

Andrews University  
Seventh-day Adventist Theological Seminary

A MENTORING MODEL  
FOR PASTORS ENTERING THE MINISTRY IN THE  
INDIANA CONFERENCE OF SEVENTH-DAY ADVENTISTS

A Project Proposal  
Presented in Partial Fulfillment  
of the Requirements for the Degree  
Doctor of Ministry

by

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## **I STATEMENT OF THE PROBLEM**

As Seventh-day Adventist conferences receive beginning pastors into the field from college, the seminary, or a change in career, the ministerial secretary is charged with overseeing his/her path toward ordination. But the conference ministerial secretary faces several challenges that must be addressed such as visiting all the pastors in the field, driving long distances to personally meet pastors, and arranging time with the pastors. If deliberate and intensive mentoring is not fostered, no support will be felt by beginning pastors. Furthermore, the pastor is accountable to several entities, including the conference administration, the local church, his/her spouse, and of course to God. The problem can develop where the beginning pastor is experiencing solo ministry with minimal training in preparation for ordination. Additionally, the declining economy of 2011 has restricted conference personnel from placing beginning pastors in mentoring, supervision, or intern positions. And, include the fact that many senior pastors have been unwilling to add the responsibility of training a beginning pastor to their agendas. The question then becomes “How will the beginning pastor receive pastoral mentoring unless someone guides him/her?” Attention needs to be given by a pastor of experience to walk beside the beginning pastor.

## **II. STATEMENT OF THE TASK**

The task of this project is to develop, implement, and evaluate a mentoring model to facilitate a career path to ordination for beginning pastors. The Indiana

Conference Ministerial Secretary will offer that mentoring model for the beginning pastors of the conference.

### **III. JUSTIFICATION FOR THE PROJECT**

- A. This project targets the mentoring of beginning pastors. The Indiana Conference employs 35 to 40 pastors. However, in order to keep pastors in the churches, a constant effort to educate beginning pastors is necessary because pastors change careers, retire, transfer, or die while in service.
- B. Beginning pastors may come to their assigned district or church straight from university, college, from other careers, or from the seminary. As challenges and questions develop, the mentoring model can facilitate training for these beginning pastors.
- C. Since most pastors cannot address all the needs of parishioners, this model could help the beginning pastor to multiply his or her efforts by mentoring the lay members using this same approach.

### **IV. DESCRIPTION OF THE PROJECT PROCESS**

- A. Theological reflection for this project will focus on Moses and Joshua and Barnabas and Paul as respective OT and NT models of mentoring. Also, the ministry of the Holy Spirit as Paraclete will be addressed. First, the biblical definitions of Paraclete will be noted. Second, the setting of the Johannine writings will be examined. Third, the historical development of the roots of the word Paraclete will be explored. Fourth, Ellen G. White's comments about

the Paraclete will be examined. Fifth, themes from the five Paraclete passages in John's writings will be presented.

- B. Current and past literature will be reviewed regarding the mentor-mentee model. This review will include books and articles addressing primarily the training model for pastors—spiritual mentoring.
- C. A group of four to six beginning pastors will be chosen as the candidates for this pilot project with the mentoring model.
- D. Clinton and Stanley propose a mentoring continuum from intensive to passive mentoring (Appendix C). The value of intensive mentoring for a beginning pastor's ministry will be explored by focusing specifically on the "Coach" profile of the continuum.
- E. For six months mentee pastors will be asked to participate in a one hour monthly meeting for building a coach-mentor relationship with the ministerial secretary. This will be a time of sharing experiences, asking questions, reflective listening, addressing challenges, and praying together.
- F. Local church issues will be addressed with the beginning pastor and Ministerial Secretary. This will provide a context for the beginning pastor to experience live application of the mentoring model.
- G. An exit interview will be conducted after six months of relationship-building with each of the four to six beginning pastors. This exit interview will include starter questions that the Ministerial Secretary will ask. Data from these interviews will be used to determine if growth occurred during the mentoring process.

H. The interview sessions with four to six pastors will be completed by September 2011.

**V. EXPECTATIONS FROM THE PROJECT**

- A. This project should demonstrate the value of the mentoring model for empowering the career growth of beginning pastors.
- B. The Ministerial Secretary and beginning pastor relationship model of mentoring could demonstrate the importance of “pairing” ministry between pastors of adjacent districts who often conduct ministry alone. It could motivate more pastors to “pair” together.
- C. This project could increase the results of conference evangelism if mentoring teams of pastors engage in evangelism based upon this mentoring model.
- D. This project will attempt to highlight the value of accountability partners in the pastoral ministry. After the pastor experiences the mentoring relationship, he or she may decide to create similar relationships with local church members. The pastor then becomes the mentor to his lay members.
- E. This project should contribute to the preparation of four to six beginning pastors for their ordination.

**VI. PROPOSED TITLE FOR THE PROJECT**

A Mentoring Model for Pastors Entering the Ministry in the Indiana Conference of Seventh-day Adventists

## VII. PROPOSED PROJECT DISSERTATION OUTLINE

### A. Chapter 1: Introduction

1. Personal History
2. Statement of the Problem
3. Statement of the Task
4. Justification for the Project
5. Expectations from the Project
6. Delimitations
7. Limitations
8. Definition of Terms
9. Description of the Project Process

### B. Chapter 2: Toward a Biblical Model of Mentoring

1. OT Model: Moses and Joshua
2. NT Model: Barnabas and Saul
3. *Paraclete* as Model
  - a. The Biblical definition of Paraclete
  - b. The Setting of Paraclete in Scripture
  - c. The Historical Roots of Paraclete
  - d. Ellen G. White's References to Paraclete
  - e. Principle of Presence from John's Paraclete Passages

### C. Chapter 3: Mentoring Literature Review

1. Interdisciplinary Methods
  - a. Leadership and Mentoring by Burns, Goethals, and Sorenson

- b. Modeling the Way by Kouzes and Posner
- c. Association in Learning by Frank Smith
- d. Behavioral Mentoring Functions by Norm Cohen

2. Spiritual Mentoring Methods

- a. Missionary Method of Vaudois
- b. Association Method of Robert Coleman
- c. Discipling Method of Brian Jones and Linda-Phillips Jones
- d. J-Mentor Model by Michael Crow
- e. Constellation Model by Robert Clinton and Paul Stanley
- f. Spiritual Director Model by Keith Anderson and Randy Reese

D. Chapter 4: Description and Implementation of the Model

1. Description of Volunteer Pastors from Indiana Conference

- a. New-in-the-Ministry Pastors
- b. Newly-ordained Pastors

2. Description and Implementation of Clinton and Stanley's Spiritual Mentoring Model\*

- a. Ministerial Secretary and New-in-the-Ministry Pastor Relationship
- b. Clinton and Stanley's Book Sessions
  - 1) Monthly Reading Assignment
  - 2) Monthly Session Discussion
    - 1) Monthly Meeting Agenda
      - a) Prayer time for 10 Minutes
      - b) Discuss Mentoring Model for 30 Minutes

c) Discuss Local church issues for 20 Minutes

E. Chapter 5: Evaluations and Outcomes

1. Exit Interviews

a. Evaluation of the Book

- 1) Discuss Assignments Completed
- 2) Discuss Concepts Learned

b. Evaluation of the Monthly Sessions

- 1) Discuss Sessions Completed
- 2) Discuss Relationship Developed
- 3) Discuss Competencies Improved
- 4) Discuss Character Enrichment

c. Overall Evaluation

- 1) Discuss Biblical Support
- 2) Discuss Concepts Implemented
- 3) Discuss Model Utilized
- 4) Discuss Principles Practiced

2. Expectations of Ordination Track

- a) New-in-the-Ministry (N.I.M.) Training Sessions
- b) Six per year (day sessions or two-day retreats)
- c) Ministerial Functions\* covered in NIM Sessions
- d) Ministerial Secretary Develops N.I.M. Pastor Relationship by Six Monthly One-Hour Sessions

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\* Patterson, S. K. (2010). *Intern's ministry development handbook: A competency-based approach to intern development*. Berrien Springs, MI: Christian Leadership Center, Andrews University.



- 1) Pray Together
  - 2) Study Clinton and Stanley's Book Chapters
    - (i) Competencies to be Mentored
    - (ii) Character qualities to be Developed
    - (iii) Intensive, Occasional, and Passive Mentoring
    - (iv) Constellation Model of Mentoring
  - 3) Discuss Together Local Church Issues
- e) Three Mentors Selected by New-in-the-Ministry Pastor
  - f) Annual Session with the Conference President
  - g) Master of Divinity or Master of Religion Degree Required
  - h) Pastor to Practice Ministry Three to Four Years in the Field
  - i) Ordination Review Committee Three to Six Months Prior to Ordination Service

F. Chapter 6: Summary, Conclusions, and Recommendations

G. Appendices

- A. Coaching and Mentoring Comparison
- B. Mentoring, Coaching, and Discipling Defined
- C. Mentoring Functions Along a Continuum
- D. Constellation Model
- E. Consent Form
- F. Discussion Sheets
- G. Exit Interview Questions
- H. NIM Pastor Responses
- I. Mentoring Covenant

J. Annual Evaluation with President

H. Reference List

I. Vita

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# Steven N. Poenitz

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**Objective** To serve God in the roles of Christian, husband, and ministerial secretary, contributing to the expansion of His kingdom as a Three Angels' Messenger.

**Experience** 2008-Present Carmel, IN  
Ministerial Secretary/Evangelism Coordinator

- Served with two presidents.
- Working with approximately 35 pastors.

1997-2008 Greeneville, TN  
Senior Pastor

- Served with 5 assistant/youth pastors.
- GAA School refurbished & mortgage burned.
- New Community Services Center opened.
- Celebrated Church's 90<sup>th</sup> anniversary.

1993-1997 Napa, CA  
Senior Pastor

- Served with associate pastor, youth pastor, Bible worker, & extern.
- Served on Pacific Union Conference Executive Committee.
- Helped construct Maranatha church in Bambito, Panama.
- Participated in William Miller Farm refurbishment for 150<sup>th</sup> anniversary.

1986-1993 Grants Pass, OR  
Senior Pastor

- Served with associate, assistant, youth pastor, and extern.
- Served on Oregon Conference Executive Committee.
- Supported laity in starting Better Life Television station.
- Facilitated the building of a new junior academy.



- Dedicated church building and celebrated 100 years anniversary.

1980-1986 Chapel Oaks, Kansas City, KS

Pastor

- Got married!
- Served on Mid-America Union Executive Committee.
- Constituent church in the building of Midland Adventist Jr. Academy.

1979-1980 Toms River/Collingwood Park/Manahawkin, NJ

District Pastor

- Ordained at New Jersey camp meeting.
- Supported construction of Toms River Church.
- Opened elementary church school in Collingwood Park.

1975 (9 months) Woodbury/Laurel Springs/Swedeseboro, NJ

Intern

- Served with minister/supervisor in South Jersey.
- Assigned specifically to Laurel Springs Church.

1974 (6 months) Paterson/Newark/Elizabeth, NJ

Intern

- Served with minister/supervisor in North Jersey.

1972-1973 English Language School, Bangkok, Thailand

Student Missionary

- Taught Bible, English, reading, spelling, and PE.

Education

1975-1978 AU Theological Seminary Berrien Springs, MI

- Masters of Divinity degree

1969-1974 SW Adventist University Keene, TX

- Bachelor of Arts degree in Theology

Interests

Biking, bird-watching, camping, gardening, hiking, piano, reading, walking, white-water rafting, and walking my dog.

References

On request