CM 708/709 EXPERIENTIAL MINISTRY: MASTER OF DIVINITY

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GENERAL DESCRIPTION OF EXPERIENTIAL MINISTRY

This course is an extended Experiential Ministry (EM) carried forward under the direction of a previous or new Ministry Mentor (MM) that is designed to further the development of the skills and knowledge necessary for effective ministry. The student may pursue this ministry experience within his/her own home church/organization or seek placement in a new ministry context. This course requires direct ministry experience and typically is taken over at least two semesters of study (eight months), with the preference being 10 months, if possible.

Note: CM 708 and CM 709 are designed to be taken together for a total of 6 credit hours.

Prerequisites: Completion of 6 credit hours of study in addition to the completion of CM 608/609 Experiential Ministry, as well as acceptance into the MDiv program.

DESIRED OUTCOMES

1. One who is informed theologically
   (Describe and demonstrate evangelical faith and values.)
2. One who performs missionally
   (Serve God's kingdom in its diversity.)
3. One who is formed spiritually
   (Participate in the action of our Triune God through formation of the soul, mind, and strength.)
4. One who makes disciples capably
   (Demonstrate a capacity to guide individuals and congregations in disciple-making.)
5. One who preaches faithfully
   (Demonstrate a capacity to preach sermons using a sound homiletical method.)
6. One who leads proficiently
   (Demonstrate a capacity to lead within the local church or ministry organization in carrying out its mission with both theological sophistication and cultural awareness.)

EXPERIENTIAL MINISTRY (EM) REQUIREMENTS

A. Choosing the Ministry Context and Ministry Mentor

A great deal depends on the 'fit' between the student and the ministry context and the 'fit' between student and Ministry Mentor (MM). These two relationships need to be discerned

carefully for the EM to be successful. The choice of the ministry context and MM should begin well before the EM begins so that all parties involved – the student, the MM and the FS (Faculty Supervisor, who often will be the Program Coordinator) - are all in agreement. First, the student is to arrange a preliminary interview with the Faculty Supervisor (FS) to discuss the possibility of the EM. Second, the student is to arrange for a preliminary interview with a representative(s) of the ministry context, with the potential MM present, for the purpose of determining a healthy ministry 'fit'. An application form for the MM to be submitted to the FS is included in this syllabus. Upon receiving the application form the FS may follow up with further interaction if more information is needed. Normally the MM would participate in some foundational mentorship training supplied by Briercrest Seminary, but experienced mentors will have this requirement waived. Once these preliminary stages are complete, the details of the EM may be planned. (Note: If the MM for CM 708/09 is the same as CM 608/09, this preliminary part of the process is waived.) The MM is making a significant investment in both time and energy since serving in this role requires a weekly meeting with the student, monthly phone or video calls with the FS and mid-point and final evaluations of the student.

B. Pre-Experiential Ministry Reading and Self-Assessment (10%)

Obtain and read *The Emotionally Healthy Leader* by Peter Scazzero (Grand Rapids, MI: Zondervan, 2015).

a. Write a 4-page response paper on the content of the book. This is not to be a classic book review but should focus on your reactions to the author's arguments and how they have affected your understanding and practice of ministry.
b. Take and communicate the results of the personal emotionally healthy assessment available online at: www.emotionallyhealthy.org/personalassessment
c. Complete and submit the results of the self-assessment inventories found in each chapter of the book.
d. Submit your family genogram (cf. pp. 74, 75 and Appendix 2 in *EHL*) and by accessing www.emotionallyhealthy.org/genogram
e. Submit how you have climbed the Ladder of Integrity (cf. p. 220) in relation to one situation in your ministry.
f. Answer the Power Inventory questions (pp. 250-53).
g. Compile all the above into a single document and email it to the Program Coordinator.

C. Pre-Experiential Ministry Evaluation (10%)

This EM presupposes the successful completion of CM 608/609. Students will opt either to carry forward under the same Ministry Mentor (MM) as in CM 608/609 or under a new MM with new responsibilities and ministry opportunities.

After some prayer and reflection, identify at least four of the following people with which to engage in a conversation (no time restriction, but we recommend at least 30 minutes minimum each) about your past year's ministry experience:

- Ministry Mentor from most recent ministry (required)
- A recipient of your ministry (where possible, e.g., person in your small group, youth in your youth group, etc.)
- Local church leadership person (elder, department director, etc.) other than your supervisor
- Personal Peer/Friend who knows you at a spiritual level
- A ministry colleague either in another church or organization or department other than your own

There is no set of questions to cover for your conversation, but it would be helpful to steer the conversation around the following three main points:

- Ministry practices – how you have performed at fulfilling the main ministry activities
- Leadership and organizational practices – how you influenced those above, around and below you, and how well you kept your ministry life organized
- Spiritual and personal practices – how you kept balance in your devotional life, family, other volunteer situations, etc.

After the reflection and conversation, write up a 5-6-page self-evaluation report based on the conversation and any of your own post-evaluation reflections from the last EM. Include the following:

a. Any new observations or insights your conversation partners note about your ministry strengths and weaknesses, your leadership/organizational practices, and your spiritual and personal practices
b. Any highlights of your ministry time noted by any of the conversation partners
c. Any recommendations the conversation partners have for you to be more effective
d. Two personal and spiritual growth goals you would like to accomplish in the next phase of Experiential Ministry

e. Two professional ministry goals you wish to accomplish in the next phase of Experiential Ministry
f. Two leadership and organizational goals you wish to accomplish in the next phase of Experiential Ministry

Due: at the beginning of the EM.

D. Experiential Ministry Proposal and Registration Form (10%)

Your proposal should focus on your primary emphasis in your EM (i.e., Pastoral, Youth, Worship Leadership, etc.). Begin with the list of desired outcomes for the EM which derive from the overall outcomes for the MDiv degree (these are listed above). The substance of the ministry activities should be aimed at achieving these outcomes. **Be sure to incorporate findings from your peer and self-evaluation (A and B above) in your plan as you move forward.** With the outcomes in mind, provide a list of possible ministry activities and ask your Ministry Mentor (MM) to do the same. Meet with your MM and synthesize both lists into a first draft of your "Experiential Ministry Proposal". This should be a draft with which you both can agree and eventually sign.

1. Formulate a finished copy of your Experiential Ministry Proposal by stating your proposed experiences as ***specific and measurable goals***. Begin with an opening paragraph that notes the place, organization name, and dates of the EM. In this paragraph also include the name of your MM, and her/his title and role at the organization. Having completed the introductory paragraph, organize your specific activities under the six desired outcomes for your EM. Include the 8-10 books you will read as part of the EM that relate to your ministry context (i.e. youth, camp, pastoral, etc.).
2. Submit your EM Proposal, in correct BCS format, to your Briercrest Faculty Supervisor (FS). Use the most current Chicago-Style Format Guide. Your FS will either approve it or return it for revisions. If it is returned to you for revisions, you will need to resubmit your EM Proposal until it is approved.
3. **Once your EM Proposal is approved, you will need to complete the "Experiential Ministry Registration Form" (at the end of this syllabus) and submit it to your Faculty Supervisor (FS). You and your Ministry Mentor (MM) will need to sign it. Your FS must be your program coordinator, unless other arrangements are made with your program coordinator.** The EM Registration Form will then be forwarded on to the Academic Services Office, and at that point in time, you will be registered for the course. Termination of the EM before the time frame listed in the Proposal may be initiated by the EM student, MM or FS, provided a justifiable rationale is given. If

initiated by the EM student, the usual Briercrest guidelines for tuition refund and assigned grade on the student's transcript will apply (cf. Seminary Calendar, p. 20).

Due: 2 weeks after the Pre-EM Assignments

E. Journal (25%)

The student will maintain a weekly *Experiential Ministry Journal* for the duration of the EM. Each entry should be typed and indicate the ***time period*** being covered. The journal will be graded according to consistency, reflection and self-awareness. This journal should include the following information, arranged under the following headings:

1. Participation: List the ministry activities or other activities in which you were involved during the week.
2. Theological Reflection: Choose one significant event from the past week and analyze it by considering the following questions: What is going on? (description of the event including the persons involved and its context); Why is this going on? (interpretation of the event including the possible theological, cultural and experiential factors involved); What ought to be going on? (evaluation of the event employing the appropriate theological, cultural and experiential resources); and How might I respond? (action/response to the event including what can be done, what can be learned and what impact this event has made on your identity as a servant of Christ and his church).
3. Problem Solving: Describe any problems you may have encountered during the week and how you handled them.
4. Prayer/Bible Study/Spiritual Development: Relate how the Lord used His Word to influence your ministry over the week. What specifically have you been praying for in your ministry this week, and what answers to prayer have you seen?
5. Personal Goals: With rationale, list specific and measurable progress you have made toward the 6 EM outcomes throughout the past week and then set progress goals for the next week.
6. Ministry Mentor (MM) Interaction: Describe your interaction with your MM during the week. Include discussion of assigned readings.
7. Reading: Provide the dates and chapters you read from the books in your EM reading list and reflect on the chapters, noting their application to your current ministry experiences. Note significant quotes, and questions related to your reading. You should try to average the completion of a book per month.
8. Time Investment: Show a log of time invested. Include the when, where and who aspects.

9. Provide outlines and manuscripts of teaching/preaching sessions.

Due: Although the journal is to be kept weekly, the first submission of the student's journal will be submitted two weeks following the start date and then submitted monthly for the duration of the EM. At the conclusion of the EM the entire journal will be submitted as a whole.

F. Mid-course Evaluation (10%)

At the midway point of the EM, the student, MM and FS will meet either in person or by video conference to assess the progress of the EM. The EM Proposal will serve as the chief assessment tool as the discussion will center around the progress being made to meet its requirements. This meeting will highlight the learnings and possible challenges experienced to date and possible strategies for the successful completion of the EM.

Due: At the mid-point of the EM

G. Post-Experiential Ministry Evaluation and Reflection (15%)

At the conclusion of the EM, the student will write an 1800-2000-word summative reflection paper addressing the following areas:

1. An analysis of the student's personal strengths and weaknesses, as discovered and developed during the EM.
2. Areas of growth and development experienced during the EM (relating to the 6 outcomes for the course).
3. Reflection upon the concrete ways the student has grown in making disciples both with individuals and congregations.
4. An evaluation of the correlation between the student's relationship with the Lord Jesus Christ, and his/her effectiveness in ministry.
5. A strategy for further development of reflective thinking and personal development in the areas of ministry skills in which he/she participated.
6. A summary of the impact of the Ministry Mentor (MM) on the student's ministry, and life in general.
7. An anticipation of the kind of ministry directions the student will take in the future, including a statement on areas where it has been made clear that they are *not* likely to proceed.
8. An overall analysis of the progress made during CM 708/09 Experiential Ministry toward mastery of the 6 outcomes for the EM since the completion of CM 608/09 Experiential Ministry.

Due: At the conclusion of the EM.

H. Ministry Mentor's Evaluation of the Student (20%)

Having reviewed the initial Experiential Ministry Proposal, the Ministry Mentor (MM) will submit an evaluation of the student (using the specified form below). Any questions can be directed to the Program Coordinator at any of the contact choices at the beginning of this syllabus.

Due: At the conclusion of the EM.

I. Internship Proposal Example

Jeremy Student
Prof. Dr. Blayne Banting
CM 708/709 Experiential Ministry
22 August 2018

EXPERIENTIAL MINISTRY PROPOSAL

Beginning on September 1, 2018 through April 30, 2019 I will be serving in the Orville Mennonite Church in Orville, SK. My Ministry Mentor will be Gary Steiner, the lead pastor of the church. I will learn to grow in my appreciation for and skills in church ministry in a safe environment and under the seasoned direction of Pastor Steiner. The expectation is for me to spend, on average, at least twenty hours a week on my EM responsibilities. My primary responsibility will be to develop the skills and attitudes to become part of the regular preaching team at Orville Mennonite Church.

The following are the proposed activities designed to meet the 6 outcomes of the course:

1. One who is informed theologically
    - Read and report on Michael Pasquarello III, *Christian Preaching: A Trinitarian Theology of Proclamation* (Baker, 2006)
    - Read and report on Blayne Banting, *Take Up and Preach: A Primer for Interpreting Preaching Texts* (Wipf and Stock, 2016)
    - Meet weekly with Ministry Mentor
    - Keep Experiential Ministry Journal weekly
    - Write a 4-page personal theology of preaching

2. One who performs missionally
    - Meet weekly with Ministry Mentor
    - Read and report on Al Tizon, *Missional Preaching* (Judson, 2012)

- Read and report on Scott Gibson, *Preaching with a Plan: Sermon Strategies for Growing Mature Believers* (Baker, 2012)
- Keep Experiential Ministry Journal weekly
- Develop a one-year preaching plan

3. One who is formed spiritually
    - Read and report on Dean Shriver, *Nobody's Perfect, But You Have to Be: The Power of Personal Integrity in Effective Preaching* (Baker, 2005)
    - Read and report on Barbara Brown Taylor, *The Preaching Life* (Cowley 1993)
    - Meet weekly with Ministry Mentor
    - Keep Experiential Ministry Journal weekly
    - Take a one-day prayer retreat every month

4. One who makes disciples capably
    - Meet weekly with Ministry Mentor
    - Keep Experiential Ministry Journal weekly
    - Read/listen/watch 3 sermons per week
    - Read and report on Daniel Overdorf, *One Year to Better Preaching* (Kregel, 2013)
    - Disciple 2-3 aspiring preachers in a regular group, using exercises from Overdorf's book

5. One who preaches faithfully
    - Read and report on Christopher Wright, *How to Preach and Teach the Old Testament for All Its Worth* (Zondervan, 2016)
    - Read and report on Jeffrey Arthurs, *Preaching with Variety* (Kregel, 2007)
    - Preach one sermon per month throughout the EM
    - Attend the Simeon Trust Workshop in Calgary, AB on March 27-29, 2019
    - Meet weekly with Ministry Mentor
    - Keep Experiential Ministry Journal weekly

6. One who leads proficiently
    - Attend church board meetings as a non-voting observer for the duration of the EM
    - Read and report on Leonora Tubbs Tisdale, *Preaching as Local Theology and Folk Art* (Fortress, 1997)
    - Meet with a group representative of the church's demographic both before each sermon for planning and after each sermon for debriefing
    - Meet weekly with Ministry Mentor
    - Keep Experiential Ministry Journal weekly

J. Forms

1. Ministry Mentor Application Form
2. Experiential Ministry Registration Form

3. Ministry Mentor's Evaluation
4. Seminary Grade Scale

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MINISTRY MENTOR APPLICATION

Name of Ministry Mentor: _____

Email address: _____

Name of student: _____

Church/Ministry Name: _____

Church/Ministry Office Address:

Street/Box Number: _____

City: _____ State/Prov: _____ Zip/Postal Code: _____

Office Phone:_____ Fax: _____

Denominational Association (if any): _____

Educational Background:

College	Major	Years	Degree
_____	_____	_____	_____
_____	_____	_____	_____
Graduate Education	**Major**	**Years**	**Degree**
_____	_____	_____	_____
_____	_____	_____	_____
Post-Graduate Education (if any)	**Major**	**Years**	**Degree**
_____	_____	_____	_____

Please briefly describe your previous Lay Ministry Experience:

Where	Role	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

Please briefly describe your previous Vocational Ministry Experience:

Where	Role	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Please briefly describe your Non-Ministry Employment Experience:

Where	Position Title	Dates
_____	_____	_____
_____	_____	_____
_____	_____	_____

Total years in lay ministry: _____ Total years in vocational ministry: _____ Age: _____

Describe any other ministry experience you have that might be relevant to serving as a ministry mentor.

Describe any other formal or informal training you have received that might be relevant to serving as a ministry mentor (e.g., MBTI, DiSC, Strength Finders, Enneagram, Right Path, Birkman, Leading from Your Strengths, etc.).

Would you be willing to participate in the brief online Ministry Mentor Training course designed for those serving as Ministry Mentors?

☐ Yes

☐ No

Signed: _____ Date: _____

This request must be received and approved by the Program Coordinator before the student can enroll in the Experiential Ministry.

Please submit form to:

Briercrest Seminary Experiential Ministry
Attn: Dr. Jason Mills
510 College Drive
Caronport, SK
S0H 0S0

Email: jmills@briercrest.ca

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EXPERIENTIAL MINISTRY REGISTRATION FORM

EM start date: _____

EM completion date: _____

STUDENT INFORMATION

Name: _____

Email: _____

Telephone: _____

Credit hours completed before beginning EM: _____

Year of intended graduation: _____

FACULTY SUPERVISOR (FS) INFORMATION

Name: _____

Email: _____

Telephone: _____

MINISTRY MENTOR (MM) INFORMATION

Name: _____

Title: _____

Organization: _____

Email: _____

Telephone: _____

CONTRACT STATEMENT

We, the undersigned, agree to the following:

A. We plan to work together to fulfill the contracted requirements of this agreement as specified in the EM Proposal. This proposal may be adjusted or amended with the mutual agreement of the student and her/his MM and FS.
B. We have reviewed the relevant documents and understand the purposes of the EM.
C. The MM and FS will provide the student with supervision and guidance, so her/his personal development and skills will be enhanced by the EM.
D. The MM will meet regularly with the student for encouragement, reflection and accountability.
E. This EM may be terminated if two or more parties (Student, Faculty Supervisor, Ministry Mentor, Program Coordinator) agree to the same.
F. The Ministry Mentor (MM) agrees to complete the Ministry Mentor's Evaluation (if applicable) and to submit it to the Faculty Supervisor prior to the deadline (mm/dd/yyyy): _____.
G. The Student agrees to fulfill the requirements as outlined in his or her EM Proposal.
H. The Program Coordinator will provide a copy of the registration form to the Academic Services office and will ensure that the Faculty Supervisor, Ministry Mentor, and student have received copies.

*Student: _____ Date: _____

*Ministry Mentor: _____ Date: _____

Faculty Supervisor: _____ Date: _____

Program Coordinator: _____ Date: _____

**Make sure these two are signed before submitting this registration form*

All assignments and evaluations should be submitted electronically to the Faculty Supervisor (FS).

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MINISTRY MENTOR'S EVALUATION

Student's Name: _____ EM Dates: _____

Name of Ministry Mentor: _____

Overall Evaluation

			Weak Strong	Comments
A.	Personal Habits (Please circle)			
	1.	Appropriate dress, hygiene	1 2 3 4 5 6 7 8	N/A
	2.	Organizes time well	1 2 3 4 5 6 7 8	N/A
	3.	Promptness/punctuality	1 2 3 4 5 6 7 8	N/A
B.	Relationships			
	1.	Shows genuine compassion	1 2 3 4 5 6 7 8	N/A
	2.	Communicates well	1 2 3 4 5 6 7 8	N/A
	3.	Expresses ideas tactfully	1 2 3 4 5 6 7 8	N/A
	4.	Offers criticism constructively	1 2 3 4 5 6 7 8	N/A
	5.	Receives criticism well	1 2 3 4 5 6 7 8	N/A
	6.	Respects others' ideas	1 2 3 4 5 6 7 8	N/A
	7.	Positive attitude towards those in authority	1 2 3 4 5 6 7 8	N/A
	8.	Positive attitude to those ministering to	1 2 3 4 5 6 7 8	N/A
C.	Task Performance			
	1.	Covered areas of responsibility well	1 2 3 4 5 6 7 8	N/A
	2.	Resourceful in planning	1 2 3 4 5 6 7 8	N/A
	3.	Enthusiasm inspires others	1 2 3 4 5 6 7 8	N/A
	4.	Adaptable to new environment	1 2 3 4 5 6 7 8	N/A
	5.	Solves problems effectively	1 2 3 4 5 6 7 8	N/A

6.	Sensitive to spiritual matters	1 2 3 4 5 6 7 8	N/A
7.	Demonstrates leadership qualities	1 2 3 4 5 6 7 8	N/A
8.	Maintains confidentiality	1 2 3 4 5 6 7 8	N/A

D. What are some of your student's strengths and weaknesses in light of his/her vocational goals?

E. On the basis of these observations, what type of ministry do you think the Student is best suited for, and why?

F. What are some specific growth steps that would help him/her become more effective?

G. Please comment on your student's initiative, enthusiasm and desire to excel in fulfilling the terms of the EM proposal & contract.

H. Based on the initial EM Proposal & Contract, please grade the Student based on his/her performance, attitude, and contributions to the ministry under your leadership.

FINAL GRADE _____/ 20 (See attached grading scale)

Ministry Mentor's Signature: _____ Date: _____

Thank you for your valuable input into this student's life.

Please email this completed evaluation to: jmills@briercrest.ca
Dr. Jason Mills
Briercrest College and Seminary
510 College Drive
Caronport, SK S0H 0S0
Canada

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SEMINARY GRADE SCALE

Grade	Percent	Grade Point	Level of Work
A+	90-100%	4.0	Exceptional Achievement
A	85-89%	4.0	Excellent Achievement
A-	80-84%	3.7	Superior Work
B+	77-79%	3.3	Very Good Work
B	73-76%	3.0	Good Work
B-	70-72%	2.7	Moderately Good Work
C+	67-69%	2.3	Solid Average Achievement
C	63-66%	2.0	Average Achievement
C-	60-62%	1.7	Marginally Acceptable Work
D+	55-59%	1.3	Below Average Work
D	50-54%	1.0	Poor Work
F	0-49%	0.0	Failure
P	N/A	N/A	Pass
AU	N/A	N/A	Audit
RP	N/A	N/A	Course Repeated
W	N/A	N/A	Withdrawal
WF	0%	0.0	Withdraw Fail
EX	N/A	N/A	Course Extended