

Expectations for a Mentoring Relationship

Mentoring is a two-way relationship which can facilitate career (vocational) development and organizational growth and learning.

Mentoring also:

- Encourages human growth (broadening perspectives of both)
- Effectively circulates knowledge and transfers skills throughout the church
- Builds a sharing, trusting relationship between two people
- Helps individuals move towards fulfilling their potential
- Provides a valuable source of objective feedback
- Promotes learning through dialogue

Questions

1. *What are the expectations you have for your mentoring partnership?*
2. *What are goals you would like to achieve as a result of participating in this mentoring partnership?*
3. *What boundaries would you like to have to create a safe relationship?*

Suggestions for maximizing this experience:

Openness: Make room for God to do something new in your life.

Transparency: Openly share your hopes, fears, successes and failures.

Availability: to God and to each other. Keep your eyes open for opportunities to encourage and pray for one another.

Reciprocity: The best mentor relationships are reciprocal. There needs to be mutual respect for each other's strengths and contributions and each needs to learn from the other.

Flexibility: Go into your conversation with some ideas you'd like to discuss, but don't be afraid to stray off course.

Safe environment: where both can be heard and feel loved (no quick answers, snap judgments or simple fixes) and keeping what is discussed confidential. Agree what you will share with other leaders, Bishop Gibbs.

Meeting schedule and place:

Interactions between meetings:

Others:

Sample Discussion Agenda

1. How are things going:
 - a. In the congregation?
 - i. What is going well?
 - ii. What updates do you have?
 - iii. What challenges are you facing?
 - b. In your work?
 - i. What are your top priorities?
 - ii. What have you learned?
 - iii. What do you need help with?
 - c. In your relationships?
 - i. What is going well? What are you grateful for?
 - ii. What questions do you have about what is going on in the congregation/your position?
 - iii. How is your communication? Do you have the information you need to do your job?
 - iv. Where has there been tension or friction?
2. Confirm the purposes of your work.
 - a. What is most important to the congregation at this point?
 - b. What is your role in these areas?
 - c. Do you have realistic and clear goals and objectives?
 - d. What do you need to work on? Are these things prioritized?
3. Looking at where there are challenges in your ministry, what single topic would you like to address together today?
 - a. What is an area of challenge? (storytelling; sharing perspectives, feelings, interests, wants and concerns)
 - i. What led to this challenge?
 - ii. What did you experience? How did you feel?
 - iii. How did other people respond?
 - b. In what ways has your ministry diverged from the ministry you envision? (problem identification; paraphrasing and considering real needs of each person)
 - i. What challenges need to be addressed? (relationships, tasks)
 - ii. What actions could you take to strengthen this ministry? (exploring/brainstorming; beginning to reframe in a positive way)
 - iii. Which responses are within your control?
 - iv. What is important for our shared ministry to hold on to? What do we especially value? (finding commonalities)
 - v. Where do you need help from others?