

5. Ministry Formation

5.1 Overview of Ministry Formation

Effective ministry requires not only theological and biblical knowledge, but also Christian character and ministry competencies. Ministry Formation involves the preparation of the whole person for ministry through the combination of instruction, experience, and reflection. The following elements comprise Master's Ministry Formation emphasis – Mentoring, Ministry, and Internship. The program Capstone course in the final year of the Bachelor of Theology degree program provides opportunity for the student to integrate the learning gleaned from their participation in the four year program.

Since most of the Intercultural students are working and/or already in ministry, ministry formation assumes a character that is in some ways different from that tailored to young students joining the college after High School. Mentoring takes the form of coaching students in their area of ministry and counselling them in their personal life journey. Master's partners with District Officials, especially those in charge of Developing Churches, in this venture.

5.2: Mentoring

Mentoring at Master's is a structured relationship between a person, a mentor and the Holy Spirit, whereby the one being mentored is developed and empowered to be what God has called him to be and to do what God has called her to do. Mentoring at Master's is an intentional exposure to Christian ministry and community in a real life setting that is focused by a weekly, focused contact with an active practitioner in ministry designed to provide opportunity for observation, investigation, and reflection on the experience of ministry in a real life context and participation in the community life of that ministry setting.

The Master's Mentoring Program is designed to heighten the academic experience of students training for ministry by involving them in the life of a local church and local church pastor. Exposure in this way gives the student a training ground where their character and their ministry will be molded and shaped for their future.

5.2.1: Core Values in Mentoring

We anticipate that through this mentoring program students will go further faster. The values that are essential as a student and mentor engage in a mentoring relationship are the following:

- **Believe in the Individual**
Each individual has the ability to have a relationship with God, make great choices and the capacity to steward his or her own life. Mentoring relationships have the ability to unleash the power of God for change in a person's life.
- **God initiates Change**
God is actively implementing a personalized, long-term growth plan to transform students into people of destiny.
- **Leaders take Responsibility**
Because leaders take responsibility over their own growth, the student and the mentor will take responsibility over their mentoring relationship in order to make the most of their experience.

* These values are adapted to the Master's mentoring program with permission from Transformational Leadership Coaching Virginia Beach, Virginia.

5.2.2: Outcomes of Mentoring Program

Through this mentoring program, it is anticipated that students will:

- Have a Spirit-filled lifestyle that is thoroughly Pentecostal in experience, perspective and expression;
- Be able to translate his/her Biblical understanding into a Christian worldview;
- Have a commitment to furthering his/her leadership skills;
- Be submitted to an ongoing process of spiritual formation;
- Have an ability to relate the gospel to an ever-changing culture.

5.2.3: Mentoring Credits

The Mentoring credits take the student through four important components in a ministry leader's formation: Character, Calling, Gifting and Leadership Formation. The goal is that a student will be able to identify and confirm what God has called them to as well as what that calling will mean in terms of ministry leadership in the future. All Mentoring courses are one credit. Students will be expected to have these credits completed within their first 60 credit hours. The requirements of Mentoring are specified by the syllabus and graded by an assigned faculty member.

5.2.4: Program Requirements

- Students in the Christian Ministry Certificate programs must complete **two** Mentoring credits:
 - PR1102 Mentoring I
 - PR1103 Mentoring II
- Students in the Ministerial Diploma, Bachelor of Theology and Bachelor of Religious Education programs must complete **four** Mentoring courses:
 - PR1102 Mentoring I
 - PR1103 Mentoring II
 - PR2100 Mentoring III
 - PR2101 Mentoring IV

5.2.5: District Support and Involvement

The pastors and leaders of the four supporting constituencies of Master's College and Seminary (Western District, Eastern District, Quebec District, and Maritime District of the PAOC) are committed to engaging in mentoring relationships with Master's College and Seminary students both at the Main Campus and in Distance Education. Students who enroll in the college who are not from one of the four supporting districts, can access mentors from their denominational background upon consultation and approval from the Dean's Office.

5.3: Ministry Credits

Ministry credits, which will involve three-to-five hours (including preparation time) of ministry per week for the full semester, are designed to provide experience in the church and in the community that is both supervised and evaluated within a mentoring relationship. The requirements for ministry credit are specified by the syllabus and graded by an assigned faculty member.

5.3.1: Outcomes of Ministry Program

- Students will gain hands on experience in ministry in a real life context.
- Students will develop an awareness of the knowledge, skills, and attitudes required for effective ministry.
- Students will gain an appreciation for their unique calling, gifting, and skills.

- Students will commit to a process of life long learning in developing their ministry competencies and personal approach to ministry.

5.3.2: Program Requirements

- Students in the Christian Ministry Certificate programs are required to do **two** Ministry credits:
 - PM114X Church Ministry I
 - PM115X Church Ministry II
- Students in the Bachelor of Religious Education program are required to do **two** Ministry credits:
 - PM114X Church Ministry I
 - PM314X Community Ministry I
- Students in the Bachelor of Theology and Ministerial Diploma programs are required to complete **four** Ministry credits:
 - PM114X Church Ministry I
 - PM115X Church Ministry II
 - PM314X Community Ministry I
 - PM315X Community Ministry II

5.4: Internship

Prior to doing an Internship, all students must participate in a pre-internship orientation in late April. Internship philosophy, guidelines and practica course instruction are provided during this orientation session. In addition, opportunity is given to begin the relationship building process between the Internship Supervisor and the student which will be essential to the success of the learning process. Because of the intensive and integrative nature of the Internship there are no exceptions to the Internship being full-time. The exact dates for the Internship are specified in the College Calendar.

5.4.1: Outcomes of Internship

- Students will gain hands on experience in full time ministry in a real life context.
- Students will develop an awareness of the knowledge, skills, and attitudes required for effective ministry and an appreciation for the unique rhythms and day to day details of congregational life.
- Students will gain an understanding for their unique calling, gifting, and skills and a confidence in participating in ministry and leadership.
- Students will develop a commitment to a process of life long learning in developing their ministry competencies and personal approach to ministry.
- Students will begin to build a track record of significant ministry experience that will assist them in securing future ministry placement.
- Students will build relationships with the Districts who will guide them in the credentialing process.

5.4.2: Program Requirements

All students graduating from the three-year Ministerial Diploma, the four-year Bachelor of Theology degree or the two-year Bachelor of Religious Education degree must complete an internship requiring a full-time placement in a ministry setting. Students are not permitted to hold a job or do courses at Master's or other post-secondary institutions while they are on internship, other than the practica course(s) that are an integral part of their internship.

Ministerial Diploma and Bachelor of Religious Education students are required to complete an eight-week full time internship (six credits) placement (i.e. Internships start on a Sunday and conclude with the evening service on the ninth Sunday). The Diploma internship takes place during the summer semester between the second and third year of studies or the summer prior to graduation for part-

time students. The Bachelor of Religious Education internship takes place during the summer between the two years of study. While on Internship, the Bachelor of Religious Education students complete a Homiletics practicum (3 credits).

Bachelor of Theology students are required to complete a four month full-time internship that is scheduled in the Fall semester of their fourth year. This internship is generally completed in a ministry setting that corresponds to the student's chosen program. While on internship, Bachelor of Theology students complete three integrative practica courses (3 credits each) that are determined by their program of study.

Ministerial Diploma and Bachelor of Theology students will generally have a minimum of 60 or 90 credit hours respectively completed (PR2309 Homiletics I and PR2310 Homiletics II must be included in those credits) prior to commencing an Internship; Bachelor of Religious Education students will generally have a minimum of 30 credit hours completed prior to commencing an Internship (PR2309 Homiletics must be included in those credits. PR2400 Homiletics Practicum will be completed during the Internship). Internship applications must be submitted by the end of October in the Fall semester. Placements in churches are made by the supporting District the student was originally from at their initial enrollment into the college. Any exceptions to this must be approved by the respective districts.

5.4.3: Applying for Internship

Students should apply for internship in the Fall semester preceding the desired internship year. Eligibility for internship will be determined by the Registrar's Office on the basis of progress in the program and the student's cumulative GPA. The names of successful applicants will be forwarded to the District Offices in early December.

5.4.4: Role of the District

The supporting Districts partner with the school in placing students in approved internship settings among the constituent churches of the Districts. Districts take into consideration for placement the following information – the student's testimony and current ministry experience, the student's program of study, and the student's personal circumstances. The District Internship Representatives walk along side the student and Internship Supervisor to ensure a successful internship experience.

5.4.5: Practica Courses

The practica courses are designed to integrate prior education and experience in a real life ministry setting by focusing on specific ministry competencies. Practica courses involve the planning and execution of ministry tasks under the direction of the Internship Supervisor and with evaluation from selected people in the ministry setting. Practica involve significant input from the Faculty supervisors who guides the student through and grades the course.

5.4.6: Capstone Course

The program capstone course, which is generally completed in the student's final semester, is designed to integrate the knowledge and experience gained from the educational program and the elements of Ministry Formation in an overall approach to ministry. Capstone courses also address contemporary issues that are contextualized by the student's past learning and current church and community culture.

5.4.7: Opting-Out of Internship Policy

Students who wish to graduate without doing an Internship must indicate on the Internship Application Form their intent to opt out of Internship. Students should be aware that while this option will lead to graduation, it will not necessarily meet the educational requirements of the PAOC's "Licensed Minister" or the PAONL's "Favourably Considered" credential.

Substitution of courses for students who opt out of Internship will be chosen in consultation with the Registrar as specified below:

- Ministerial Diploma students will complete three courses in lieu of Internship and the Pastoral Ministry Practicum.
- Bachelor of Religious Education students will complete three courses in lieu of Internship and the Homiletics Practicum. This option will lead to a Bachelor of Religious Education degree but no program designation will be indicated.
- Bachelor of Theology students will complete six courses in lieu of Internship, the practica courses and the capstone course. This option will lead to a Bachelor of Theology degree but no program designation will be indicated.

Students who submit an Internship Application Form and then decide to use the 'opting out' option, will not be permitted to enroll in courses in the following Fall semester unless they have notified the Dean of the College, in writing, prior to receiving notification of their Internship placement that they have decided to 'opt-out' of Internship.

Any exceptions to the Opting-Out Policy will be referred to the Internship Committee for resolution.