

## APPENDIX A

### Ministerial Mentoring Experience (MME) for MAPM Pastors— Mentor Training/Guidelines

You're receiving this information because one of our MA in Pastoral Ministry (MAPM) applicants has contacted you about being his/her mentor for continued pastoral formation during the time they are in the MAPM program. While it is an honor to be invited to help shape someone's life for more effective ministry, you likely have some questions about what this involves before you say "yes" to this opportunity. We hope to answer the questions in the information that follows. Please read carefully.

#### 1. What is the MAPM program?

The MAPM program, offered in both English and Spanish, is a 48-credit professional degree offered through the Seventh-day Theological Seminary at Andrews University. The ideal candidate has a minimum of 5 years of pastoral experience, is at least 35 years old, and has a bachelor's degree from an accredited school. (Exceptions are by petition.)

#### 2. What is the format for the courses?

Courses are taken via 1-week-long intensives and are offered in all nine unions. Students invest 135 hours for each 3-credit course—this includes class time and pre- and post-intensive assignments. Ideally, they take two courses twice a year (four courses, 12 credits).

#### 3. How long is the MAPM program?

The program can be completed in 4 years.

#### 4. Will I have to be a mentor for 4 years?

A minimum of one year is required, however, the mentoring relationship may continue for as long as both parties decide.

#### 5. Why is mentoring a part of the program?

Humans are relational. We learn and grow in relationship with one another. Jesus understood this and used mentoring to prepare His disciples for ministry. Elijah understood this and mentored another for prophetic ministry. Barnabas and Paul understood this and mentored others for ministry. (I Kings 19:19; Acts 11:25-26; 16:1-3)

In addition to classroom learning and a place for ministry, the student needs a space to reflect on who they are, what they are doing, and why they are doing it in such a way. With your experience and willingness to "walk alongside" the student, you provide a space for them to reflect on their pastoral work with another person.

Mentoring, as we define it, is an intentional journey of building relationships, guiding, and empowering students toward the formation of personal wholeness necessary for life and ministry.

#### 6. Who is qualified to be a mentor?

Pastors and conference officers with a minimum of three years of successful pastoral experience who complete our training. This may include retired pastors.

**7. What if the mentee is of the opposite sex?**

Ideally, the mentor and mentee will be the same sex, we recognize that there will need to be exceptions. If mentoring a student of the opposite sex, the mentor should follow standard practice and have another individual present or within hearing/sight range.

**8. Do we need to meet in person?**

It is preferable that you meet in person. Nothing can truly replace the face to face meeting and appropriate human touch. If a mentoring relationship is started and then the student or mentor moves to a new location, the mentorship may continue through the use of technology.

**9. How often do we need to meet?**

You and your mentee decide on the frequency and length of meetings. You also decide on the typical location of the meetings. (See “Mentoring Agreement.”)

**10. Are there particular topics to cover during the mentoring process?**

The student will review the “Core Qualities of an Effective Pastor List” and select three areas in which they would like mentoring. (Other topics may be added later.)

**11. What is the process and accountability?**

*(All of the documents mentioned below are available on the program website.)*

- a. During the application process, the student contacts the potential mentor providing the potential mentor with the Mentor Training Guidelines. (This document.)
- b. The mentor reads through the Mentor Training Guidelines, as you are doing now, and informs the student of their willingness to serve in this role.
- c. The student selects three mentoring topics from the Seven Core Qualities document.
- d. The mentor and mentee agree on the terms in the Mentoring Agreement regarding duration and meeting details.
- e. The student signs the Mentoring Agreement and sends it to the Mentor.
- f. The mentor signs the Mentoring Agreement and returns it to the student.
- g. The student must submit the Mentoring Agreement with the application material.
- h. At the end of the mentoring experience the student will submit a 3-page report which will require your signature, indicating that you have discussed the report.
- i. Note: By signing the final document (the 3-page report), the mentor affirms that the student has completed the mentorship training in accordance with the MAPM Mentoring Guidelines.
- j. The 3-page report includes the following:
  - 1) A reflection on the overall mentoring experience.
  - 2) Remarks on the growth experienced in relation to each of the 3 Core Qualities of an Effective Pastor selected at the beginning of the mentoring process;
  - 3) Observations on other mentoring experiences with the professors in the classroom.
  - 4) Suggestions to the program director on how to improve the mentoring experience.
- k. (On a separate evaluation form, submitted directly to the MAPM program director, the mentee will share an evaluation of their experience with their mentor.)