and any situations they are presently working with
  - **problem solving skills** and how they go about it (suggest some scenarios)
  - **developing ministry teams** and what it would be like to work with a church board
  - how they would work to bring **change** to a group of people
  - **counseling** situations and when to refer and how to establish boundaries
  - the value of personality **inventories** and pre-marital counseling aids
  - how to conduct **weddings and funerals**
  - how to make the **Eucharist and baptism** meaningful moments
  - the purpose of **worship** in their life and the life of the church
  - personal passion for **evangelism** and if it is a part of their lifestyle
  - the role of **evangelism in the church** and how to get a congregation to be engaged in it
  - the role of the church in **community involvement** to meet needs
  - the purpose of **Christian Education** in the life of the church
  - the value of **small groups** in developing disciples
  - the methods of **protecting our children and teens** from physical and sexual abuse

### 3. Character

- **Relating with God**
  - How does the MIT describe his/her relationship with God?
  - What spiritual disciplines have they cultivated in their life?
- **Christian life-style**
  - Talk about what safe-guards have been built into their lives in the area of finance, pornography, the “Covenant of Character” and the “Covenant of Conduct” in the Manual.
  - Talk about interaction with people (family, neighbors, church) and see if there are any struggles in demonstrating Christ-like character in those interactions.
- **Exploration**
  - **Talk with your MIT about...** (these are guidelines and are not exhaustive)
    - some of the **spiritual markers** that are significant on their spiritual journey
    - some of the **“pits”** (like Joseph) they have experienced and God has used them for good
    - personal **integrity** and how to maintain it
    - the strategies they have in leading those in their sphere of influence to be **growing Christians**
    - **balance** in their life in regard to keeping a healthy body and soul
    - the role of their **spouse** in their present and future ministry of the MIT
    - their **marriage** (if applicable) and how they are growing together, nurturing the relationship
    - their **role models** (personal and through reading) that are impacting their lives
    - **financial management** and how it reflects on them personally and their ministry

### 4. Context

- **Church**
  - What is the social context that the MIT is working in and how are they making a relational connection between the church and the surrounding community?
- **Mission**
  - How do we effectively minister in a post modern world?
- **Exploration**
  - **Talk with your MIT about...** (these are guidelines and are not exhaustive)
    - the **social context** of their ministry setting
    - how a **Wesleyan theology** relates to ministry
    - how the **bible integrates** with contemporary life
    - the **church’s role** in the world
    - exemplifying Jesus’ **intolerance of sin and his irreversible love for the sinner**
    - valuing **minority groups** and cultivating an **inclusive church**
    - the on-going role of the church in **world evangelism**
    - the need to see our immediate surroundings as a **mission field**

# Mentoring Notes

MIT's name \_\_\_\_\_ MIT's Pastor \_\_\_\_\_

Mentor's name \_\_\_\_\_ Used in Assembly year 20\_\_\_\_ to 20\_\_\_\_

Meeting dates with MIT's (the 1<sup>st</sup> visit each year should be in person, others can be via phone or e-mail)

1.                      2.                      3.                      4.

Dates of conversation with pastor (Quarterly phone calls to check with the pastor about your MIT are vial)

1.                      2.                      3.                      4.

*Record your insights below*

**Content**

**Competency**

**Character**

## **Context**

**Conversations with the MIT's pastor**