

MENTOR MATTERS 2023
How To Establish a Good Mentor/Mentee Relationship

CLARIFY — your role up front.

- Your role is:
 - to accompany them and assist them on their journey in ministry.
 - to support them, as ministry can be difficult and lonely, at times.
 - to help them achieve **their** goals, by helping them identify them, express them, and work towards them.

- Your role is not:
 - to report on them or their ministry, other than their participation in the mentor/mentor group relationship.
 - to tell them what to do.

ESTABLISH — a commitment and schedule up front.

- Establish the expectation of their regular participation, as mentoring is a part of the candidacy process and the connection of Licensed Local Pastors. Explain that this is part of their candidacy process and/or ministry, and that we are happy to discuss these expectations with their SPRC if there is concern or push-back.
- Establish together a schedule that people can reasonably participate on a regular basis. By creating the schedule together you show that you value their time as much as there. Consider meeting at different people's houses or churches each time, so that the group gets to know one another better.

MODERATE — the group dynamics.

- Moderate participation by ensuring no one person dominates the discussion and everyone gets a chance to participate.
- Allow/ensure time for each mentee to share their experiences and thoughts.
- Thank each person for sharing and participating.

QUESTION — Ask questions...lots of questions

- Ask persons to share what's going on in their ministries or their faith journeys.
- Ask questions to help them process what **they** have learned and how they might apply it to a future situation.
- Ask if they would like feedback (would you like to hear possible suggestions or similar experiences from the group?).

SHARE

- Participate by sharing your own experiences, including your mistakes and challenges. This lets them know that you are interested in authentic ministry and relationships.
- Your wisdom gently, not as the expert, but as a mentor who truly cares for the mentee.

APPRECIATE

- Appreciate the uniqueness of each mentee. God has called them into ministry and has gifted them for it. Remember that you are not trying to mentor them into being someone else, but helping them be the best of themselves.