

INDIANA MINISTRIES OF THE CHURCH OF GOD ROLE OF MENTOR IN THE O & L PROCESS



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INTRODUCTION TO CONCEPT OF MENTOR:

According to the current **CREDENTIALS MANUAL for the Church of God**, section 3:20 "The Program of Supervision," the following requirement is made: "Each Credentialing Committee of the Church of God should establish an ongoing program of supervision for those persons credentialed." p. 33

The supervision process is twofold. First there is a coach during the Commissioning phase. The second phase is a mentor. The following description of a Mentor was adapted from a definition written by Dr. Richard Shockey (2005): "**Mentor** is a person who will walk with the candidate during the license phase and will facilitate the program syllabus to enable the candidate to view the practice of ministry and related themes. A mentor will need to understand the credentials manual, mentor guidelines, the Life and Ministry Plan, and be a recognized, ordained minister in the Church of God. The mentor submits an evaluation report at the conclusion of the mentoring process. The State Minister will appoint mentors in conjunction with the candidate."

The concept behind these two approaches are: The Coach would guide the O&L candidate through the ordination process, while the Mentor would assist the O&L candidate in evaluating and developing their ministry and leadership style and goals. In reality the Coach and the Mentor might be the same person (if that person had the time and commitment), or two different persons (if the candidate needed to be mentored or coached by someone more objective than an immediate supervisor).

The **Mentor** would focus primarily on a candidate's calling, dealing with how giftedness, passion, and personality all come together in how one does ministry, and helping a candidate develop a long-term Life and Ministry Plan. The mentor would be appointed by the State Pastor when a candidate receives their "Ministerial License." If the person who has been acting as "Coach" up to this point is qualified and able to make the time commitment, it's possible they could continue on in the role as a mentor. If not, an appropriate mentor needs to be appointed. The role of mentor requires a more intense relationship and a minimum of 6-8 meetings with the candidate. When the candidate has fulfilled all their assignments, then the mentor would submit a final report to the OLC.

QUALIFICATIONS FOR ORDINATION AND AREAS OF CONCERN:

The **CREDENTIALS MANUAL OF THE CHURCH OF GOD** in section 2:10 lists the following "Qualifications for Ordination to Christian Ministry":

2:11 **The Motivational Qualification: ORDINATION IS FOR THOSE WHO ARE INWARDLY CONVINCED THAT GOD HAS SINGLED THEM OUT FOR THE CHRISTIAN MINISTRY.** (P. 19)

2:12 **The Moral and Ethical Qualification: ORDINATION IS FOR THOSE WHOSE CHARACTER AND REPUTATION ARE IMPECCABLE.** (P. 20)

2:14 **The Dispositional and Relational Qualifications:** ORDINATION IS FOR THOSE WHOSE PERSONAL DISPOSITION IS CONSISTENTLY IN KEEPING WITH THAT EXPECTED FOR A REPRESENTATIVE OF JESUS CHRIST AND THE CHURCH. (P. 23)

2:16 **The Vocational Qualification:** ORDINATION IS FOR THOSE WHO ARE PEERS IN POSITION AND PERFORMANCE OF THOSE WHO ARE VOCATIONALLY OR BIVOCATIONALLY ENGAGED IN THE PROFESSIONAL MINISTRY. (P. 26)

ASSESSMENT OF PROCESS AND PROGRESS:

O&L Retreat: All candidates are strongly advised to attend at least (1) Ordination and Licensing Retreat sponsored by the OLC each year.

Assessing Fitness for Ordination:

Qualifications for Ordination to Christian Ministry are outlined in the ***CREDENTIALS MANUAL OF THE CHURCH OF GOD*** in section 2:10. See sections 2:11-2:16, p. 19-26.

The Mentor will be asked to submit a final comprehensive Mentoring Report (See copy attached) following the fulfillment of his mentoring assignments with the candidate. This should be turned into the state office before the candidate has his 3rd Interview. You will be asked if you recommend the candidate for ordination.

FIRST AREA OF CONCERN THE MOTIVATIONAL QUALIFICATION

1) Determining One's Motive for Credentialing

- a) Explore with the candidate their motive for being a minister. (See Section 2.11 "The Motivational Qualification" in the Credentials Manual, p. 19)
 - What prompted him/her to seek to be ordained?
 - Are there any ministers in his/her family?
 - How much influence did family/friends play in the learner's decision?
 - Was there any specific event in the candidate's spiritual journey that caused him/her to consider becoming a minister?
- b) Other questions may be asked to guide this candidate toward a better understanding of his/her motive for ministry.

2) Clarify and Assess Level of Calling

- a) Explore with the candidate their sense of divine calling to be a minister.
 - In what ways did God make known His desire for this person to serve Him as a credentialed minister?
 - How is the licensee's call to ministry different than the call God gives to all Christians to serve him?
 - What does this person envision for his/her life work that would require ministry credentials?
- b) This item should be explored throughout the process as needed. The aim is to help the candidate clarify the call, to be sure it is from God, and then to affirm that call through identifying how God is at work in this person's life, studies, and labors to prepare him/her for a life of ministry.

- c) If at any point in the process the candidate concludes that his/her call is not to professional lifelong ministry or does not have the scope and level of involvement to warrant ministry credentials, you are to notify your OLC. Either the chairperson or the entire OLC will want to confirm your report and assist this person to transition back into general Christian service.
- d) In addition, you will need to explore the reasons why this minister desires to be credentialed by and serve within the Church of God Reformation Movement. Throughout the process, you will need to assess whether the person's beliefs and practices are consistent with those historically held by our movement.

3) Identify Spiritual Gifts for Ministry

- a) Help the candidate in identifying his/her spiritual gifts and what ministries will best fit this mix of gifts.
- b) Spiritual gifts are divine enablements that generally become increasingly effective with added preparation, training, and experience.
- c) Few persons are truly gifted to perform without additional training, insight, and experience. Therefore, help the candidate to see the value in preparation and skill development.
- d) Some gifts become more apparent when exercised rather than trained or educated, such as gift of discernment.
- e) Spiritual gift inventories or surveys can be helpful in identifying one's giftedness.
- f) How do the candidate's gifts correspond or fit with the type of ministries he or she will be doing?
- g) This item should be explored throughout the process as needed. The aim is to (a) help the candidate clarify his/her spiritual gifts to be sure they fit with and support the kinds of ministry the beginner is seeking to perform, (b) affirm the person's gifts, and (c) encourage the learner to make the development of those gifts a lifelong endeavor.

SECOND AREA OF CONCERN THE MORAL AND ETHICAL QUALIFICATION GENERAL FITNESS

1) Physical Health:

- a) You are to observe the candidate as well as make inquiries in this area without being too intrusive. Your comments will be mostly for information and your questions will serve for accountability.
 - Does the person eat well-balanced meals, schedule for regular exercise, and get sufficient rest? The implications for this have to do with maintaining energy levels, staying well, and providing a good witness for Christian living and ministry.
 - Ask the trainee specifically if he/she uses any form of tobacco, alcohol, or illegal drugs. Invite the candidate to express his/her views on a Christian's use of these items. Discuss this in the context of 1 Cor. 6:12, 19-20; 9:27.
 - It is vital for the candidate to have adequate health and life insurance (personal as well as any family coverage). Young ministers and those on tight budgets tend to think that they

- Appearances have to do with the personal grooming habits of the minister. The issue here involves the condition of clothing and hair as well as personal hygiene. The question is not about what specific types of clothing one wears but whether the clothing is clean, neat, modest, and appropriate for the audience and ministry in which one is engaged. In dealing with the public, one must be acutely aware of causing offense by bad breath, body odors, and strong fragrances (Psalm 139:24). Here again, appearance and hygiene impact one's witness for Christ.
- Finally, be sure to observe your candidate during the months of your supervision for any warning signs or indications of health problems. For example, changes in weight, whether loss or gain, may indicate sickness, stress, or depression. Expressing your concerns may help the candidate identify and address any difficulties, thus keeping minor problems or distresses from becoming major ones. In addition, your expression of concern will model good behavior for ministry development in the candidate.

2) Mental/Emotional Health:

- a) This may be the most demanding of the areas of your supervision. You will need to guide the candidate through the troubling waters of coming to grips with the emotional baggage he or she brings to this time of preparation for ministry. Be sure that you hold your candidate accountable so progress can be made and strength may be realized.
 - Early in the course of your supervision as well as throughout its duration, assess the fruit of the Spirit (Gal. 5:22-23) in the life of the learner. The fruit of the Spirit is a strong indicator (Matthew 7:16) of how well this person's "walk" is measuring up to his/her "talk."
 - Evaluate and discuss with them their attitudes, moods, outlook, anger threshold, reaction to adversity, self-confidence, and personality profile.
 - If the trainee has never taken a personality test, encourage him/her to do so. The Myers-Briggs Type Indicator test will profile the candidate according to the following basic personality types: introvert/extrovert, sensing/intuitive, thinking/feeling, and judging/perceiving. (See: Keirsey Temperament Sorter, which each candidate should have taken.)
 - David Ferguson of Intimate Life Ministries has identified the (10) vital needs common to everyone: acceptance, affection, appreciation, approval, attention, comfort, encouragement, respect, security, and support [see his book *The Great Commandment Principle* published by Tyndale House Publishers]. Discuss this list with your candidate in an effort to identify his or her top three needs. This will help you to better relate as you supervise as well as provide the candidate with better self understanding. If your candidate is in a staff position and married, recommend that they attend a Galatians 6:6 workshop in the course of the credentialing process. Information may be secured through either the state or national office.
 - Enable the minister to share about his/her childhood in an effort to identify what emotional baggage accompanies the candidate. Your primary skill will be that of listening. Do not try to "fix" the hurt. Enabling the person just to talk about the pains of the past will go a long way toward healing. The goal of this area of concern is that of emotional maturity: Christ-like attitudes, healthy stability though a wide range of circumstances.
 - If the emotional issues in the life of the candidate or spouse are more serious or involved than you can address, please encourage the candidate to seek the help of a trained pastoral counselor. The state office can help in locating one for you.

- b) Be aware of your own limitations concerning your counseling skills and the potential harm you can cause.

3) Spiritual Health:

- a) This is the most important area of concern. In order for your candidate to have any hope of ministering effectively to others, he or she must have a vital, growing relationship with God through Christ that is clearly evident and maintained through consistent spiritual practices.
- b) You are to address this area during each of your supervisory appointments. You are to hold the candidate accountable through specific inquiry.
- Is the candidate studying the Bible on a regular basis? Where in the Bible is he/she currently reading? What study aids are being used to assist in understanding what is being studied?
 - If this minister is not on staff at the moment, where is he/she worshipping? How regularly? Besides attendance at worship services, how is this candidate being involved in a local congregation? If this person is not attending a Church of God congregation, what can be done to correct this? If the candidate is on staff in a congregation other than Church of God, what is the person doing to maintain a relationship with other Church of God ministers?
 - What material in addition to the Bible is this candidate reading for devotions?
 - How is the candidate engaged in meditation? Since spiritual reflection is seldom taught or mentioned these days, you may need to instruct or ask this person to study the ways one can dwell on a subject or ponder a particular thought. Included in this art are: Scripture memorization, its application/implication, visualization of Bible stories and events, relaxation techniques using Biblical imagery (such as the Garden of Eden; Jacob's ladder; Moses on Sinai; prophetic visions; sailing on the Sea of Galilee; and similar passages).
 - Are decisions and choices being made on the basis of what is morally right or wrong? How is this candidate dealing with temptation? How is he/she handling difficulties? Is the candidate lazy or self-motivated? Is this person as consistent in his/her lifestyle when no one is watching? How well informed is the candidate regarding intercessory and spiritual warfare praying?
- c) Spiritual development is so important that failure in this area not only puts the candidate's credentials in jeopardy but also places his/her soul in danger. Intervention by the supervisor, therefore, is critical.

4) Financial Health:

- a) This issue involves how well this candidate is handling his/her money.
- Remember that Jesus had more to say about money and how people relate to it than most other topics of concern.
 - Is the candidate following basic budgeting principles? If not, help your candidate to establish and follow a budget.
 - Is your candidate responsible with finances? Does he/she spend within the acceptable boundaries of income? Is money being used wisely? Is the spouse included in financial decisions?
 - Is your candidate trustworthy in handling money belonging to others?
 - Is the candidate current in paying debts?
 - Is the candidate properly and regularly tithing his/her income to the local church where he/she is worshipping?

- You will need to instruct newly commissioned ministers in how to properly categorize ministry income for tax purposes as well as adequate and proper keeping of ministry and expense-related records.

THIRD AREA OF CONCERN THE DISPOSITIONAL AND RELATIONAL QUALIFICATIONS

1) Relational Health:

- a) See Credentials Manual: Section 2.14 "The Dispositional and Relational Qualifications", p. 23
 - Susceptible to wide mood swings?
 - Quick to anger? Vengeful? Vindictive?
 - Prone to defensiveness?
 - Prepared to cope constructively with disagreement?
 - Prepared to endure rejection and denial?
 - Inclined to pout, threaten, berate, or otherwise manipulate?
 - Chronically negative in outlook?
 - A claming influence in the midst of crisis?
 - Objective in judgment?
 - Sensitive to the feelings of others and aware of how others experience the candidate?
 - Self-controlled?
 - Adaptable?
 - Affirming of others?
 - Excessively phobic or neurotic?
 - Appropriately self-critical?
 - A "team player" capable of leading, honoring, and building up colleagues in the process?

- b) By watching and asking, you can determine how well the candidate is relating to others.
 - Is the candidate ethical (having to do with what is right or wrong with certain actions, good and bad regarding those actions) in all relationships?
 - Does he/she understand the need for confidentiality and the implications for violating its boundaries?
 - Does he/she give adequate consideration to avoiding the appearance of evil (particularly in regard to relations with members of the opposite sex)?
 - Does he/she consciously evaluate the information to be shared with others to avoid both gossip and the breaking of a confidence?
 - How well does the candidate relate to other staff and colleagues?
 - Is he/she an independent or team player?
 - How well does your candidate give and receive directions and other communication?
 - How well does the candidate connect to neighbors, friends, business associates, and/or coworkers?

- c) Through discourse and research, the candidate should develop good coping and relational skills. Help your candidate work through any instances of unforgiveness, fundamentalism, and sensitivity due to low self-esteem.

2) Family Health:

- a) If at all possible, try to observe how this minister relates to his/her immediate family (spouse/children or parents/siblings).
 - Watch for dominance or control issues.

- Is the couple (if applicable) still dating each other in order to keep romance alive in their marriage?
- Notice the attitudes, behavior, and interactions of spouse and children (or parents and siblings) with this candidate. These will indicate the quality of relationship and level of support for this person's ministry.

FOURTH AREA OF CONCERN THE VOCATIONAL QUALIFICATION AND MINISTERIAL INVOLVEMENT

1) Attitude Toward Ministers/Ministry:

- a) During times of supervision, note how your candidate reacts to other ministers. The intent is to help your candidate respond out of respect and to view other ministers and ministries in a cooperative spirit rather than to view them as competitive.
 - Is he/she fearful, laughing nervously, intimidated, overly talkative, anxious, self-conscious, or expressing inferiority?
 - Is there evidence that this minister thinks he/she is better or higher in status than a Christian worker who is not credentialed?
 - Is there any prejudice in regard to gender, ethnicity, education, economics, culture, ministry status or accomplishments?

- b) Notice how your candidate responds to his/her ministry assignments.
 - Does he/she demonstrate self-motivation, take the initiative, or have to be asked regularly to get involved?
 - Is this minister task-oriented or people-oriented?
 - Is your candidate joyful in service, eager to learn and serve, or is the work more "just a job" with performance done primarily out of a sense of duty?
 - Is there willingness to handle smaller tasks that may carry little or no glory or recognition, or is there great need to be involved in what is perceived as the important, "out front" tasks with high notice and much praise?

- c) Teach your candidate proper respect for titles.
 - A ministry credential (commission/license) allows the beginner to use "Rev." with his/her name.
 - The title "Pastor" is only for those currently on a church staff (senior or associate ministers). Associates should always refer to the senior minister as "Pastor" especially in the presence of parishioners.
 - When visiting other churches or in public arenas, your candidate should refer to other ministers by appropriate title: "Reverend," "Pastor," "Doctor," or simply "Brother" or "Sister."

2) Complexity of Human Relationships Involved in Christian Ministry:

- a) Help your candidate understand the voluntary nature of church attendance and service.
 - Encourage people to come to services to get involved in ministry without putting them on a guilt trip.
 - Challenge believers to faithfulness and commitment without harming and undermining their family relations and personal responsibilities.
 - Learn to lead others without having to be in "control"—without forcing your agenda and schedule on others.
 - Look for the Spirit's influence in the midst of group discussion and activity.

- b) Assist your candidate to recognize how people relate to each other within the dynamics of the church.
- People may bring their own agendas to your meetings.
 - People fear the uncertainty of change, whatever it may be.
 - The people wielding influence in your group may not even be part of your group but may be at work behind the scenes.
 - Learn not to take criticism personally. Most of the complaints have little or nothing to do with you or the things about which the person is contending. Usually there is something else going on in the life of the one expressing some grievance.
 - Become skilled at handling anger directed at you, at the church, or at an issue. Anger is an expression of fear. Rather than taking it as a personal attack, look for ways to help the person identify and address the fear he/she is feeling at the moment.
 - Deal with perceived difficulties and differences as early and directly as possible. Don't make assumptions. Ask for the other person to clarify or help you understand the point at hand. Accept as biblical truth that you do not really know what someone else is thinking (1 Cor. 2:11)
 - Strive to be honest and transparent in dealing with people, knowing that people often play politics in the church and make decision on the basis of their feelings rather than their faith.
- c) Discuss with your candidate about how churches grow. The four dimensions of growth are: **IN** (closer to one another in love and support, **UP** (maturity of their walk and knowledge), **OUT** (reaching beyond themselves in ministry and mission), and **MORE** (growth by conversion, transfer, and attraction [the unchurched and uncommitted visitors])). Introduce your candidate to the principles of the Natural Church Development model (ChurchSmart Resources, Carol Stream, IL 60188; 1-800-253-4276).
- d) Speak with your candidate regarding the advisability and various aspects of training, evaluating, and encouraging workers.

3) Leadership Style:

- a) Help your candidate understand that the authority of ministry is exercised not by ruling but by leading. The type of leadership one employs is determined by the nature of the ministry being performed.
- The Apostle/Disciple paradigm is used when one is leading, that is modeling, teaching, and influencing. It is the activity of winning another to Christ and bring that convert to maturity. In this case, you as the supervisor will be an apostle to your assigned disciple with the intent of helping that disciple to become an apostle to others.
 - The Shepherd/Sheep model is applied when one is caring for another, that is, protecting, feeding, fellowshiping, encouraging, and meeting needs.
 - There is a difference between a ministry office and ministry role. For example, a minister may be serving in the office of evangelist recognized by the church as one gifted to win others to Christ. Any Christian, even with credentials, serves in the role of evangelist when witnessing to others about faith in Christ.
- b) Talk to your candidate about leadership style and skills.
- Macro management is the biblical model of overseeing. It permits those under you to function within the boundaries you prescribe.

- Micro management is the need to be involved in just about every detail and decision. It reveals insecurity and unhealthy control issues on the part of the manager. It undermines volunteer participation.
- Leadership skills have to do with relationships, the Golden Rule, and time management.

4) Exposure to Ministry:

- a) Discuss and demonstrate with your candidate the details and dimensions of the following list of ministries:
 - Baptism, communion, foot washing
 - Preparation and delivery of sermons, devotionals, worship experiences, and teaching assignments
 - Basic counseling, crisis counseling, premarital counseling
 - Weddings, dedications, & funerals
 - Board, committee, council, and annual business meetings.
 - Witnessing, evangelism, altar work, discipleship
 - Hospital visitation, nursing home visitation, home visitation
- b) Be sure your candidate is acquiring a working knowledge of counseling, is developing good listening skills, understands the scope of confidentiality and when confidentiality can be broken (when permission is given or when seeking insight and assistance from a trained or professional counselor) and when it must be broken (possible suicide, harm to other persons, or harm to another's property) and to whom to report (crisis center, the potential victim, police, etc.).
- c) Help your candidate learn how to lead various meetings, including the preparation of agendas, and how to be a good member when one is not in charge of the meeting.

5) Experience in Ministry:

- a) One of the goals of the credential process is to assist the candidate in securing a staff position or a ministry assignment. As the supervisor, you can be a tremendous asset by helping the candidate in preparing a resume, identifying and applying to potential ministry positions, developing interviewing skills as well as negotiating ministry assignments and salary needs.
- b) If the candidate does not have a staff position or a ministry assignment with a local church, encourage him/her to become involved in some form of personal ministry.
 - Help your candidate recognize that all ministry involves a healthy relationship with God and one another with responsibility for yourself and loving care for others. The essence of ministry is the meeting of needs in the lives of others.
 - Assist your candidate in identifying possible ministry areas, such as starting a neighborhood Bible study group, visiting in a nursing home or local jail, helping with hospice care, etc.
 - After your candidate becomes involved in a personal ministry, explore with him/her the potential for the project becoming a para-church ministry. For example, does the study group have the potential of becoming a church plant? Could the visitation work develop into a nursing home/hospital/hospice chaplaincy? Could the visitation at the jail turn into a prison ministry?
- c) Assess your candidate's work performance as to competence, content, extent of involvement, motivation, relationships affected by his/her ministry, and results.

- d) One of the goals of supervision is to enable you to macro manage your candidate and to serve as an experienced and knowledgeable resource for helping him/her to deal with work-related issues and personnel, so serve as a sounding board or advocate or whatever the role may be as you guide this person through the various complexities that arise in ministry.

6) Life and Ministry Plan:

- a) During the period of the License, the candidate is asked to give focus in writing "A Life and Ministry Plan." (See Credentials Manual Section 3.18, p. 32)
- b) As Supervising Minister you will need to review and discuss with your candidate his "Life and Ministry Plan" before it is submitted to the OLC.

MENTOR'S EVALUATION OF CANDIDATE

Name of Candidate: _____

Introduction:

1. How long was your mentor relationship with the candidate? _____

Please list beginning and ending dates: _____

2. How often did you meet?

Weekly Monthly Other: _____

3. How long did sessions usually last?

30 minutes 1 hour Other: _____

4. Total Number of times met: _____

I. Laying the Foundations:

1. Does the candidate understand the meaning of call to the vocation of ministry? _____

A. Do you believe the candidate's call is to the general ministry of the people of God or a specific call to the vocation of ministry? _____ Please Explain:

B. What evidence is there that the candidate is deeply aware of God's call for entering into a vocation of ministry? _____

2. Does the candidate have a grasp of his/her own strengths and growth areas? _____

A. What are his/her major strengths?

B. What are his/her growth areas?

3. Does the candidate have the desire and an appropriate plan to continue to grow spiritually?
_____ What growth plans has the candidate communicated to you?

4. Does the candidate have a healthy self-concept?_____ Please explain:
5. Does the candidate understand the need to balance church, family, and personal responsibilities? _____ How are these areas being balanced now?
6. Does the candidate have an adequate understanding of basic theology, church history and polity, especially from the Church of God perspective? _____
7. Can the candidate articulate how his/her own practice of ministry is focused on his/her theology? _____

II. Ministry Techniques (For those preparing for Pastoral Ministry)

1. Does the candidate have a grasp of how to prepare effective biblical sermons? _____
2. How does he/she stay fresh and up-to-date in his/her ministry field? _____
3. Does the candidate know how to find the resources needed in his/her field (In such areas as preaching, teaching, visitation, counseling, theology, management, and leadership)? _____

III. Ministry Techniques (For those preparing for Specialized Ministries: Youth, Music, discipleship, etc.)

1. Does the candidate have a grasp of techniques required of his/her specific calling? _____
2. How does he/she stay fresh and up-to-date in his/her ministry field? _____
3. Does the candidate know how to find the resources needed in his/her field (in such areas as teaching, counseling, theology, management, and leadership)? _____

IV. The Minister's Role

1. How does the candidate understand the minister's role in a church with other specialized ministries:
 - A. Context?
 - B. The Family?
 - C. The Community?

2. Does the candidate seem aware of and inclined to participate in ecumenical as well as local, state, and national ministries? _____

V. Cautions and Areas of Concern

1. Does the candidate understand the need for healthy boundaries between him/herself and others, particularly those of the opposite sex? _____
2. Do you find the candidate is ethical in the handling of money, power, and relationships both personal and professional? _____
3. Has the candidate found a balance in his/her life between work, rest and leisure? _____
4. Does the candidate know the limitations of his/her counseling skills and recognize when to refer and to whom to refer (i.e. type of counselor)? _____

V. Management

1. Do you recommend that the Department of Ministry Services recognize God's ordination of this candidate? Yes No Perhaps Later
 - A. Any reservations?
 - B. Any suggestions?
 - C. What further preparation is needed?
2. Are there any areas of caution that you see for this candidate?
 - A. Have you talked with him/her about these areas? _____
 - B. Do you believe the mentoree will grow in these areas? _____
3. Do you believe the candidate shows signs of continued spiritual growth and leadership?

4. Does the candidate have a growth plan referred to as a Life and Ministry Plan or LAMP (e.g., education, seminars, reading plan, spiritual formation, skills development, etc.)? _____

Thank you for your time and your wisdom which you have invested in this candidate.

Mentor Name: _____

Date: _____

Please return the "Mentor's Evaluation of Candidate" form to:

Indiana Ministries of the Church of God
Attention: Ordination and Licensing Committee
13300 Olio Road, Suite 303
Fishers, IN 46037

You may email the form to jlighty@indianaministries.org
or **fax** it to us at **317-773-6570**.