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CHAPTER 5

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EVALUATION AND OUTCOMES

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Exit Interviews

4 At the sixth mentoring session (September 2011) I (ministerial secretary) spent an
5 extra session with the pastors so they could respond to the exit interview questions (As
6 noted above, one pastor requested the exit interview one month early because he was re-
7 locating.). The extra session took anywhere from 30 minutes to one hour depending upon
8 the pastor's need to respond. The project proposal stated that the ministerial secretary
9 would ask exit interview questions of the pastors; so, the interview was conducted
10 verbally. This was noted at the beginning of the interview with the option of any pastor to
11 abstain from responding to a question. All pastors answered each of the questions.

12 There were 11 questions in the exit interview divided into the three sections: a)
13 Three questions evaluated the book, b) Four questions evaluated the sessions, and c) Four
14 questions related to an overall evaluation of the mentoring experience. The purpose of the
15 three sections of questions in the interview was to evaluate specific content in the
16 sessions. The first section evaluated the book, focusing on: a) the benefit of the book, b)
17 the concepts learned from the book, and c) mentoring principles that could be
18 implemented in pastoral ministry. The second section evaluated the sessions, addressing:
19 a) the benefit of the sessions for pastoral ministry, b) the contributions made to a
20 mentoring relationship, c) competencies that were improved during the sessions, and d)
21 character enrichment that emerged from the sessions. The third section evaluated the

22 overall benefit of the time spent together by the pastor and ministerial secretary,
23 pertaining to: a) the biblical support for implementing mentoring relationships with laity,
24 b) mentoring concepts that could be transferred to training laity, c) recommendations to
25 the ministerial secretary for using a spiritual mentoring model, and d) mentoring
26 principles that the pastors plan to practice in their ministry as a result of the sessions.
27 Follow-up questions were asked by the ministerial secretary only when seeking
28 clarification. The character enrichment question challenged the pastor-respondents. Exit
29 interview questions are listed in Appendix G.

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Evaluation of the Book

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In evaluating the book the pastors a) agreed with the principles of mentoring, b)
34 desired to implement mentoring with their laity, c) expanded their awareness of
35 mentoring, d) understood that mentoring is more than friendship, e) liked the emphasis on
36 accountability in the mentoring relationship, f) found insightful the intensive, occasional,
37 and passive mentoring functions continuum of Appendix C, g) noted that the
38 constellation model of Appendix D broadened their view of mentoring, h) learned that
39 mentors and mentees both have responsibilities, i) discovered that mentoring
40 opportunities occur frequently in their presence, j) were influenced to pursue mentoring
41 opportunities, k) applied the passive mentoring function and discovered the freedom of
42 their influence, and l) appreciated the book's balanced approach to addressing mentors
43 and mentees. The pastors' positive responses to the book indicate their appreciation for
44 the opportunity to learn the functions and dynamics of mentoring in a relationship
45 between the mentor and mentee.

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Evaluation of the Sessions

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48 The pastors' feedback from evaluating the sessions focused upon their
49 appreciation of a) dialogue with the ministerial secretary; b) someone listening to them;
50 c) preparing the materials in advance; d) communicating the chapter reading assignments
51 in advance; e) envisioning the transfer of this model to the laity; e) presenting a model
52 that included confidentiality, discipline, initiative, listening, reflection, structure, trust
53 levels, and vulnerability; f) demonstrating interest in preparing NIM pastors for ministry;
54 g) sharing how this model can be used for evangelism; h) spending time as NIM pastor
55 and ministerial secretary in prayer together; i) improving character qualities such as
56 patience in the mentoring experience; j) learning together; k) experiencing motivation for
57 mentoring by these sessions; and l) recognizing the pastors' power of influence upon
58 members who are observing them. While critiquing the session one pastor expressed the
59 need for clarification of authority/communication lines between the ministerial secretary
60 and administration in relation to budgeting evangelism finances. The exit interviews
61 revealed that the NIM pastors embraced the six monthly sessions and book discussion as
62 a mentoring model to develop relationships with the ministerial secretary.

Overall Evaluation

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66 An overall perspective indicates the pastors learned new mentoring insights from
67 reading and discussing the book by Clinton and Stanley (1992). They attested that the
68 monthly mentoring sessions were beneficial in developing relationships with the
69 ministerial secretary. They would like to implement this model in the local church for
70 mentoring lay leadership. Included among the pastors' responses of Bible
71 characters/groups that demonstrate mentoring relationships were Moses and Jethro,

72 Moses and Joshua, the Holy Spirit and Rahab, Elisha and Gehazi, Jeremiah and Israel,
73 Jesus and the disciples, Jesus and Zachaeus, Jesus and the Syro-Phoenician woman, Jesus
74 and John, Paul and Barnabas, Paul and Timothy, and Lois and Eunice. A pastor cited the
75 scripture to “encourage one another” (Heb 10:25) as mentor-related admonition.

76 One pastor would like to implement more personal responsibility and
77 accountability to model sermon preparation for his lay leadership. He also feels the
78 importance of taking initiative for himself. Another pastor wants to spend more
79 individual time with members to empower them with their gifts and develop leadership.
80 A pastor reflected upon the six sessions together and desires to similarly model problem
81 solving and conflict resolution by training lay members to become mentor counselors. He
82 further desires to help members discover their spiritual gifts such as teaching. Another
83 pastor has used mentoring principles to deal with a rigid church leader. In his feedback
84 one pastor commented that all three types of mentoring functions (intensive, occasional,
85 and passive) may be operating simultaneously in church life. Several pastors mentioned
86 the value of fostering relationships with young people to practice mentoring principles
87 with them. To empower lay people a pastor stated that wants to have meetings with
88 church leaders to discuss concepts of mentoring with them. One pastor expressed how he
89 learned that spending time with his leaders was important whether or not he was teaching
90 on the mentoring topic.

91 When addressing suggestions for the mentoring model in INSDA, a pastor spoke
92 of the value of the presence of another pastor mentoring him. He found the structure and
93 schedule of six sessions beneficial. While books can help, he emphasized the need for
94 NIM pastors to seek out mentors. Another pastor seconded this model and wished it

95 could be practiced for all pastors to eat, talk, and share together with the president also. A
96 pastor acknowledged the difficulty of matching mentor with mentee, but suggested that
97 each pastor have another pastor close to them. He also prescribed calling the ministerial
98 secretary monthly by phone, attending regional pastors' meetings, and the ministerial
99 secretary calling him once a month. In the spirit of a learner one pastor requested the
100 mentoring process continue with the NIM pastors as a model to learn from other pastors.

101 One pastor offered four suggestions for the conference in training new pastors: a)
102 the conference set up a mentorship for unordained pastors, b) all pastors go through the
103 mentoring book for training, c) regional classes with pastors cover the chapters in the
104 book, and d) a mid-course evaluation occur to consider if closure is necessary. Another
105 pastor recommended polling all pastors to determine how they would feel about a
106 mentoring relationship. He suggested a conference symposium to address the topic of
107 mentoring. He also felt the need to match seasoned pastors spending time with several
108 different NIM pastors. While speaking to field education for pastors one NIM pastor
109 stressed the value of a full-time officer to mentor new pastors. He counseled that the new
110 pastor not be assigned to a church or district immediately, but work under the direction of
111 a more experienced pastor. These recommendations might be synthesized into categories
112 that include communication, presence, group collaboration, and evaluation for a healthy
113 mentoring model to be fostered in INSDA.

114 Responses related to mentoring principles that the pastors plan to practice in their
115 ministry as a result of the six mentoring sessions include a) addressing goal-setting,
116 evaluation, and expectation; b) practicing the 10 commandments of mentoring; c) an
117 awareness of the constellation model; d) the power of doing things together; e) practicing

118 coaching; f) building trusting relationships; g) approaching conflict from a relationship
119 perspective; h) becoming an intentional mentor and guide; i) living as a qualified mentor;
120 j) availability, presence, attention, and listening; k) mutual respect of peers; and l)
121 collaboration with the church in pastoral staffing.

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Expectations of Ordination Track

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