

## **Mennonite Church Eastern Canada**

# **MENTOR PROGRAM FOR BEGINNING PASTORS**

## **I Introduction**

The Leadership Commission of Mennonite Church Eastern Canada recommends that a mentor be assigned for beginning pastors. This program is intended to provide support for beginning pastors and to assist them in their growth and development so that pastoring can be a rewarding and growing experience. The relationship will normally continue for three years for pastors in their first assignment.

## **II Objectives**

1. The goal is for each pastor to grow and develop from where he or she begins in ministry, experiencing growth in self-understanding and spiritual life, development in ministry and leadership, and growth in understanding and appreciation of the Mennonite Church.
2. The mentor can facilitate the pastor's growth and development by:
  - a) providing support for the pastor as needed;
  - b) helping the pastor reflect on specific areas of ministry;
  - c) assisting in processing leadership issues;
  - d) assisting the pastor in becoming familiar with MCEC structures and Mennonite polity.

## **III Procedures**

1. The Minister of Pastoral Services or designate will choose a mentor to work with the beginning pastor. This choice will be made in consultation with the pastor and the Leadership Commission.
2. The beginning pastor will initiate contact with the mentor to arrange a suitable meeting schedule, arranging to travel to the mentor's location if necessary.
3. The mentor will:
  - a) meet regularly with the beginning pastor. For pastors in their first assignment, meetings should take place eight to ten times in the first year and at least quarterly in the next two years.
  - b) help the pastor provide for growth and strengthening of the pastor's ministry by recommending reading materials, workshops, seminars or other resources;
  - c) help the pastor prepare for ordination;
  - d) raise issues around team dynamics if the pastor is in a team setting;
  - e) prepare a report to the Minister of Pastoral Services at the end of the first year, and a final report at the end of the mentoring term, outlining strengths, gifts and affirmations, as well as recommendations for the ongoing ministry growth of the pastor.