

Cross Culture Mentoring

Role of the Mentor

Activities

1. As a Liaison

- ◇ Contact offices and agencies of the CP Church and make sure the mentored pastor and/or church are on the appropriate mailing list. (Often mailings we take for granted from the Church provide new pastors and churches to the CP Church “new” and “important” information about the Church. As well, these mailings communicate in a subtle way that the mentored pastor and church “belong”.)
- ◇ Be sure and contact the GA Stated Clerk’s office and Presbytery Clerk’s office and give the pastor/church name, address and status (provisional, New NCD, etc...) to be added to rolls and directories. In the case of the provisional status it may be necessary to explain to Presbyterian clerks what this is. It is a new concept in the church.
- ◇ Contact the Missionary Messenger and make sure the pastor and church members have a subscription. Remember the Missionary Messenger is free. Ask the Mentored Pastor if he/she would like a subscription to the Cumberland Presbyterian Magazine. If possible it would be good for the Presbytery (or Mentor) to give this as a gift to the pastor and/or leaders of the church/group.
- ◇ It may be necessary for the mentor to contact GA staff to make arrangements for insurance and retirement or to get information about insurance claims/questions.
- ◇ When support has been approved by a judicatory check with the mentored pastor to make sure it is arriving in an appropriate and timely fashion. Be sure the mentored pastor understands he/she can call upon the mentor to check-on project funds.
- ◇ The PAS/MCM coordinator will communicate with the student and with the mentor about up-coming PAS/MCM classes and activities. The mentor needs to encourage the mentored pastor to participate and explain where and when the activity will take place.
- ◇ The mentor needs to confirm with the mentored pastor any announced Presbytery or Denominational activities. Although the announcement/s may be mailed or communicated to the mentored pastor, it is important that the mentor makes sure the mentored pastor understands the announcement. Example: Presbytery meetings, committee meetings, etc.

2. As an Advocate

- ◇ In order to “connect” the mentored pastor to the CP church it may be necessary to

accompany the pastor to denominational and presbyterial events. Events such as: Presbytery meetings, General Assembly, Synod, Ministers conference, PAS/MCM weekend intensives, Conferences and Workshops by GA boards and agencies and/or Presbytery, etc. It is important that the mentor use these opportunities to “net-work” the mentored pastor. Plan on making lots of introductions.

△ Most areas (counties, cities) have minister get-togethers (lunch). Be sure and invite the mentored pastor to lunch and take the opportunity to introduce the pastor to the other pastors. Attempt to include the mentored pastor in these informal pastor activities. If there is not a minister get-together, it might be appropriate to have one in which the mentor invites area pastors to lunch. Use this as an opportunity to present the mentored pastor.

△ In most Presbyteries PAS students can receive scholarship funds from the Presbytery to take courses. Be sure and communicate with the Presbytery Committee on Ministry, if the mentored pastor is going to be taking a PAS course (or other training course), and request subsidy from Presbytery. The PAS/MCM curriculum does require it's students to take six hours of English classes as part of the PAS/MCM program. These can be taken at a community college. These courses are part of PAS and Presbyteries should scholarship them.

△ Mentors should encourage presbyteries to include mentored pastors on Presbyterial boards and committees.

△ Encourage area CP pastors to consider inviting the mentored pastor to speak at their church.

△ Encourage Presbytery/Synod moderators (or worship committee) to invite mentored pastors to participate in the worship service of the Presbytery/Synod. (Example - Pray in a different language -God is multi-lingual, Scripture reading in English by an Anglo and in another language by the mentored pastor, preach -with or without a translator, etc...)

△ Promote, through the appropriate Presbyterial board or agency, a reception (and/or service) to acknowledge the entrance of mentored pastors and/or churches into the Presbytery. There needs to be an official welcoming of the pastor and church. In the case of NCD cross-culture pastors, a commissioning with a reception would be appropriate.

△ Take opportunities to invite and introduce mentored pastors to community inter-denominational activities (ministerial alliances, community services, etc.).

△ When looking for opportunities to present the mentored pastor to others, be sure and keep in mind the wife/husband and family of the mentored pastor. It is appropriate to introduce them to others. In almost all cases our non-Anglo pastor's spouse is involved in the ministry of the non-anglo pastor in a significant way.

As a Friend

- Arrange to have a family meal with the mentored pastor and family.
- In many cultures gift giving is very important to friendship (Hispanic). Christmas and birthday cards are a form of gift giving. (In the Hispanic community, the 15th Birthday of a young person is the most important one of their life.) The gifts do not have to be expensive.
- Ask to see pictures of the mentored pastor's country of origin and give him/her opportunities to talk back their "father land". If you are invited to travel with the mentored pastor and visit the mentored pastor's country of origin, at least consider the opportunity.
- Consider inviting the mentored pastor and family to special holiday activities, Thanksgiving, 4th of July, or Christmas. Some of these pastors are new to the USA and are new to US holidays.
- Complement the mentored pastor's English. Help him/her have confidence to speak out.

Non Anglo Needs:

- ☑ They need an insider who is their advocate
 - CP
 - American
- ☑ They need orientation to the History, Doctrines and Polity of the CP Church
 - They may not realize the importance of this knowledge
 - There is greater access to the church and it's resources if you have this knowledge
- ☑ Many need encouragement, confidence and a place to find security
 - Most are outsiders living in a foreign country, it can be confusing
 - Words of encouragement and appreciation by the mentor
- ☑ Many need credentials or recognition of credentials appropriate for the CP Church.
- ☑ Some may need surrogate family members: grandparents, uncles/aunts, etc...
- ☑ Non-Anglos need a sufficient number of their own ethnicity in the CP Church to develop a CP community of their ethnicity.
- ☑ They need someone to help them connect to resources.
 - for ministry

- for personal needs

☐ Despite language communication challenges, they need to be respected and recognized as capable (even well educated) pastors in the CP Church.

What Non-Anglos have to Offer the CP Church

- They can make constructive observations about our church and society that we are unable to see or are too callous to perceive.
 - They can make helpful observations about the CP church that are not polarizing to the church. They can say things that Anglo CP's can't say.

- They bring needed facets of the faith to the CP church
 - Intensity and commitment of the Koreans
 - Celebration and joy of the Hispanics
 - Self-Sacrifice and communal cooperation of the Sudanese
 - Structure and stability of the Anglos

-We can learn from each other as we are taught by living examples

- They bring evangelistic energy that is not encumbered by US nationalism
 - They tend to have more of a single focus - kingdom building. They are less likely to be distracted by, or interested in US political or nationalistic issues.

- They believe they can bring energy and spirituality to the CP Church (bring improvements). They feel the CP Church has this expectation.

- They can lead us to more cross-culture ministry
 - Through their contacts
 - Through the fruits of their ministry
 - Through their expertise

Polity and Procedures

*** Constitutional Interpretations Regarding Provisional Ethnic Ministers and Churches**

In the 1999 General Assembly approved two new interpretations for the CP digest related to Ethnic Non-Anglo Ministers and Churches joining the CP Church. In the Year 2000 the General Assembly amended the constitution giving guidelines as to how to assimilate dissimilar churches. This constitutional change was done to promote cross culture new church development in the USA.

CF 6.40 -provisional pastor, and 10.3 -provisional churches (See the Digest, page 91, for provisional pastor guidelines)