



March 2022

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INTRODUCTORY COMMENTS

1. PURPOSE

The Canadian Baptists of Western Canada's (CBWC) Peer Mentoring program seeks to orient and support incoming ministry personnel during their first year of CBWC service. The program is provided for Lead and Associate Pastors, as well as Chaplains and others who serve in associated ministries. Experienced ministry personnel coming from outside CBWC are also encouraged to participate.

A Minister's first year of ministry in a new congregation or denominational setting can bring adjustments and challenges. Participants are partnered with seasoned Ministers serving in similar roles or, in some cases, an experienced lay leader. Providing incoming Ministers with a practical understanding of the core values and culture of the local church and wider CBWC family, this program also encourages long term ministry friendships. The completion of the program is a prerequisite for ordination within the CBWC, but not all who participate continue towards ordination.

2. STYLE

Our Peer Mentoring program encourages the co-participants to 'walk alongside' one another. Our biblical example is Barnabas, who, in the Book of Acts was called "Son of Encouragement." While the longer serving CBWC partner, or mentor, will come alongside the mentee and provide encouragement and perspective, the mentee likewise can invest in the life of his or her mentor.

3. ORIGIN

Early records indicate that Baptist congregations began to associate in what is now known as the CBWC as early as 1860. Delegates to annual assemblies in Winnipeg (1975), Calgary (1978) and Saskatoon (1986), required all new CBWC pastors and other credentialable Ministers (such as chaplains), and those preparing for appearance before the Ordination Examining Council to participate in what was initially called the Graduate Internship Program. Originally, most leaders entered this program after completing a Master of Divinity degree. Presently, ministry personnel generally enter ministry before completing their theological education, so a different approach was necessary. With renewed emphasis on collaborative ministry development, the program name was changed to Peer Mentoring in 2020.

PEER MENTORING: A BRIEF DESCRIPTION

CBWC seeks to reaffirm the call of the local congregation and further invest in its ministerial colleagues by helping them develop positive working relationships with leaders and congregants within their own church and the wider association of CBWC congregations.

The mentor will seek to demonstrate a lifestyle that is wholly dependent upon the grace of God. They will share applicable experiences and provide guidance in processing ministry challenges, in an encouraging manner. They seek not to come across as an expert, but as a lifelong transparent student of ministry. It is hoped that an environment can be created in which the mentee will feel free to share needs, challenges, and questions in an atmosphere of mutual trust. In cases where the mentee is married, it is hoped that his or her spouse will indirectly be encouraged through this process, as well. The mentor, however, is not to become directly involved in mentee's church or place of ministry.

The mentee generally will:

- Have a ministry responsibility within a CBWC congregation or approved ministry.
- Be new to the CBWC family and would benefit from understanding the core values and practices of our association of churches.
- Have gifting for ministry, some theological training, and willingness to reflect on their personal calling.
- Commit to pursue the necessary spirit and skills that will lead to effective collaborative ministry.

During the period of peer mentoring, the mentee will engage their responsibilities under the supportive counsel of a mentor. Congregational feedback will be solicited to enhance the practicality of the discussion. Along the way, the mentor may at times offer gracious Barnabas-style correction related to local church and denominational culture.

The Peer Mentoring program includes the following components:

- **Regular meetings** should be scheduled for a minimum of an hour per month over an 8-9-month period. Normally, the mentee travels to the mentor, but video-conferencing is also possible. Costs are normally provided for through the expense coverage of the local ministry. In some cases, financial aid may be available to assist with travel needs.
- **Guided interaction** on the themes for reflection outlined later in this document as well as discussion on the joys and challenges of ongoing ministry.
- **Input from the ministry sponsor** (local church or CBWC recognised ministry) will be collected by the Peer Mentoring Director for additional consideration at the beginning of the mentorship. (Sample found later in manual).
- **Completion of the online mentor and mentee reports** (Also found later in this manual). After completing their report, the mentor and mentee mutually discuss the content. Copies will automatically be forwarded to the Peer Mentoring Director upon completion.

Candidates actively moving toward ordination may seek input from their mentor as they prepare their confessional statement for presentation to the Ordination Examining Council.

Guidelines, for qualified candidates on writing the paper, will be provided by the denomination.

Additional resources to welcome those new to ministry within the denomination are available through the Calgary CBWC office. They include health and pension benefits, credentialing information, a New Ministers Orientation seminar. A Baptist Identity course is offered through Carey Theological College. Ordination and recognition of prior ordination can be pursued through an Ordination Preparation Workshop and an Ordination Examining Council.

OUTLINING THE PEER MENTORING PROGRAM

The CBWC Pastoral Settlement office will inform the Peer Mentoring Director of all new ministry appointments. S/he will introduce the peer mentoring model to the potential mentee.

While all new CBWC Ministers are eligible to participate in the program, those working in a part-time capacity or on a contract may be working too few hours to fully benefit. This Peer Mentoring program, however, is a firm requirement, of those entering the ordination process. Movement towards ordination, according to CBWC protocol, is initiated by the local congregation and is available to those who have served within the CBWC family for 3 or more years.

In summary, the Peer Mentoring Director will pair mentors and mentees, provide support to both parties, and keep necessary records. S/he will encourage directed discussion on important ministry themes and will ensure that the end of term mentor and mentee forms are submitted appropriately. Upon his or her approval, the Director will inform the CBWC that the peer mentoring period has been completed. S/he will provide notice of completion to the Ordination Coordinator and the CBWC regional offices.

HOW ARE THE MENTORS SELECTED?

During their initial conversation, the Peer Mentoring Director and the Minister will converse about the type of mentor that would be most appropriate. All mentors will have experience in ministry or related professional competence. S/he will prioritise those with considerable pastoral experience, discernment, strong listening skills, and a demonstrated commitment to the CBWC's values and priorities. In most cases, it is advised that the mentor and mentee have not had a previous relationship, so that new perspectives can be entertained, and an opportunity for a new mutual friendship can be formed.

If a mentee needs to partner with a lay leader, the Director may recommend someone who has considerable understanding of the pressures and responsibilities of ministry leadership within CBWC settings. As much as possible, mentees will be partnered with someone who is well acquainted with their role.

ATTRIBUTES OF AN EFFECTIVE MENTOR

A good mentor is more than a successful individual. They regularly seek to encourage the success of their peers. They can reflect on and share their own experiences in a responsible manner, including their failures. S/he will:

- **Possess skill and knowledge** for ministry in a contemporary CBWC ministry environment
- Have a **desire to help others** enjoy enduring and effective ministry
- Be available to **commit real time and energy** to the relationship
- Be a **curious lifelong learner**
- Be willing to **share failures and personal experiences** in a responsible manner
- **Encourage the mentee's freedom** to differ from the mentor
- **Facilitate discussion** on enhancing interpersonal and ministry skills
- Follow the **guidance of this manual** in the best interest of the mentee

ATTRIBUTES OF AN EFFECTIVE MENTEE

Just as there are specific characteristics of a successful mentor, the mentee will gain significantly from this peer mentoring experience by adopting the following stance. S/he will:

- **Seek insight on what effective leadership looks like in their context.** CBWC churches, individually and collectively, lean towards collaborative decision making. They follow leaders who have earned their respect.
- **Commit to expanding their perspective and skill by asking for help, showing vulnerability, and exploring different paths and perspectives.** Mentoring is more than a therapeutic relationship.
- **Observe one another in different relationships and capacities.** When practical, mentor and mentee can extend invitations to see each other within their separate ministry contexts.
- **Allow the mentor to review relevant material** - recordings of sermons, drafts of papers for coursework or in preparation for ordination, etc.
- **Receive input, even correction, with grace.** Seeing oneself through the eyes of others is central to building a positive ministry experience.
- **Learn to value Christ-followers who thinking differently than you do.**
- **Pursue the insights** that will be gained through the end of term self-study and mentor review process.
- Follow the **guidance of this manual** in their best interest and that of your ministry setting

MEETING TOGETHER

What should the partners of the peer mentorship do when they get together? Requisites for interaction and study are listed below; they can be approached in any order. Emphasis will vary according to the mentee's ministry role and some adaptation may be necessary. The goal, however, is to have significant discussion during the term on subjects that contribute to impactful and sustainable ministry.

1. Ongoing Interaction

- **Venue** – Normally, participants will meet outside of the mentee's place of work, in an informal setting such as a coffee shop. Yet, video-conferencing has also been useful, especially in cases where an optimal connection may occur between people in more distant locations.
- **Mutual Barnabas-Like Care** - Each time you meet as mentee and mentor, begin by sharing updates on your lives and mutual ministries. Conversing together about the joys and challenges of life and ministry enhances empathy and listening skills, establishes partnership, and most importantly, renews our confidence in our Lord. During these conversations, each participant will gain insight on how best to engage ministry in a healthy and sustainable manner. Finally, praying together about aspirations and concerns is a biblical imperative.
- **Insight from Place of Ministry Feedback** – The Peer Mentoring Director will solicit feedback from the mentee's place of ministry through a generic survey. The survey will be completed by the mentee's ministry supervisor (Board Chair, Lead Pastor, Supervising Chaplain etc.). A copy of the survey will be provided to the mentor and mentee to provide input for guided discussion throughout the term.

2. Important Topics and Activities

- **Historic Baptist Distinctives** - The mentor can help the mentee understand the implications of Baptist theology, history, and polity. Knowledge of congregational governance, the historic believers' church movement, the broader ministry of the CBWC, and of our national Canadian Baptist Ministries family, will contribute to collaborative ministry. *(A list of distinctives can be found available later in manual)*
- **Getting to Know the CBWC** – The CBWC Board, with widely sourced feedback from pastors and other church leaders, has prepared a document called *'The CBWC Identity Statement.'* A copy of the document can be obtained from your Regional Minister. It offers a summary of the beliefs, practices, and resolutions we hold in common as a family of churches. A review of this document by the mentee and mentor will provide the mentee with a good overview of the culture and priorities of the CBWC.

- **Site Visit and Ministry Observation** – When possible, mentors may want to observe mentees as they serve in their ministry settings. This can occur in person or through livestreamed activities. Discussion on numerous topics including ministry goals and competencies can follow.
- **Final Reports** - Near the end of the mentoring period, the mentee and mentor will complete their respective forms and review their responses together.

3. Case Study Engagement

The following list provides opportunity for focused discussion on a wide range of ministry circumstances. The mentor should encourage mutual dialogue on each subject during the mentorship. Addressing one topic per session sets a good pace.

- **Pastoral Care** – A regular attendee has come to you for advice. They are concerned about the welfare of someone loosely connected with the church. You are told that they have been feeling depressed and that they have spoken about how their circumstances are overwhelming.
 - What steps would be appropriate to verify the perceived need and then provide follow up support? What principles can be gleaned from this case that impact how we provide pastoral care? What boundaries and accountability systems lead to healthy provision of pastoral care?
- **Administration** - For many it is a necessary bane. Yet, our ability to attend to what may seem like minor details can deeply influence the perception of our ministry capacity.
 - What administrative responsibilities are expected of you? Which ones end up being put aside to the last minute? What programs and people are you responsible for in your role? What is your pattern for planning and evaluating them? Think of a recent conflict experience and how you handled it. What have you learned about yourself and others from that experience? To what degree are you interested in the decision-making process of our family of churches? How can you contribute to your pastoral cluster or the CBWC, as a whole? What specific changes can you make to enhance your administrative capacity?
- **Public Speaking** – Ministers frequently develop favoured teaching and preaching formats. In some cases, they may choose to address contemporary challenges with specific verses or texts. They may focus on addressing the major themes of Scripture using a lectionary or other prescribed list, or they may prefer to teach congregants how to gain knowledge through studying Books of the Bible, verse by verse.
 - What strengths and weaknesses apply to each of these models? How is preaching different from teaching and in what settings is one better than the other? What benefit is there in using a variety of formats? How does one move beyond proclamation to making disciples? How would you define the lens

through which you interpret Scripture? For those who serve in non-traditional environments, where and how does teaching/preaching fit into your ministry?

- **Defining the Gospel** – While watching your son’s baseball game, a parent of one of the other children slides across the stands and says that he is thinking of going to church. During the conversation, he tells you that he is interested in learning more about Jesus, but he can’t understand why people are so devoted to someone who died so many years ago.
 - How would you answer? How would you sum up the Gospel in simple words?
- **Trust Building** – Charles is about six months into his ministry tenure. The ‘honeymoon’ seems to be nearly over. Signs of tension are beginning to appear in some key relationships.
 - What factors may contribute to division in this ministry setting? What steps need to be taken to ensure that minor cracks do not become major obstacles? How can Ministers demonstrate a teachable spirit during such a time? What expectations are you encountering in your ministry setting that seem insurmountable? Who within your ministry, and beyond, can provide perspective on how you are contributing to the tension? What practices will help you diffuse the situation and build trust?
- **Team Building** – Your new role places you in charge of a team that includes volunteer and/or paid leaders. While you did not select them, you realise that your success will be influenced by how well the team engages ministry together going forward.
 - What practical steps can you take to maintain healthy relationships and pursue focused mission? How are team building and vision development related? What crucial conversations do you and your team need to engage soon? Who, if any, will you invite to assist you with those conversations?
- **Well-Being** – Ministry carries inherent stress that requires both personal attention and invites mutual support. We bear the weight of pastoring others as they face overwhelming loss, and the weight of our own interpersonal conflict, family life, and unrealized expectations.
 - Consider a situation wherein you felt drained emotionally and physically. What weaknesses surface when you are in a season like this? What stress relievers or temptations concern you or those close to you? How do you maintain accountability? What practices have you found encourage your wholeness and resilience?
- **Theological Filters** – An individual in your ministry setting seems to have a theological screen through which they evaluate sermons, programs, and people. While in your office, they notice a book on your desk that presents a view that runs contrary to their closely held belief. They tell you that you should get rid of the book.

- How would you handle this situation? What conflict management principles will guide your response?

IF A PROBLEM SHOULD OCCUR WITHIN THE PEER MENTORSHIP RELATIONSHIP

Specific difficulties within the mentor-mentee relationship should, whenever possible, be addressed directly by the individuals involved. The Peer Mentorship Director is willing to assist in conflict resolution, when necessary. In rare cases, it may be appropriate to include the Regional Minister.

BAPTIST IDENTITY COURSE

Mentees wishing to pursue ordination who have not completed a course in Baptist heritage, theology, and polity prior to receiving credentials within the CBWC can take “Baptist Identity” through Carey Theological College. Onsite attendance is not required. For more information, contact Carey at info@carey-edu.ca.

HOW ARE COSTS COVERED?

In a time of scarce resources, mentees, and mentors are urged to arrange meetings so there is little or no need for cost reimbursement. When there are unavoidable costs that require assistance, the mentor or mentee may approach the CBWC Director of Administration and Finance in the Calgary office. Receipts, with separate references to GST, are required.

CONCLUDING THE MENTORSHIP

During the final month of the mentorship period, the mentor and mentee prepare their final reports online through the CBWC peer mentoring portal. In turn, they will discuss the content of their reports with each other during the concluding session. The reports will automatically go to the Peer Mentoring Director for review. Copies will be held, for future availability, at the Heartland Regional Office by the Peer Mentoring Records Keeper. For more information, contact heartland@cbwc.ca

**MINISTRY SPONSOR INPUT
CBWC PEER MENTORING PROGRAM**

The CBWC provides peer mentoring relationships to assist new pastors and employed ministry leaders adjust to the responsibilities of ministry within their CBWC congregation/place of ministry, and our wider family of churches. He or she is normally paired with an experienced pastor or approved lay leader over an 8-9-month timeframe. Together, they engage in focused discussion on a series of topics, relevant to their ministry responsibilities. Input from the local church or ministry (Lead Pastor or Senior Board) or an individual such as a Supervising Chaplain, can be of assistance in the process. While we realise that this individual is in the early stages of their tenure, your feedback on the following would be most helpful within the process. An electronic version of this form is available. Please contact the Peer Mentoring Director for more information at peermentoring@cbwc.ca

BASIC INFORMATION	
Name of Pastor or Ministry Leader	
Church or Ministry Setting	
Name of Individual Preparing Form	
If necessary, how may we contact you?	

QUESTIONS
With regards to his/her ministry, what has been working well so far?
What is not working?
What may be missing?
What may be confused?
Do you have a plan for sharing this information with him or her? Is there a way someone from the CBWC can assist you to do so?
Do we have your permission to share this information with the mentor and mentee for use during the Peer Mentorship period?

Signature

Date

HISTORIC BAPTIST DISTINCTIVES

Early Baptists, or anabaptists as they were first called, practiced ‘another form of baptism’ from that of the institutional church. Yet, early in their history, they were known for holding to a unique set of perspectives that set them apart from other Christian groups. While other groups, today, may have incorporated some of them, the Baptist combination today remains unique.

Two summaries have proven helpful. The B-A-P-T-I-S-T-S acrostic was developed by Pastor L. Duane Brown in the early 60’s for use as a teaching tool in his Sunday School class. Stanley J. Grenz, a former professor from our own Carey Theological College, provides a more elaborate summary in his book, *The Baptist Congregation*.

The following summary from Canadian Baptists of Ontario and Quebec, our sister denomination in eastern Canada, also provides a good framework for discussion between a mentor and mentee.

1. Jesus is Lord

Baptists believe that Jesus Christ, being eternally God, only begotten Son, and the visible expression of the invisible God, effectively procured salvation for all creation through his death, burial, and resurrection. He is the one assigned by God the Father to rule with authority over all of creation. Every area of the believer’s life and the life of the church is to be subject to the Lord.

2. The Word of God is the Authoritative Rule of Faith and Practice

Baptists believe that God communicates his will through the inspired Word of God. For Baptists, the Bible is the final authority in matters of faith and practice. It is to be interpreted responsibly under the guidance of God’s Holy Spirit within the community of faith.

3. The Priesthood of All Believers

The Bible affirms the value of each person as having been created in the image of God, and also declares each person morally responsible for his/her own nature and behaviour. Baptists believe that inherent in the worth of each person is also the right and competency of each individual personally to deal directly with God through Jesus Christ. This principle also suggests our responsibility to serve other believers in intercession and nurture: we are priests to each other. Baptists believe that no group or individual has any right to compel others—forcefully or politically—to believe or worship as they do. Rather, Baptists have historically been champions of **religious liberty**.

4. A Believers’ Church

Baptists believe that Jesus Christ chooses to form his church by bringing together believers for the purpose of worship, witness, fellowship, and ministry (both spiritual and social). Baptists recognize the church universal as all who truly profess faith in Jesus Christ as Lord and Saviour. They also profess their understanding of the church as being visibly expressed in local congregations. Each local church must thus be made up of believers who, upon their profession of faith and their baptism (almost always by immersion), are incorporated into the local church through the activity of the Holy Spirit. Baptists believe that **Believers’ Baptism** and the **Lord’s Supper** are the **two ordinances** required by the New Testament and are to be administered by the local church.

5. Mission and Evangelism

We have a story to tell that is mandated by our Lord in the Great Commission of Matthew 28:19-20. Our calling is to share God's message of love and salvation with each person. Each Christian has a duty to share their faith with others. Baptists continue to be very active in mission efforts, both in local and global contexts. We recognize that mission is not just evangelism, but also includes promoting justice, social welfare, healing, education, and peace in the world. It is a holistic approach that expresses care for both the needs of the human soul and the social needs that affect all of life.

6. Church Autonomy and Association

Government in a local church is controlled by the principles of the priesthood of all believers, the Lordship of Christ, the authority of the Scriptures and the guidance and power of the Holy Spirit. Christ, present in the lives of congregational members, leads them corporately to discover and obey his mind and will. Such '**congregational government**' calls for and expresses the equality and responsibility of believers under the Lordship of Christ. Baptist churches also recognize the need to temper the exercise of their autonomy in order to '**associate**' by linking regionally, nationally and internationally for ministry, mission, support and fellowship.

7. Freedom and Equality

Emerging from our convictions about the priesthood of all believers, we affirm that in Jesus Christ all people are equal. Each one is free to be in relationship with God and to express a faith that is not coerced. Faith cannot be predetermined by someone else but is the right of and responsibility of each individual as they seek a relationship with God based on their own personal commitments. A further extension of the principle of the Lordship of Christ and the priesthood of believers is to be found in the Baptist conviction that there must exist a **separation between the church and civil governments**.

SELF-STUDY REPORT OF THE MENTEE CBWC PEER MENTORSHIP PROGRAM

This is a sample of self-study report that is to be completed at the conclusion of the program. It is intended to help a mentee to reflect on their gifts, calling and ministry setting. It can also assist the Ministerial Credentials Committee in processing an individual's candidacy for potential ordination. When you have completed the form online, please share its contents with your mentor. For more information, please contact the Peer Mentoring Director at peermentoring@cbwc.ca

BASIC INFORMATION					
Mentee Name					
Church or Ministry Setting					
Mentor Name					
Mentorship Timeframe	Date Started		Date Finished		
Number of Meetings					
Date Form Completed					
EVALUATION OF PROGRAM	Yes	No	Some what	Don't Know	N/A
My mentor and I developed a strong relationship during our times together					
We were able to speak openly about the joys and challenges of our mutual ministries					
I believe that we both invested well in this peer mentoring process					
I gained perspective and deeper understanding during our time together					
We covered each of the subjects presented in the manual in a comprehensive manner					
We identified personal and work-related concerns that could benefit from further study or input					
I have a plan to address these matters					

Comments on the above:					
RELATIONSHIP WITH OUR CBWC FAMILY	Yes	No	Some what	Don't Know	N/A
I feel at home in Canadian Baptists of Western Canada					
I have personally connected with several CBWC pastors & ministry leaders who will help me effectively engage my responsibilities					
Comments on the above:					
PERSONAL THEMES					
<p>Please comment on the following: challenging circumstances you are facing, your ability to deal with stress, your personal walk with God, your capacity to articulate your faith, things you have learned from those with divergent views, your work-life balance and any other matter that you deem appropriate.</p>					

MENTOR REPORT

CBWC PEER MENTORSHIP PROGRAM

This report is a sample of the one to be completed at the end of the process. It is intended to assist the Regional Minister offer ministry support to your mentee and, in some cases, assist in their journey towards potential ordination. After you have completed the form online, please share the contents with your mentee. If you have questions or comments, please contact the Peer Mentoring Director: peermentoring@cbwc.ca

BASIC INFORMATION					
Mentor Name					
Mentee Name					
Church or Ministry Setting					
Mentorship Timeframe	Date Started		Date Finished		
Number of Meetings					
Date Form Completed					
EVALUATION OF PROGRAM	Yes	No	Some what	Don't Know	N/A
The mentee and I developed a strong relationship during our times together					
We were able to speak openly about the joys and challenges of our mutual ministries					
I believe that we both invested well in this peer mentoring process					
The mentee gained perspective and deeper understanding during our time together					
We covered each of the subjects presented in the manual in a comprehensive manner					
We identified personal and work-related concerns that could benefit from further study or input					
S/he has a plan to address these matters					
The case studies were applicable to his or her life and ministry					

Comments on the above:					
RELATIONSHIP WITH OUR CBWC FAMILY	Yes	No	Some what	Don't Know	N/A
S/he feels at home in Canadian Baptists of Western Canada					
S/he has personally connected with several CBWC pastors & ministry leaders who will help me effectively engage my responsibilities					
Comments on the above:					
PERSONAL THEMES					
<p>Please comment on the following: challenging circumstances s/he is facing, their ability to deal with stress, their personal walk with God, their capacity to articulate their faith, things you have learned from those with divergent views, their work-life balance and any other matter that you deem appropriate.</p>					