

**Mentored Ministry**  
in the Canadian Baptists of Western Canada

Formerly called the  
**GRADUATE INTERNSHIP PROGRAM**

(September 2015)

**Mentored Ministry**

A MINISTRY OF CAREY THEOLOGICAL COLLEGE AND THE MINISTERIAL CREDENTIALS  
COMMITTEE OF THE CANADIAN BAPTISTS OF WESTERN CANADA

## PURPOSE

The Canadian Baptists of Western Canada's Mentored Ministry program attempts to provide support during a pastor's first year of ministry in the denomination, often a year of difficult and lonely adjustments, under the mentorship of a seasoned pastor or, occasionally, significant lay person. Sometimes those serving in non-pastoral ministry roles, such as chaplains, are also enrolled.

## STYLE

The approach taken in the Mentored Ministry program is one of "walking alongside." The biblical model is Barnabas in the book of Acts. His name means "son of encouragement" and Barnabas modelled encouragement well. One with ministry experience comes alongside the intern and provides pastoral care and a stabilizing orientation to the work.

## ORIGIN

The congregations who form the Canadian Baptists of Western Canada (CBWC), through their delegates in Assembly at Winnipeg in 1975, Calgary (1978) and Saskatoon (1986), have required participation in what was first called the Graduate Internship Program of all pastors new to the denomination, all newly credentialed ministers (such as chaplains), and everyone preparing for appearance before the Ordination Examining Council. Originally, most leaders entered this program after graduating with a Master of Divinity. Currently, many in the specified roles have not yet completed theological education. It seems appropriate, therefore, to change the name to **Mentored Ministry**.

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## **MENTORED MINISTRY: A BRIEF DESCRIPTION**

The CBWC is concerned about what happens to a person who enters the first year of the pastorate, a chaplaincy or related ministries. The need to affirm a sense of call and to extend encouragement is real. There was a high attrition rate prior to the initiation of the original program in 1975. Sometimes those with ministry experience but new to the Canadian Baptist context need similar support. The mentor becomes an important model of a life of ministry under the grace of God. Mentors share some of their deepest reflections, experiences and problems of ministry as a way to strengthen the intern. The mentor comes not as an expert, but one who is open and a continual learner. The intent is the intern will feel able to share needs, problems and questions in an atmosphere of mutual trust. It is hoped the intern's spouse (if married) will feel support through this process. On the other hand, the mentor is not providing care for the intern's church or place of ministry.

The intern generally has:

1. An area of ministry responsibility
  2. A body of knowledge related to ministry, usually theological in nature
  3. Basic skills, but some underdeveloped understandings needed for effective ministry
- These understandings are grasped through applying the body of knowledge or newly gained knowledge to the area of responsibility under the eye of a mentor. Along the way, there may be a need for judicious Barnabas-style correction or an introduction to the ethos of the CBWC community.

The components of the Mentored Ministry program include: 1) Regular meetings, once a month or more frequently, face-to-face or via another medium. Suggested topics are below, and ministry will generate its own points of discussion. 2) The submission of the completed Report of the Intern and Report of the Mentor, usually after one year. The forms appear later in this manual. 3) If the intern is actively moving toward ordination, the development with the mentor's input of a confessional statement for presentation to the Ordination Examining Council. The denomination will send guidelines to write this paper to candidates who are ready.

Other aspects of the CBWC's welcome to those new to ministry among us are not part of the Mentored Ministry program, but are important. They include: the New Pastors Orientation; the Baptist Identity course offered through Carey Theological College; and the Ordination Examining Council.

## **OUTLINING THE MENTORED MINISTRY PROGRAM**

1. When the Director of Mentored Ministry at Carey Theological College becomes aware of a newly eligible appointment within the CBWC, the director contacts the intern to determine the type of mentor that will be of most help, and then seeks someone appropriate acceptable to the intern.
2. The Director of Mentored Ministry determines, in co-operation with the Ministerial Credentials Committee, who should be in the program. For example, a part-time pastor may find regular meetings too much to fit into limited hours.

3. The Director of Mentored Ministry formalizes the internship with a welcome email to both the intern and mentor. Normally the internship lasts one year. However, if one of the goals for the internship—support in adjusting to ministry life, orientation to the Canadian Baptist context and preparation of ordination statements (when applicable)—has been met by other means, a shorter period may suffice.
4. No assumption is made that the intern is automatically proceeding to the Ordination Examining Council. For further information on that process, the intern should contact the regional office.
5. The director is available for pastoral care throughout the internship for both intern and mentor, tracking the process and keeping necessary records.
6. The director reminds the intern and mentor of the need to fill in the forms included in this manual. Upon receipt of both forms, the director informs the CBWC the internship is complete.
7. If the intern is proceeding to the Ordination Examining Council near to the completion of the internship, the mentor provides initial feedback on the candidate's early draft of the required statement. Again, the intern should contact the regional office promptly to initiate this formal process. The denomination tracks progress of those who declare interest in appearing before the council and, in the fall, sends instructions for preparing the paper to those who seem nearly ready. This paragraph also applies to those who seek a Recognition of Prior Ordination.
8. The denomination invites those interns (and their spouses) who are ready for the Ordination Examining Council to Mini-semester at Carey Theological College, normally held the end of January or beginning of February, to offer pastoral care and to prepare them for the council. Each candidate presents a draft of their paper to receive helpful critique from fellow interns and an experienced panel. At Assembly in Edmonton (1994) Mini-semester was mandated for all candidates for ordination.
9. In case someone objects to a decision of the Director of Mandated Ministry, an appeal may be made to the Ministerial Credentials Committee through the Executive Minister.

### **HOW ARE THE MENTORS SELECTED?**

All mentors have experience in ministry or related professional competence. They are normally pastors. The Director of Mentored Ministry, in consultation with the Ministerial Credentials Committee, looks for experience, maturity, openness, commitment and overall competence. The director also seeks to ensure the mentor and intern are comfortable with each other. If an intern wishes to consider a lay leader, the director may endorse it because laity have much to contribute to those in ministry leadership positions. Normally, if an intern is in an associate position, the mentor will not be the senior pastor.

### **THE MENTOR-INTERN RELATIONSHIP**

The relationship should:

Be supportive

Be non-competitive

Encourage the intern to differ from the mentor

Convey the mentor's desire for the intern to succeed by recognizing achievements

Stimulate conversation around performance expectations of various ministry skills  
Enable interns to act upon their own best judgment (Hester, 1965)

### **THE MENTOR'S ROLE**

The mentor is significant in the life of the intern, becoming a model for developing a workable philosophy of ministry. The mentor has a ministry and leadership style the intern can observe. It is not to be copied as an ideal; but it is an opportunity to watch a functioning Christian leader who comes alongside in mutual sharing of needs, dreams, problems, reflections, experiences and questions. The following elements structure the internship:

1. The mentor and intern commit themselves to at least 2 hours together each month. Together they devise the most beneficial schedule, using non-face-to-face modes as needed. Normally, the intern travels to the mentor; but, the mentor could travel to the intern's ministry location occasionally. See Meeting Together below for topics worth discussing.
2. The mentor completes the evaluation form found in this manual. (The director can send an electronic version, if desired.) It should be completed and shared with the intern. In addition, the intern completes the self-study report below. The intern reviews this self-assessment with the mentor before sending it to the director at Carey Theological College. These forms assist in determining the suitability of the intern for ministry and for appearance, when applicable, before the Ordination Examining Council. If the forms do not commend themselves, some other written form of evaluation is welcome.
3. If the intern is proceeding soon to the Ordination Examining Council, the mentor should offer feedback on a draft of the required statement.

### **THE INTERN'S INVOLVEMENT**

The intern's response is critical to the value of this experience. The value is commensurate to the commitment the intern makes. The following suggestions will help:

1. The intern should covenant with the mentor to receive assessment with grace. Hopefully, out of this response, the intern will decide to make evaluation, positive and corrective, an integral part of the practice of ministry throughout a lifetime, so self-awareness and personal insight continue to strengthen ministry.
2. The intern should learn how the mentor functions in different relationships and capacities. Observing the mentor in action is time well spent. If possible, mentor and intern could invite each other to events in each of the congregations or places of ministry. Observation could lead to mutually beneficial discussion.
3. The intern could allow the mentor to review relevant written work, such as the statement for presentation to the Ordination Examining Council (when applicable) or papers prepared for the Baptist Identity course. Such interaction can lead to prayer, information sharing and affirmation.
4. The intern should fill out the self-study form in this manual and then review it, along with the completed Mentor's form, with the mentor before sending both to the director.
5. If proceeding soon to the Ordination Examining Council, the intern should view Mini-semester, usually scheduled during the last week of January or the first week of

February, as integral to the Mentored Ministry experience. At this event much happens, not the least of which is the bonding that takes place between the interns as, together, they prepare for the council. The interns come together for fellowship, to discuss mutual concerns, to receive pastoral care, to gain new insight on the practice of ministry, and to receive affirmation of their sense of call.

## **MEETING TOGETHER**

What should the mentor and intern do when they meet together? Suggested topics for discussion are below, but not listed in any particular order. Emphasis will vary according to the intern's ministry role and adaptation of the topics may be necessary. Still, they may engender insightful discussion and lead to deeper self-awareness for the intern and to stronger interpersonal skills.

**Barnabas Ministry:** Each time the mentor and intern meet, they could share the joys and hurts of their ministries. This sharing helps the intern to see one can suffer in ministry and yet have the joy of the Lord and an assurance that ministry can still be advanced.

**Observation/Participation:** It is good to review the intern's ministry since the previous meeting. Analysis of procedures or problems is valuable, leading to discussion of the intern's philosophy of ministry and theology of Christian formation and discipleship.

**Pastoral Care:** How could the intern go about caring for church households, including home and hospital visitation. Events, such as weddings, funerals, the birth of babies and community ceremonial invitations, could open up conversation. Pastoral counselling, as situations arise, could be considered, remembering the need for confidentiality.

**Administration:** For many it is a necessary bane. Yet, an intern can avoid damaging situations by discussing program goals; methods of evaluation; recruitment, preparation, training and liberation of lay folk, including leaders. The mentor could encourage the intern to take seriously denominational meetings, church board meetings, and committee meetings. Discussions regarding stewardship and budget preparation could be important.

**Worship/Preaching:** Worship, preaching and the role of music in the church could be discussed. Perhaps the mentor and intern could participate in each other's church services or institutions; planning together various types of worship services could be enriching. Officiating at the Lord's Table and baptisms should be talked about.

**Mission of the Church:** Conversation could centre on the mission of the church, in evangelism, social responsibility and community outreach. Defining human need in the neighbourhood of the church or ministry, and indicating ways and means of responding can be crucial. The intern can discover the opportunities and resources present in the intern's neighbourhood.

**Caring for the Intern:** Once trust is established, the mentor could provide insight about interpersonal skills, personal stewardship of time and money, and relationships with colleagues. Subjects, such as spiritual formation, growth in grace, the ability to accept critique, character formation and repeated encouragement, are vital.

**Baptist Perspectives:** The mentor could help the intern, especially if he or she has come to the CBWC from another denomination, to understand Baptist theology,



history and polity. Knowledge of Baptist emphases, the believers' church movement, and the work of the CBWC and of Canadian Baptist Ministries is valuable. See below for an outline of Baptist emphases. **Ambiguity:** The mentor should help the intern to understand Seward Hiltner's famous dictum: "If a pastor cannot stand ambiguity he or she cannot stand the local church." Many interns come into ministry with idealistic expectations and the transition can be difficult.

**Final Forms:** Near the end of the time, a review of these forms is important. It ought to be a strengthening time, providing the intern help in responding to strengths, weaknesses or limitations.

### **IF A PROBLEM SHOULD OCCUR**

Specific problems during the internship ought to be discussed between the intern and mentor. The director is willing to assist in conflict resolution, if necessary, and at times it may be good to include the Regional Minister or even (rarely) the Ministerial Credentials Committee.

### **BAPTIST IDENTITY COURSE**

Interns who have not completed a course in Baptist heritage, theology and polity prior to receiving credentials within the CBWC, are required by the delegates in Assembly to complete such a course, if they wish to appear before the Ordination Examining Council. Carey Theological College provides an online version of Baptist Identity every January through March. Contact the school to register. No attendance in Vancouver is required.

### **THE PRINCIPLES THAT UNITE US**

No Baptist conviction is held today by Baptists only. However, Baptists hold their principles in a combination not found in other churches. Here is one way to describe these convictions:

#### **1. The Principle of Authority**

- a. The foundation is the Lordship of Christ over the individual believer.
- b. Baptists also recognize Christ as head of the Church.
- c. The Bible has a unique role and character. Since Baptists ascribe authority to the Bible, all creeds and confessions of faith are judged by these scriptures.

#### **2. The Principle of Christian Experience**

- a. One becomes part of the family of God by personal rebirth; we must be "born again."
- b. Though salvation is of God, people must make a response, beginning with acknowledgement of their sin and their estrangement from God and continuing with sincere repentance.

#### **3. The Principle of the Universal Church**

- a. The church universal is composed of all who truly profess faith in Jesus Christ as Lord and Saviour.
- b. The church is a fellowship of believers who, upon profession of faith, are incorporated into the Body of Christ by the Holy Spirit.

- c. The ordinance of baptism is an act of obedience to Christ and entry into the church, both local and universal.
  - d. The second ordinance of Christ is the Lord's Supper.
  - e. Since believers have equal access to the presence and mind of God, each member of the local church should participate in the governance of that congregation.
4. The Principle of Freedom
- a. Baptists affirm religious liberty for every individual. They have pled and died for their own and others' religious freedom. However, the individual tempers interpretation of the faith and their personal behaviour by biblical teachings and the needs of other believers.
  - b. The local church is free to carry out policies and programs which best fulfil, in their context, God's purpose for the church.
  - c. While absolute separation between church and state is impossible, Baptists stress a functional separation between them.
5. The Principle of World Mission
- a. Baptists declare proclamation of the gospel as central to their task in the world.
  - b. Baptists demonstrate a missionary passion that has carried them to the ends of the earth.

#### **WHO PAYS THE BILLS?**

In a time of scarce resources, interns and mentors are urged to arrange meetings so there is little or no need for cost reimbursement. When there are unavoidable costs that require reimbursement, the mentor or intern should contact the Director of Administration and Finance in the CBWC Calgary office. Be prepared to produce receipts.

#### **THE FINAL FORMS**

The Director of Mandated Ministry has available only 8 hours per week to administer this program. This limitation means it has not been possible to create individualized forms or programs for those, such as chaplains, who are in specialized types of ministry. In those instances the request is that the intent of the questions on the forms shape answers in line with the intern's circumstances. Alternatively, another written response that covers essentials from the forms can be sent in. The CBWC is grateful for the amount of good this program has done, given the limited resources available to it.



Your understanding of the mission of the church. How do you attempt to fulfill it?

Describe how you engage in pastoral care:

**COMMENT ON THE FOLLOWING IN TERMS OF YOURSELF:**  
Spiritual formation/Christian devotion:

Character formation:

Any difficulty gaining insight into situations or your own life?

Self-image:

Ability to cope with stress:

Punctuality:

Your interaction with divergent views:

Ability to articulate your faith:

Style of leadership:

Acceptance of critique:

Administrative ability:

Personal stewardship of time:

**INTERN'S RESPONSE TO THE MENTORING EXPERIENCE:**

Describe the greatest benefits:

Describe the greatest weaknesses:

Describe your relationship with your mentor:

**SIGNATURE OF THE INTERN:**

Date questionnaire completed:

Date shared with mentor:

Signature of Mentor:

**REPORT OF THE MENTOR  
C.B.W.C. MENTORED MINISTRY PROGRAM**

This form provides the Ministerial Credentials Committee with important information concerning the intern who has been under your pastoral care. When you have completed the form and shared it with the intern, please mail it to the Director of Mentored Ministry at Carey Theological College, 5920 Iona Drive, Vancouver, BC V6T 1J6. Thank you for all you have done.

**BASIC INFORMATION:**

Name of intern:

Intern's church or ministry:

Name of mentor:

Period of internship: Started

Ended

Describe the frequency of meetings and their length; if others were present, please indicate who they were:

**GIVE YOUR APPRAISAL OF THE INTERN IN REGARD TO THE FOLLOWING:**

What is the intern's understanding of worship?

What is the intern's understanding of the mission of the church or ministry? How does the intern implement this understanding?

What is your assessment of the relationship between the intern and congregation (or constituency for the intern's ministry)?

How would you describe the intern's ability to provide pastoral care?

**COMMENT BRIEFLY ON THE FOLLOWING CHARACTERISTICS OF THE INTERN:**  
Spiritual formation/Christian devotion:

Does the intern have difficulty gaining insight into situations or his or her own life?

Self-image:

Ability to cope with stress:



Punctuality:

Intern's interaction with divergent views:

Ability to articulate the faith:

Style of leadership:

Acceptance of critique:

Character formation:

Administrative ability:

Personal stewardship of time:

**GENERAL COMMENTS:**

What are the intern's strengths?

What are the intern's weaknesses?

Does the intern have limitations (handicaps, restrictions, things which cannot be changed)?

**THE MENTOR'S RECOMMENDATIONS:**

Please state the intern's suitability or readiness for ministry. Can you endorse the intern's appearance before the Ordination Examining Council, either now or in the future?

**SIGNATURE OF THE MENTOR:**

Date questionnaire completed:

Date shared with intern:

Signature of intern: