

Mentoring New German Missionaries: A Strategy for Sustaining Effective Ministry

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EXECUTIVE SUMMARY

The purpose of this study was to investigate mentoring as a possible strategy to support new German missionaries in all phases of their career for sustaining effective in ministry. The study design was a descriptive quantitative research and explored the specific challenges and needs of German missionaries at various stages in their working career: preparation for mission, the time abroad in ministry, and the phase of re-entry into a home country which became unfamiliar. The survey research was carried out online with questionnaires among the missionary population. The sampling procedure was a strata random sampling among missionaries who are ministering abroad and their responsible mission leaders back in Germany. The random selection was by no means under the control of the researcher but depended strictly on the choice of participants to take part in the survey or not. The key findings indicated that a great majority saw the need of a mentoring programme which would help missionaries to handle diverse and intercultural challenges better. Moreover, mentoring would also support missionaries to develop character and servant leadership traits for sustaining effective ministry. The majority of respondents also expected from mentoring a positive impact in their performance and duration of stay on the mission field. The recommendation of this study is to implement mentoring not only for new missionaries but for all who see in mentoring a chance to grow in the personal and professional path. Mentoring as a relevant strategy would foster a growing mentality to support a sustainable and effective ministry.