



# FLOURISH INSTITUTE of THEOLOGY

## Transformational Mentored Ministry

Preparing students well for 21<sup>st</sup> century ministry requires the integration of theory and practice. Mentoring removes the artificial character of integrating theory and practice in a classroom and situates learning in real-life contexts of ministry.

Mentored Ministry is a Gospel-guided relationship between an experienced pastor and an emerging pastor/leader, focusing on the development of ministry and leadership skills with a holistic view toward spiritual and emotional health while the mentee is actively doing ministry under the mentor's supervision.

Transformational Mentored Ministry differs from other types of mentoring in that the mentor does not seek to duplicate themselves or conform the mentee to a certain mold, but rather allows an individual to grow fully into the person and pastor God desires them to be. This mentored ministry is a partnership between mentor and mentee and the mentor helps facilitate many opportunities for transformation through the power of the Holy Spirit.

It has a sound biblical and theological basis, with Jesus as the ultimate model. Mentoring has a wide range of definitions, but at its core the concept embodies a willing investment of time, heart, and energy. In *The Fine Art of Mentoring*, Ted Engstrom and Norman Rohrer put it this way, "Mentoring is much more expensive than simply teaching and/or training. It is investing time and prayer. It is building relationships and investing emotionally in the transfer of values, skills, and attitudes."

These mentoring outcomes will be accomplished through an intentional, collegial, covenantal relationship where, outside of normal ministry responsibilities, time is regularly set aside for establishing growth goals, teaching ministry skills, reflecting on ministry experiences, discussing clergy issues, and providing honest feedback towards leadership development. This type of mentoring can profoundly shape and equip an emerging pastor/leader for life and ministry.

### Details:

- Requires a FIT trained/validated mentor who has a heart to apprentice and do alongside mentoring
- Requires a signed covenant between the mentor and the mentee
- Duration: 6 months to 1 year with 10 hours minimum per week
  - Required minimum *for ordination candidates*: 9-month internship with 10 hours minimum per week
  - Required minimum *for FIT Students*: 4-8-month internship with 10 hours minimum per week

## Learning Objectives

- Internships: Setting measurable growth goals in ECO's 10 Leadership Competencies and four Desired Ordination Outcomes
- Practicums: Students plan for a specific ministry project and prepare for and execute the projects with the mentor observing them and meeting regularly with the mentee to evaluate, guide, and assign appropriate reading resources
- Ability to theologically reflect on ministry and life

## Becoming a Trained and Validated Mentor

- Have a heart and a commitment to mentoring and ability to supervise
- Reach out to the Director of Mentored Ministry, Lisa Johnson, to start a conversation about this opportunity and to start the training
- Complete the Mentored Ministry training course (self-paced)
- Become validated by the Flourish Institute of Theology
- Post an internship listing on the Mentored Ministry Job Board (*found on the FIT website*)
- Join a Mentors Learning Community (meets virtually once a month)
- Find a mentee and sign a Learning Partnership Agreement with them

Email [mentoredministry@flourishinstitute.online](mailto:mentoredministry@flourishinstitute.online) if you have any questions or would like to start the Mentored Ministry Training.