

## **BARNABAS MENTOR PROGRAM**

### **Colorado and Southern Colorado Koinonia**

**PURPOSE:** The Barnabas Mentor Program (BMP) exists for the purpose of training a potential Provisional Spiritual Director (PSD) with the outcome of possibly becoming a Spiritual Director (SD).

**ELIGIBILITY:** People can be considered eligible based on the following criteria:

- A. An observed calling from the Lord for leadership in ministry to Koinonia seen by numerous brothers and sisters within the Koinonia Community.
- B. A steadfast, deeper commitment to ministry of others through Christ.
- C. Has a proven history of applying Biblical standards in their personal and social life, showing the “Fruits of the Spirit” as outlined in Galatians 5:22-25 “But the Fruit of the Spirit is love, joy, peace, long suffering, gentleness, goodness, faith, meekness, and self-control, against such there is no law. And they that are Christ’s have crucified the flesh with the affections and lusts. If we live in the Spirit, let us also walk in the Spirit.”
- D. Has to show a humble, teachable, and serving attitude throughout the BMP program.
- E. Must be actively involved with a local church body.
- F. Must already be involved in Koinonia and have had other involvements in comparable type ministries, such as their home church, para-church ministries, or communities.
- G. They intend to become qualified, active Spiritual Directors with Koinonia.
- H. Must be in good standing for a period of time, no less than 2 years, free of reprimands or dismissal by church leadership

**PROCESS:** If the candidate is male, 2 male mature, current Koinonia Spiritual Directors male SD’s should be assigned as mentors. If the candidate is female, 2 mature, current Koinonia Spiritual Directors females will be assigned. The Koinonia Board will vote on who the mentors should be for each candidate. If 2 mentors are not available, then the BMP needs to be put on hold until 2 are available.

Considerable amount of time should be spent with mentors and the candidate, from 6 months to a year on a case by case basis.

Minimum meetings required:

- a. A minimum of 3 one on one quality visits with each mentor.
- b. A minimum of 3 visits with all three (the candidate and 2 mentors)
- c. Other opportunities to observe attitudes, behaviors, and lifestyles are highly recommended for a complete evaluation. Examples would be Koinonia weekends, bible studies, social activities, phone conversations, etc.

**POINTS OF DISCUSSION:**

- a. Motivation for wanting to become a PSD and possibly a SD for the Koinonia community. Attitudes need to be observed towards mentors, other Koinonian’s, family, friends and strangers.
- b. Candidate must be willing to do some self-searching work and talk about personal weaknesses and strengths. The mentors need to be able to guide and advise the candidate to acknowledge and address weaknesses and strengths. The candidate needs to have a good attitude about working on areas of growth. Mentors may need to address additional weaknesses or blind spots that may be problematic to the candidate.
- c. If the candidate shows pride, anger, rebellion or other similar attitudes during the BMP, the program should be put on hold until the problem is resolved. If those areas are not successfully resolved and victory is not achieved to overcome them, the candidate needs to be evaluated at this point. The

mentors need to involve the Koinonia Board to decide if the program will be continued for the candidate or put on hold until the situation changes and issues resolved.

- d. At the end of meetings and observations, a meeting with the 2 mentors and the candidate should take place to review the progress. Once the discussion takes place, a written evaluation needs to be completed (example – as one would do a job performance evaluation). The candidate will need to respond to the written evaluation and observances in a timely manner set forth by the mentors. The candidate needs to be willing to answer all questions posed by the mentors honestly and frankly. Once this is complete, it will be submitted to the Board for their review.
- e. The Candidate must successfully complete the BMP in order to be considered by the board to be a PSD.
- f. Once the Board's criteria is met the candidate can then approach the board to seek approval for the Spiritual Director Position.

#### **CONCLUSION:**

The Koinonia Board and the mentors input will be reviewed for any candidate to become a PSD. Going through the program does not guarantee that the candidate will become a PSD or an SD.

If accepted as a PSD then the candidate will need to continue to operate under the "Provisional Spiritual Director Policies" that has been put in place by the Koinonia Board. The new PSC must continue to live up to the expectations put forth in the Koinonia Community.

**Any proposed changes to this document by either the Colorado Koinonia or the Southern Colorado Koinonia Board must be presented to the other Board for comment prior to being voted on.**

Proposed 3/17/17