

**WaPac Roadmap**

**for**

**Ministerial**

**Mentoring**

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by

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**FORWARD**

**WAPAC SURVEY ABOUT MENTORING**

Our system of mentoring on Washington Pacific District is unique. We started it by asking the Ministers in Development (MID)’s to respond to a survey we made up to assist us in setting it up. The input of MIDs helped mold the system. The results of the numerical results of the survey may interest some of you. See on page 22.

The MIDS clearly stated that the most valued characteristic of a mentor is to be ***a prayerful and godly individual***. Of the 45 responders, 41 or 91% of them rated *prayerful godliness* as “very important”. The second ranked characteristic was ***accessible for counsel*** which also appears in the write-in comments in which the short-comings of previous mentoring situations were lack of perceived accessibility to the mentor.

The booklet is named **WaPac Roadmap for Ministerial Mentoring** because

* It is specific to the Washington Pacific District (WaPac). We researched models from other districts, but designed one to fit the Church of the Nazarene western Washington.
* It IS a kind of “roadmap” that delineates a journey that people take which has a beginning and a destination with mileposts along the way.
* It’s for mentors who are already ordained ministers and who want to help others to succeed on the journey.

While it is certainly true that we are affected by the courses we take, the sermons we hear and the books we read, when it comes to the greatest influences in our lives, we almost always point to a person. As our WaPac Ministers In Development (MIDs) prepare to fulfill the call that God has placed on their lives, they will benefit greatly from a mentor.  Our prayer is that the mentors of Washington Pacific District will significantly encourage and influence the next generation of pastors and leaders.

***Margaret Scott & Jerry Kester***

District Sub-Committee on Mentoring

**GLOSSARY -- LIST OF TERMS AND ABBREVIATIONS USED IN THIS BOOKLET**

* Annual Interview. Once a year in January, each Minister in Development (MID) who has registered with the WaPac District Board of Ministerial Development will meet with the Board of Ministry on one of the three district regions – North, Central or South.

* APPROVED MINISTERIAL COURSE OF STUDY. A set of classes or courses which are based on ministerial abilities specified in the Manual of the Church of the Nazarene; the set prepares candidates for ordination in the Church of the Nazarene must be approved by the International Course of Study Advisory Committee.
* COTN (Church of the Nazarene).
* DISTRICT ASSEMBLY. The annual gathering of delegates elected from each local COTN in western Washington to do the business of the church at that level, electing members of district boards and district officers, approving annual reports of district leaders, hearing the General Superintendent in jurisdiction, praying, worshipping.
* D BOM **(**DISTRICT BOARD OF MINISTRY). The board of ordained ministers on the WaPac District, elected by the District Assembly, which oversees the whole process of Nazarene ministerial development in western Washington.
* DISTRICT LICENSE. The credential which recognizes the call, aptitude, character and ministry of those recommended by their local church boards, approved by the WaPac District Assembly and transferrable to other districts of the COTN.
* DISTRICT MENTOR COACH. The member of the BOM responsible for the training and equipping of mentors, and encouraging and facilitating the success of the relationship of MIDs to their respective mentors.
* DISTRICT REGISTRAR. The person charged by the WaPac District to request, receive and organize, all documents that students must submit along the journey to ordination, including academic records applications and recommendations for all levels of the pathway.
* ELDER/DEACON. Current categories of ordained ministers in the COTN as described in the Manual.
* ENROLLMENT IN COURSE OF STUDY. The first step toward official connection of a local minister to the WaPac District; completing and submitting an on-line form on the district website.
* GENERAL ASSEMBLY. The international gathering held every four years of delegates elected from each district of the COTN to legislate changes in the Manual of the COTN, to elect the Board of General Superintendents and the General Board that govern the church at the international or global level.
* GLOBAL MINISTRY CENTER OF THE CHURCH OF THE NAZARENE, Lenexa, KS. The international headquarters and center of world-wide resources for the Church of the Nazarene.
* KALEIDOSCOPE, a multicultural learning center. A ministry of the WaPac District which delivers the twenty-four modules of the approved course of ministerial study in face-to-face sessions in local churches, especially targeting populations of students who are underrepresented in our district churches, i.e. minorities.
* LOCAL LICENSE. A certificate of recognition of a person’s call and interest in pursuing preparation for Nazarene ministry; issued annually by a local church board.
* DISTRICT MENTOR BENCH. The set of ordained ministers on the WaPac District who volunteer to give guidance and care to a MID or two MIDs who chose their help.
* MID (Minister in Development). A person who is in preparation for a life of Nazarene ministry.
* MINISTERIAL ENHANCEMENT WEEKEND. Organized as a Friday to Sunday morning event in May for MIDs and their spouses to gather with Nazarene leaders for learning, fellowship, assessment and connection.
* MZ (MISSIONAL ZONE(S). Twelve sub-divisions of the Washington Pacific District of the Church of the Nazarene, organized to carry out the district mission.
* NBC (Nazarene Bible College), Colorado Springs, CO.
* NNU (Northwest Nazarene University), Nampa, ID.
* NTS (Nazarene Theological Seminary), Kansas City, MO, a graduate school of theology offering several different masters’ and doctorate level programs
* ORDINATION. The globally recognized credential of the Church of the Nazarene which attests to the call, character, experience and due preparation of a minister.
* REGISTRATION WITH THE BOM. It is filling out a personal profile to communicate a call to ministry with the WaPac board which guides and oversees the processes of ministers
* RENEWAL OF LICENSE. At the level of the WaPac District, a MID must request an annual renewal of the district license until ordination; after ordination each ministers reports to the district.
* WaPac (Washington Pacific District of the Church of the Nazarene). The set of about 88 churches in western Washington, led by District Superintendent, Rev. Jerry Kester, with district offices in Olympia, WA.

THE FIRST SESSION OF MENTOR AND MID

The basis of the mentoring journey is a relationship of trust. This requires care in laying the foundation, then patience and dedication to nurture it by regular contact and communication. From information given by the District Mentor Coach, the onus is on the MID to choose a mentor and to initiate contact with him or her. This first contact the MID may be intimidating to some MIDs so the mentor should take care to be encouraging and accessible to the MID from the very beginning.

After the time and place for the first mentoring meeting are established, the meeting itself will be led by the mentor. The first face-to-face session has two purposes: to get to know each other and to work through the terms of the MENTOR – MID PARTNERSHIP AGREEMENT found on the next page. The partnership agreement should lead the two, or three in the case of a mentoring cluster, to be clear about expectations and about the next meeting. Praying together is also important to establish prayer as a regular activity and link in the Mentor-MID relationship.

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**MENTOR – MID PARTNERSHIP AGREEMENT**

We, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ & \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,

Mentor MID (Minister in Development)

have discussed the relationship between us which we are initiating today. We agree on the following items:

* That we both hope the relationship started today to develop from an acquaintance to a mature friendship of godly guidance, care and encouragement
* That the MID will normally be responsible to set up a face-to-face meeting with the nentor, at least quarterly
* That both will also keep in touch by means of (underline which) e-mail, messaging, or phone conversations or all
* That the frequency of communication will depend on the MIDs desire and/or need for support and guidance
* That both will keep personal discussions strictly confidential
* That both would be open (or not) to the mentor being chosen by a second MID, forming a three-person “mentor cluster.”
* That both will be active team players on their missional zone, faithfully praying for other ministers, mentors and MIDs in the other churches on the missional zone and attending zonal events as possible
* That both will try to keep this MENTOR—MID relationship from now until the ordination of the MID
* However, in the case that either party senses that it would be better for the MID to seek another mentor,
  + This mentoring relationship will be closed prayerfully.
  + Then the mentor will communicate to the District Mentor Coach for the choosing of a new mentor for the MID.

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Mentor MID Date

## CALLED TO MINISTRY CHECKLIST

## <http://www.wapacnaz.org/ministerial-development/ministerial-preparation/called-to-ministry-checklist-(start-here).html> ****Initial Preparation & Resources****

* I have sensed God leading me to prepare for Christian ministry
* I have shared my call to ministry with my pastor, then my local church board.
* I have [registered my call to ministry](http://www.wapacnaz.org/_forms/view/32936) with the WaPac Board of Ministry.
* I will familiarize myself with these resources and utilize them throughout my ministry.
  + [Manual of the Church of the Nazarene](http://nazarene.org/sites/default/files/doclib/manuals/Manual%202013-2017%20-%20English.pdf)
  + [Handbook of Christian Ministry](http://resources.razorplanet.com/515902-5819/528833_handbookforChristianMinistry.pdf)
  + [Sourcebook for Ordination](http://resources.razorplanet.com/515902-5819/1171763_SourcebookforOrdination.pdf)

**Local Minister’s License**

* I have applied for a [Local Minister’s License](http://www.usacanadaregion.org/local-license)with the board of my local church.
* I have begun the course of study for ministry.  For course of study options [click here](http://www.wapacnaz.org/ministerial-development/ministerial-preparation/ministerial-education.html).
* I have provided official transcripts of any college coursework and record of any modules I have completed to the [District Office](mailto:sharon@wapacnaz.org?subject=Board%20of%20Ministry%20Transcripts).
* I have communicated with the Board of Ministry if I have a divorce in my past and have [requested the appropriate form](mailto:sharon@wapacnaz.org?subject=Removal%20of%20Divorce%20Barrier%20form) and submitted the application for removal of divorce barrier.
* I have gone through the process to officially have the “divorce barrier to a district license” removed. I know that this involves Board of Ministry and Board of General Superintendent action. I realize that a district license cannot be granted without the removal of the “divorce barrier.”

**District Minister’s License**

* I have completed one-quarter of the modules in the Course of Study, including History and Polity of the Church of the Nazarene and/or the WaPac District-Leadership Specialty Seminar, if possible.
* I have been [recommended for a District License](http://resources.razorplanet.com/515902-5819/529471_BoardRecommendationFormWorddoc.doc) by the board of my local church and my local license has been renewed OR, if I am serving as the pastor of my church, by the Washington Pacific District Advisory Board.
* I have [applied for a District License](http://resources.razorplanet.com/515902-5819/1119300_ApplicationDistrictMinLic.doc) with the Washington Pacific Board of Ministry
* I have been scheduled for an interview with members of the WaPac Board of Ministry.
* I have completed the background check as required by the WaPac Board of Ministry.
* I have been recognized and approved for my first district license by the WaPac District Assembly.
* I have contacted the district mentor coach and have chosen a Mentor from the District Mentors’ Bench Road Map for Ministerial Mentoring (this document).
* I have [renewed my District License](http://resources.razorplanet.com/515902-5819/1155034_RenewalMinLicApp.docx) annually for 3 consecutive years or more.
* I have maintained a meaningful relationship with my **District Mentor** for at least 3 years.
* I have been interviewed for a district license with a small group of the Board of Ministry for at least 3 years.

**Ordination**

* I have been invited to and attended the ministerial enhancement weekend: “Clarifying the Call”
* I have sought and received verification by the [District Registrar](mailto:sharon@wapacnaz.org) of my successful completion of all educational requirements for ordination.
* I have held a district license and served in a full-time ministry assignment for at least three consecutive years or the equivalent if the assignment is part time.
* I have been recommended for a fourth (or more) district license by my local church board or the Washington Pacific District Advisory Board.
* I have been invited by the WaPac Board of Ministry to apply for ordination as a minister in the Church of the Nazarene.
* I have been interviewed by the general superintendent in jurisdiction over the WaPac District Assembly.

**Section ONE: THE CONTEXTS OF THE MENTORING NETWORK**

The preparation of ministers is a process in which multiple parties are involved. These include the individual who perceives a call, i.e. the Minister-in-Development (MID), the members of her/his family and local church and its board, the district structures like the District Board of Ministry, the District Advisory Board and the District Assembly, the educational provider with its instructors and peers. Even the Global Church of the Nazarene is involved with the MID setting standards, offering courses of study and ultimately, ordaining those who qualify for such credentials.



The figure above illustrates the many people who provide **rings of support** for each MID. They are partners in the process of his or her ministerial preparation. They partner with the MIDs to equip and commission them **to be** Christ-like disciples and **to make** Christ-like disciples.

1A THE GLOBAL NAZARENE CONTEXT

CORE VALUES AND MISSION STATEMENT. All along the MIDs’ pathway from *call* to *lifelong learner*, the core values of the Church – **Christian**, **Holiness** and **Missional** – underpin every experience and teaching. The mission statement of the Church of the Nazarene “*to make Christ-like disciples in the nations”* also influences Nazarenes at every level, local, zone, district, region and global.

A fourth value that permeates the Church of the Nazarene is **Connectivity**. Nazarenes are connected to each other. Local churches connect to the district, districts connect to educational regions, local churches link to the global church and so on. The pathways connect people from every level to every level. Quite a picture of this connectively is evident online through websites like these: [www.nazarene.org](http://www.nazarene.org), & <http://nmi.nazarene.org> as well as regular e-mail prayer letters from several Nazarene sources. Visit the WaPac District website with regularity, watching for news and events: [www.wapacnaz.org](http://www.wapacnaz.org)

Nazarene professionals of several specialties connect themselves in organized groups, especially across the United States and Canada. A few examples are Association of Nazarene Sociologists and Researches (ANSR), Nazarene Healthcare Professionals (NHP), Wesleyan Theological Society (WTS), Wesleyan Holiness Women Clergy, etc. Most of these organizations have their own websites and/or Facebook pages.

The members of the WaPac District Board of Ministry are committed to encouraging men and women through the process of their preparation. Yet, it is vitally important that every Minister in Development demonstrate personal initiative in his or her preparation, mentoring and training. MIDs are strongly encouraged to become familiar with the expectations set forth in the Handbook of Christian Ministry accessible at

[http://www.usacanadaregion.org/sites/usacanadaregion.org/files/pdf/handbook.pdf](http://www.usacanadaregion.org/sites/usacanadaregion.org/files/PDF/handbook.pdf)

1B the WASHINGTON PACiFIC DISTRICT CONTEXT

The mission statement of WaPac is “*Establishing and Resourcing the Development of Healthy Churches”.* The means to this are

* Christ-like Leaders
* Strategic Networks
* Missional Vision
* Continual Renewal

One of the significant ways this mission statement becomes a reality is by the cultivation of **strategic networks**. The network of Missional Zones is a strategic network. The idea for adding “missional” to the name “zones” on the WaPac District is organizing zones through an intentional tie to the mission of the Church of the Nazarene, *to make Chris-tlike disciples in the nations”*. The Missional Zones are somewhat smaller geographically than those in the past in order to make it easier to bring people together for prayer, sharing, table fellowship, seminars, missionary visits, district visits, and other connectional events. By organizing in missional zones, pastors will be equipped to encourage and provide ministry to one another strengthening local ministries.

Another strategic network of WaPac is the District Mentoring Network.

A District Mentor Coach was appointed to help to implement and maintain this mentoring network and is a member of the District Board of Ministry. The District Mentor Coach organizes and trains the mentors, develops and identifies resources for them including, but not only, this booklet and maintains communication with the network of missional zone leaders.

The missional zone leaders prioritize the health and development of the 6-9 churches on their missional zone a matter of personal concern by regularly praying for and building relationships with the pastors of these churches. They organize practical and systematic times for connection and support. They support the District Mentoring Coach in the nurture of Ministers in Development (MID) on the missional zone. The twelve missional zones, the churches within each one, and the 2017 MZ leaders are listed as **Appendix A*.***

The WaPac Mentor Bench consists of the ministers trained and approved by district leaders*.* Each MID will choose their own mentor from the Mentor Bench. The details and responsibilities of this relationship are described in this booklet and delineation in the “Mentor-MID Partnership” on pg 8**.**

During the process of their ministerial preparation, the MIDs are required to meet annually with the members of the District Board of Ministry by region -- North, Central and South. On the days of these interviews, the District Mentor Coach will organize support activities for the MIDs in order to maximize the time around the day of their review. Since the MIDs meet with the District Board of Ministry only one time a year, the missional zone is an important ring of support and encouragement to the MID. The missional zone is closer to home than the region or district. Whenever possible, the MID will be best served by choosing a mentor from his or her own missional zone to better facilitate the Mentor-MID relationship.

**Section two: From Call to Ordination...and beyond**

**Understanding the Process of Ministerial Development**

God is still calling men and women to places of leadership in His Church. With that in mind, the mission of the Washington Pacific District Board of Ministry is to encourage, guide, support, train, assess, mentor and recommend all who are seeking to make a faithful response to His call. The members of this board accompany the MIDs during the years it takes them to fulfill the general education and service requirements for ordination as outlined by the Church of the Nazarene in the Manual.

Ministerial CREDENTIALING

In the Church of the Nazarene, there are three levels of ministerial credentials.

* 1. Local License—All ministers must begin by being licensed by their local church.
  2. District License—After an individual has been licensed by his or her local church for one year and has completed 1/4th of the Course of Study, they are eligible to apply for a District License.
  3. Ordination—Ordination in the Church of the Nazarene is an international credential, recognized at every district in the global church.

Once a MID has completed ministerial preparation, served in a full-time ministry assignment for at least *three* *consecutive* years, or a part-time assignment equivalent to 3 years full-time, and completed the scheduled assessments, they are eligible *to be considered* for ordination by the District Board of Ministry.

Ordination, the highest credential, is not a “diploma” for completion of the course of study. It is a global credential for those who have reached and maintained high standards. Completion of an approved course of study does not automatically ensure ordination. Factors of call, character and fruitful ministry are also essential.

Education

The Church of the Nazarene esteems holiness in everyday life and also in higher learning. Therefore, the Nazarene standards for ordination are higher than many other groups. The educational preparation of the minister is fully described in the Manual of the Church of the Nazarene.

Though the standards are high, there is flexibility in *how* to pursue ministerial preparation. The best option depends on the personal circumstances of each ministerial candidate. There are 53 Nazarene institutions of higher learning in the world. WaPac District is part of the educational region in which Northwest Nazarene University (NNU) in Nampa, ID is the institution which serves the districts in the northwest. Nazarenes have one USA/Canada Bible College (NBC) in Colorado Springs, CO and one post-graduate seminary (NTS) in Kansas City, MO.

NNU and NBC offer a Bachelor of Theology, a liberal arts degree containing more than the minimal set of courses required for Nazarene ministry. A MID may opt to become a ministerial student on one of these campuses.

The most basic Nazarene program of ministerial preparation is approved and validated by the Church of the Nazarene at the international level and consists of 25 courses which are organized in “modules”. This course of study is offered *online* from three sources: Northwest Nazarene University, Nazarene Bible College or Nazarene Clergy Services. A MID may opt to stay at home and become a ministerial student through one of these programs. The modules from Nazarene Clergy Services are offered in face-to-face session through the district program called KALEIDOSCOPE, a multicultural learning center.

We understand that in today’s educational environment there are many who have completed coursework from non-Nazarene colleges and universities.

* **It is of the utmost priority that all MIDs with these backgrounds submit transcripts to the District Registrar so that the District Board of Ministry may be reviewed for credit to be established.** This is best accomplished while a MID is still serving under a local minister’s license.
* Evaluation of prior learning is also possible via evaluation of the MIDs portfolio according to the standards. This evaluation service is done by the Director of Kaleidoscope, working with the WaPac Board of Ministry Registrar.

renewal Requirements. These requirements come from the international level of our church. To be eligible to renew a district minister’s license:

* It is required that every MID complete at least 2 modules in the Course of Study.
* The MID must be involved in active ministry reported by the MIDs local church of membership.

MentorING NETWORK. Whether the MID is studying on a Nazarene campus or preparing via an online program, it is the expectation of WaPac District that every MID will continually be involved in a mentoring relationship with a mentor. The MID will work with the WaPac Mentor Coach to select a mentor from the WaPac Mentor Bench of qualified and specifically trained ministers.

After selecting a mentor, it is the responsibility of the MID to set up the first and subsequent meetings. The frequency of meetings will vary, but should be at least once a quarter. They may be linked to activities on the missional zone. The goal of the mentoring network is to provide each MID with a significant connection with the district throughout the pathway of preparation to ordination. The mentor listens to, guides, encourages, counsels, prays for and prays with his or her MID.

AssessmenT. The relationship of MIDs to the district is enhanced by several planned events in the course of ministerial preparation. These required events provide time for the MIDs to know the district and the district to know the MIDs.

* Ministerial ENHANCEMENT WEEKEND

This weekend is designed to help all MIDs and their spouses understand their personal “make-up” for ministry. Before a district minister’s license can be renewed, the MID is required to attend this event which is described in Section Five.

* Annual Interview

The Washington Pacific District Board of Ministry will meet annually with each MID to review the progress of his or her preparation, to answer questions about theology and ministry and to assess character development.

* Pre-Ordination Assessment

This interview is designed to review various aspects of Wesleyan theology and the polity and practices of the Church the Nazarene.

**Section THREE:**

**APPROVED Nazarene COURSES OF STUDY TO Develop Ministers**

HISTORICAL CONTEXT OF NAZARENE ORDINATION.

There are a few more technical aspects for a mentor to know in order to guide his or her ministerial candidate along the educational track of the journey from God’s call to ordination. Although mentors-in-training may have gone down this road, they may not have been aware of the specifics of ministerial preparation that underpinned the classes or modules of the course of study. Gaining a familiarity with these educational aspects of the MIDs preparation will allow the mentors to nurture their MID towards these goals. Section One describes these end posts of ministerial development.

The Church of the Nazarene has always given careful attention to the character of her pastors. At the historic 1908 foundational General Assembly, the Church Manual was thinner than today’s version. Even though it’s thin, the qualifications of the minister were stated very clearly on page 38: “The minister of Christ is to be in all things a pattern to the flock, in diligence, earnestness, discretion, punctuality. By pureness, by knowledge, by love unfeigned, by the word of truth by the power of God, to the right armor of righteousness on the right hand and the left”.

The 1908 Manual also defined ministerial preparation for our budding denomination. Four years’ worth of courses and the accompanying texts and reading books are listed in the “Course of Study for Licensed Preachers”. Educational preparation has always been very important to Nazarenes.

In the General Assembly of 1997, chapter 3 of the Manual, Section 424 Education for Ministers was greatly modified. The definition of the course of study shifted from names of classes and books to abilities or outcomes which the process should develop *in the lives* of the minister. The Church shifted from content-based ministerial preparation to outcomes-based development. It’s interesting to compare Section (424) in the 1997 Manual to Section (424) in the 2001 Manual.

The outcome descriptions added to the Manual by the 1997 General Assembly have come to be known as the “Be-Know-Do” paragraphs and the “Ability Statements” or “Program Outcomes”. These describe the ideal Nazarene minister, the Christ-like disciple. These descriptions provide for both personal goals in the lives of Nazarene ministers as well as equipping for the denominational mission. Knowing about these statements will help mentors keep in mind the end-posts as they accompany their MIDs in ministerial development. They are as follows:

**THE “BE-KNOW-DO” PARAGRAPHS**

***The Nazarene Minister will “Be”***

**1. A loving servant is** • Humble • Vulnerable *Love for God (piety) expressed in:* Prayerfulness • Availability to the Holy Spirit • Being called • Obedience to the call • The church’s confirming the call *Love for people in:* • Compassion • Sensitivity

**2. Transformed**

**3. Honorable** (i.e., integrity = morally unimpaired) • Trustworthy • Honest • Genuine

Transparent • Loyal • Reliable • Non-manipulative

**4. Wise** (expressed in): • Discernment (will of God) • Common sense • Objectivity

**5. Self-disciplined** (expressed in): • Maturity • Self-awareness • Self-control • A sense of the appropriate • Perseverance • Patience • Courage • Boldness • Being a self-starter • Ordering priorities • Commitment • Passion

***The Nazarene Minister will “Know”***

**1. The Truth**

**2. Liberal Arts** • Human behavior • Sociology • Psychology • Anthropology Communication • Persuasion

**3. History/Tradition** • Contextualization, awareness of contemporary world, diversity • Sociology/anthropology\*

**4. Methods of Research** (Exegesis of congregations and communities)

**5. Classical Theological Disciplines** • Spirituality • Theology • Ecclesiology Worship/music • Bible/gospel• Ethics • History • Mission • Christian education

**6. Relational Disciplines** • Leadership • Authority, power, conflict management Knowledge of human brokenness

***The Nazarene Minister will know how to “Do”***

**1. Personal Skills** • Think critically • Think like a minister • Model servanthood as pastor • Love • Minister reconciliation • Behave faithfully • Change, grow, adapt• Take risks

**2. Pastoral Care** • Develop solid personal relationships • Counsel, heal, guide

**3. Teaching** • Mentor • Imagine a better future • Interpret one’s faith

**4. Evangelize, Disciple, Nurture**

**5. Preach** • Exegetically • In narrative style • Biblically

**6. Communicate** • Interpersonal communication • Listening actively • Vision casting

**7. Leadership/Administration/Polity** • Provide visioning • Articulate goals • Lead worship • Assess• Plan • Evaluate • Facilitate organizational development • Lead in team building • Lead educational ministry • Promote missions • Missions

3B Helping MIDs to plan and TO track THEIR WHOLE progress

Mentors can be of valuable assistance to their MID(s) by understanding and using the tools that help plan and track progress from the call to ordination. The tools may be used in any order along this journey.

The FIRST TOOL is the list of modules from the USA/Canada official course of study (referred to as COS). The MID can probably fill it out by her/himself and the mentor may refer to it to encourage progress in the educational part of the MID’s preparation. .

The SECOND TOOL is the checklist of events along the journey to ordination on page 9. The mentor will be more used to the regular routine of district and missional zone events. They will provide excellent opportunities for shared experience of the mentor and MIDs.

The THIRD TOOL is the Ministerial Enhancement Weekend.

Using or encouraging use of the tools in this guidebook, mentors can help keep the MIDs progressing on his or her journey by gentle inquiry as to the completion of each module or semester of study.

**Section FOUR: FOCUSING ON MENTORS**

4A THE MIDs FIRST MENTOR – A LOCAL PERSON

When a person begins to sense a calling from God to respond to broader service, deeper calling and further preparation, he or she shares this sense with a church leader or directly with his or her pastor. The local pastor then is normally the first mentor. The pastor listens to the testimony of the person and guides him or her to local ministries in which the Spirit and the local church may nurture this calling. The pastor monitors and supports the individual as he or she is involved in local ministry.

At an appropriate time, the pastor will talk with the candidate about speaking to the church board to request a local ministerial license. The pastor will invite the candidate to the local board to be interviewed for a local preacher’s license. Then, the pastor will guide the person to the course of study that best fits his or her circumstances and calling. On the WaPac District, candidates may be directed to Northwest Nazarene University, Nazarene Bible College, Nazarene Theological Seminary, online programs offered by each of these institutions or to KALEIDOSCOPE, a multicultural learning center, the ministerial course of study taught on WaPac District in regular face-to-face settings.

When the candidate is enrolled in an approved course of study and has a local license from his or her church board, he or she will register with the WaPac District Board of Ministerial Development on the WaPac District website.

After having a local license for at least a year and completing 25% of the ministerial course of study, the candidate may apply for a district license. He or she will be called for the first interview with the District Board of Ministerial Development. Following that interview, the MID, will contact the District Mentor Coach to choose a mentor from the WaPac District Mentor Bench. The MID will then contact the mentor of choice for their first meeting. The journey between the mentor and MID will begin.

4B The Development of WaPac District Mentors

What is a mentor? A mentor is a friend with more experience and maturity than the one who he or she mentors. Who do the mentors mentor? They mentor people who are sometimes called *mentees* which is a legitimate word, but on our district they will be called Ministers in Development (MIDs) because they are special mentees -- they are preparing for Nazarene ministry.

Mentoring is a biblical relationship that God initiates quite frequently in the process of raising up leaders. Moses mentored Joshua. Eli mentored Samuel. Mordecai mentored Esther. Jesus discipled many men and a few women who are named in Scripture: Susana, Joana and Mary Magdalene.

Jesus drew closest to three of the apostles -- Peter, John, and James -- in a type of mentoring relationship. Paul mentored Timothy, Titus and many others and because of this role he penned instructions to them in three important letters. Both of Paul’s letters to Timothy and to Titus provide material for guiding a mentoring relationship. Specifically pertinent are verses from Titus 2:

*“For the grace of God has been revealed, bringing salvation to all people. And we are instructed to turn from godless living and sinful pleasures. We should live in this evil world with wisdom, righteousness, and devotion to God while we look forward with hope to that wonderful day when the glory of our great God and Savior, Jesus Christ will be revealed. He gave His life*

*To free us from every kind of sin*

*To cleanse us and*

*To make us His very own people, totally committed to doing good deeds.*

*You must teach these things and encourage the believers to do them.*

The survey conducted January 2013, among the WaPac MIDs also affirms qualities mentioned in this passage: 91% of our MIDs want a prayerful, godly mentor, who is accessible to them to teach godly prayerfulness by example in a relationship of encouragement.

* The primary qualifier for WaPac mentors is a godly character.
* Second, is a genuine interest in encouraging and guiding new pastors and other Christian leaders through the process of their preparation.
* Third, is the willingness to be trained and deployed for the specific role of mentor on WaPac District.

**Section Five:**

**Resources for Mentoring Sessions**

5A description of Ministerial enhancement weekend

After receiving a district license, and before its renewal, a MID, and spouse, if married, will be invited to attend the Ministerial Enhancement Weekend. The weekend is filled with opportunity for self-discovery, inspiration, assessment, instruction, fellowship and worship for the MID/spouse. A variety of tests are given and the MID/spouse will meet with a qualified clinician to discuss the results helping them understand their strengths and become aware of weak areas that could cause problems in the future. There are several workshops on subjects like: spiritual formation, self-care, “What I wish I would have known”, communication, strengths finder, and servant leadership. The weekend will also provide time for fellowship with other MIDs from the WaPac District. The cost of the weekend is divided three ways: MID, local church and WaPac District. This weekend is a requirement for ordination on WaPac District.

5B Relationship between mentors, district mentor coach and this document.

The WaPac Mentoring Network was implemented in 2013. It is a pioneer program, therefore a work-in-progress that will probably need to be tweaked as we move through the first years of implementation. The role of the District Mentor Coach includes receiving suggestions from any district leader and giving on-going support, spiritual and informational, to all mentors on the district. For any observation, please feel free to contact me at [mailto:mmscott1969@gmail.com](mailto:mmscott1969@yahoo.com).

**WAPAC MISSIONAL AREAS AND ZONES**

|  |  |  |
| --- | --- | --- |
| **NORTH MISSIONAL AREA:** | | |
| **Missional Zone:** | **Leader:** | **Churches:** |
| Mt. Baker | Gary Miles | Big Lake, Lynden CrossPoint, Mount Vernon, Oak Harbor, |
| Snohomish | Craig Laughlin | Everett 1st, Lake Stevens Lost & Found, Marysville Generations, Monroe, Sky Valley, Snohomish |
| Metro North | Paul Johnson | Lynnwood Silver Creek, Seattle Aurora, Seattle Ballard, Seattle First, North Seattle, Seattle Olympic Hills |
| Lake Washington | Mike Ford | Bellevue New Hope, Kirkland Chinese, Kirkland Life, Redmond Revive, Snoqualmie |
| **CENTRAL MISSIONAL AREA:** | | |
| **Missional Zone:** | **Leader:** | **Churches:** |
| Metro South | Paul Johnson | Federal Way, Federal Way Trinity, Normandy Park Living Hope, Seattle Beacon Hill, Seattle Highland Park Hispanic, West Seattle |
| Green River | Ev Tustin | Auburn, Bonney Lake, Enumclaw, Kent Hillside, Kent True Life Samoan, Maple Valley, Renton, Sumner the Rescue |
| Mt. Rainier | David Rodes | Bethel, Fife Living Water Samoan, Gig Harbor, Key Peninsula Key to Life, Lakewood New Hope, Lakewood New Hope Korean, Lakewood New Life Samoan, Puyallup, South Hill Encounter, Tacoma First, Tacoma First Samoan |
| Olympic Peninsula | Jerry Luengen | Bremerton, Forks, Port Angeles, Port Orchard, Poulsbo Connection Point, Sequim Valley |
| **SOUTH MISSIONAL AREA:** | | |
| **Missional Zone:** | **Leader:** | **Churches:** |
| Capitol | David Bach | Centralia, Olympia Mountain View, Olympia Real Life, South Sound, Shelton, Grays Harbor Alive, Rainier Exalt, Randle, Yelm |
| Mt. Saint Helens | Mike Yost | Castle Rock, Kalama, Kelso Abundant Life, Kelso Vida Abundante, Longview, Peninsula, Pleasant View, Raymond, Ridgefield, Woodland |
| Columbia River | R. J. Strickland | Amboy, Battle Ground Starting Grounds, Liberty Bible  Vancouver Hillcrest, Vancouver Real Life,  Vancouver Safe Harbor, Vancouver Simple Life |
| The Gorge | Joe Crosby | Bingen Rooftop, Camas, Carson, Stevenson the Bridge, Vancouver Fourth Plain, Washougal, White Salmon Pinecrest |

**2014 SURVEY QUESTIONS TO MIDS AND THEIR ANSWERS**

1. How important to you is each of the characteristics of the minister who will be your mentor? In the table below, **“1” is “not important”, “4” is “very important”.** Rate the characteristics by putting a circle around the number of your choice.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Rating of importance:  Quality valued in mentor | 1 | 2 | 3 | 4 | Ave | Median  Ranking | % of ”4”s top rating |
| A prayerful, godly individual | 1 | 0 | 3 | 41 | 3.87 | 1 | 91% |
| Accessible for counsel | 0 | 4 | 15 | 16 | 3.49 | 2 | 58% |
| Disciplined and punctual | 0 | 5 | 20 | 20 | 3.44 | 3 | 44% |
| Knowledgeable about the process of ordination | 2 | 7 | 13 | 23 | 3.24 | 4 | 52% |
| Experienced in diverse ministries | 2 | 4 | 21 | 18 | 3.22 | 5 | 40% |
| Computer competency for  e-mails, texts | 2 | 8 | 19 | 15 | 3.07 | 6 | 34% |
| Tolerant and laid back | 1 | 10 | 23 | 9 | 2.93 | 7 | 21% |

**What do these results MEAN to us ON WAPAC DISTRICT?**

They clearly state that the most valued characteristic of a mentor is to be ***a prayerful and godly individual***. Of the 45 responders, 41 or 91% of them rated *prayerful godliness* as “very important”. The second ranked characteristic was ***accessible for counsel*** which also appears in the write-in comments in which the short-comings of previous mentoring situations were lack of perceived accessibility to the mentor.

OTHER SUGGESTIONS EITHER WRITTEN OR SPOKEN:

* *Have a covenant to sign at the first face- to-face session*
* *Qualify or describe mentors by their passion*
* *Are mentors required? Yes, for connectivity to district*
* *Mentors are to help walk through the journey; they are first mature friends, then godly guides who help them to succeed in the MIDs calling.*
* *A mentor is not a psychologist but an ally, a listening ear for answers to questions posed by the mentor and the MID*
* *Mentor-clusters, i.e. more than one MID to a mentor could work; 2 MIDs to 1 mentor would provide additional support while confidentiality would be maintained*
* *Consider at south end modality of module teaching like on NW District; students read and do homework first then meet for an overnight Friday to Saturday session with facilitators*
* *A district network of youth pastors and of chaplains*
* *Is there somewhere in the USA/Canada COS approved for chaplains? For their endorsement?*

So, two kinds of results from this survey were taken into consideration in formulating the WaPac Mentoring Network. Attention was given to the shortcomings described from experiences in other mentoring programs. Also, the MIDs’ recommendations for the future district program contributed to the WaPac District Mentoring Network that is described in this booklet.

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **MODULAR - COURSE OF STUDY (COS) - PLANNING WORKSHEET** 8/16 | | | | | | | | |
| Name: | |  | | | | | | Office Use Only |
| Email: | | Click or tap here to enter text. | | Phone: | | Click or tap here to enter text. | |
| Church: | | Click or tap here to enter text. | | | | | |
| Current Assignment: | | | Click or tap here to enter text. | | | | |
| Part time  Full Time (Full time is considered at least 32 hrs. paid or unpaid) | | | | | | | |
| First Local License (date): | | |  | | | | |
| District Licenses (year): | | | 1st Click or tap here to enter text. | | 2nd Click or tap here to enter text. | | 3rd:Click or tap here to enter text. |
| Additional Licenses: | | | 4th Click or tap here to enter text. | | 5th Click or tap here to enter text. | | 6th Click or tap here to enter text. |
|  | | | | |  | | |  |
| **#** | **COURSE TITLE OF MODULES** | | | | **EQUIVALENT COURSE & EDU PROVIDER** | | | **END DATE** |
|  | ***Example:*** | | | | ***NNU – “Intro to Ministry”*** | | | ***Sp 5/1/13*** |
| 1 | Administering the Local Church | | | | Click or tap here to enter text. | | |  |
| 2 | Becoming a Holy People | | | | Click or tap here to enter text. | | |  |
| 3 | Communicating Christ Cross-Culturally | | | | Click or tap here to enter text. | | |  |
| 4 | Comm. the Gospel in a Pluralistic World | | | | Click or tap here to enter text. | | |  |
| 5 | Comm. with Spoken and Written Language | | | | Click or tap here to enter text. | | |  |
| 6 | Declaring the Gospel of God | | | | Click or tap here to enter text. | | |  |
| 7 | Examining Our Christian Heritage 1 | | | | Click or tap here to enter text. | | |  |
| 8 | Examining Our Christian Heritage 2 | | | | Click or tap here to enter text. | | |  |
| 9 | Exploring Christian Ministry | | | | Click or tap here to enter text. | | |  |
| 10 | Exploring John Wesley’s Theology | | | | Click or tap here to enter text. | | |  |
| 11 | Exploring Nazarene History & Polity | | | | Click or tap here to enter text. | | |  |
| 12 | Foundations for Womens’ Ordination | | | | Click or tap here to enter text. | | |  |
| 13 | Interpreting Scripture | | | | Click or tap here to enter text. | | |  |
| 14 | Investigating Christian Theology 1 | | | | Click or tap here to enter text. | | |  |
| 15 | Investigating Christian Theology 2 | | | | Click or tap here to enter text. | | |  |
| 16 | Leading the People of God | | | | Click or tap here to enter text. | | |  |
| 17 | Living Ethical Lives | | | | Click or tap here to enter text. | | |  |
| 18 | Practicing Wes.-Holiness Spiritual Form. | | | | Click or tap here to enter text. | | |  |
| 19 | Preaching the Story of God | | | | Click or tap here to enter text. | | |  |
| 20 | Providing Christian Education for All Ages | | | | Click or tap here to enter text. | | |  |
| 21 | Shepherding God’s People | | | | Click or tap here to enter text. | | |  |
| 22 | Supervised Ministry Experience | | | | Kaleidoscope (done locally) | | |  |
| 23 | Telling the New Testament Story of God | | | | Click or tap here to enter text. | | |  |
| 24 | Telling the Old Testament Story of God | | | | Click or tap here to enter text. | | |  |
| 25 | Tracing the Story of God in the Bible | | | | Click or tap here to enter text. | | |  |

*Please submit this form via email to* [*sharon@wapacnaz.org*](mailto:sharon@wapacnaz.org) *and* [*mmscott1969@gmail.com*](mailto:mmscott1969@gmail.com)