



# Mentor Training

This session is being recorded for future  
training.

# Goals

- Clarity of process
- Role/Responsibilities of Mentors
- “How to” Mentor
- Best Practices



# Two Kinds of Mentors

- Candidacy Mentor
- Local Pastor Mentor



# Candidacy Mentor

“Mentoring occurs within a relationship where the mentor takes responsibility for creating a safe place for reflection and growth . . . Mentoring is a part of the preparation and growth for inquirers and candidates for ordained ministry . . . Mentoring is distinct from the evaluative and supervisory process that is a part of preparation for ministry.” (*The Book of Discipline*, paragraph 349.1a)



# Local Pastor Mentor

“Clergy mentors are clergy in full connection, associate members, or full-time local pastors who have completed the Course of Study, trained to provide ongoing oversight and counsel with local pastors and provisional members pursuing ordained ministry. Local pastors will be assigned a clergy mentor by the district committee on ordained ministry in consultation with the district superintendent. (*The Book of Discipline*, paragraph 349.1b).

# Mentors are . . .



Ordained deacons

Ordained elders

Associate Members

Local pastors who have completed Course of Study

# Why Mentoring

# Biblical Case Studies

**Elijah & Elisha**

*Rooms 1, 4, 7*

**Eli & Samuel**

*Rooms 2, 5, 8*

**Mary & Elizabeth**

*Rooms 3, 6, 9*



# Purpose

- Mentor Candidates or Local Pastors
- Creates a safe place for reflection and growth
- Supportive relationship
- Moments of encouragement, comfort, and affirmation
- Moments of challenge, accountability, and raising hard questions
- Not evaluative or supervisory

# The Mentor Process

Mentoring begins with a candidate is admitted.

1st Target: Become a Certified Candidate.

Mentoring continues during candidacy.

2nd Target: Become Licensed or Provisional Member.

Mentoring continues as Licensed or Provisional Member.

# Cerifited Candidate

## Time Limit

Certified Candidates have up to 12 years before moving forward.

## Annual Mentor Report

A mentor report form is due each year as part of the renewal process.

# Local Pastor

## Mentored

While serving in the first five years under appointment, and/or while a student in seminary or Course of Study.

## Annual Mentor Report

A mentor report form is due each year as part of the renewal process.

# Qualities of a Mentor

Spiritually Mature

Loves Jesus

Appreciation

Healthy Boundaries

Personal Development

Self-aware, respect

Encourager

Open & Flexible



# Responsibilities

Pray for candidates/local pastors.

Establish covenant and meeting schedules.

Local Pastor Mentors: Make onsite visits.

Establish and maintain confidentiality.

# Responsibilities

Reflect theologically on the practice of ministry.

Be familiar with Candidacy Process or Course of Study.

Complete Annual Mentor Report form.

Discernment guide.

# Report Forms

[vaumc.org/dcomresources](http://vaumc.org/dcomresources)

Completed Annually

Not an evaluation

Discernment Journey



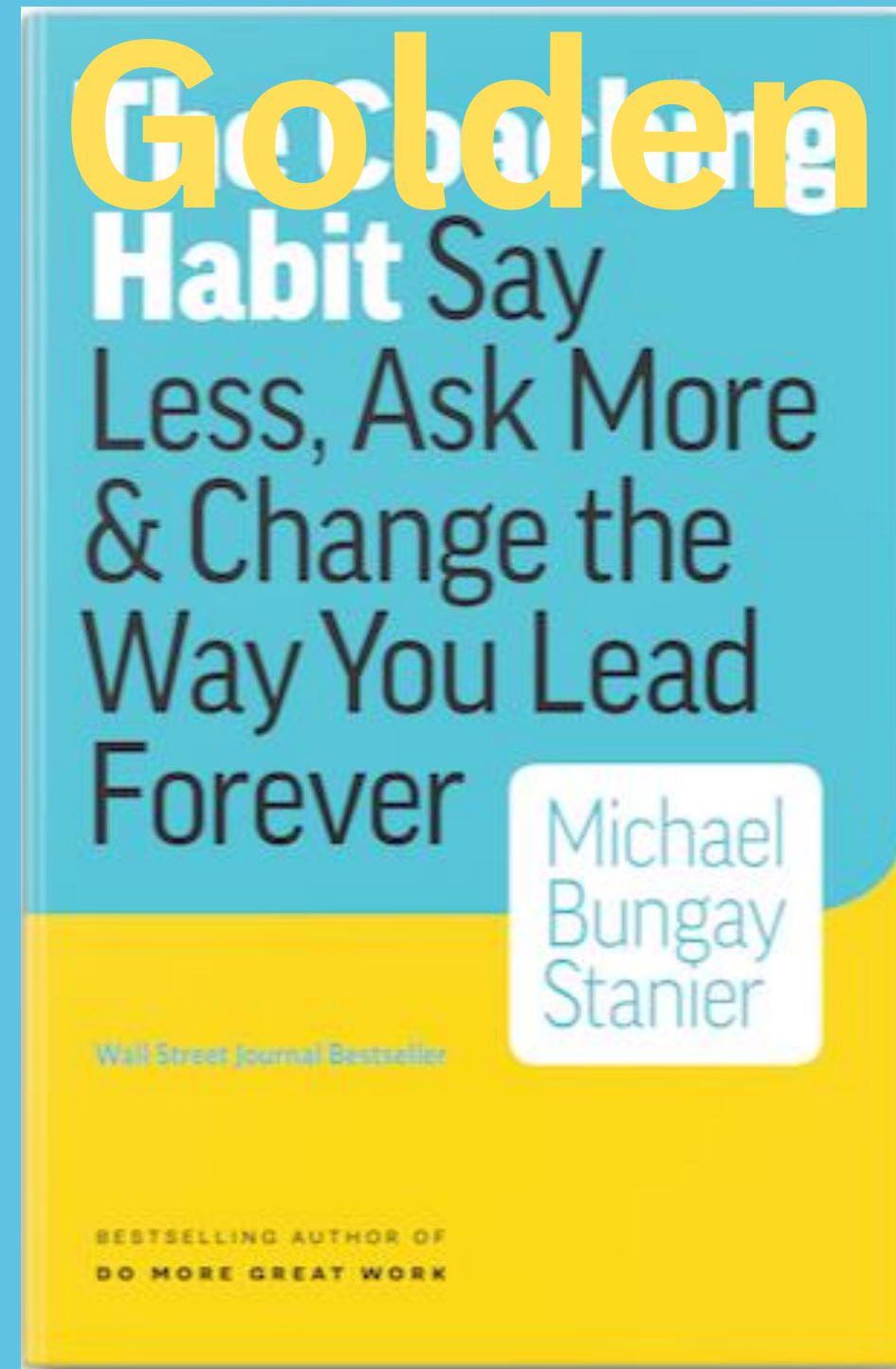
# How to Build Healthy Relationships





# Questions are

## Golden



# Asking Powerful Questions

- Ask one question at a time. Just one.
- Cut the intro and ask the question.
- Stop offering advice with a question mark.
- Stick to questions starting with “what.”
- Get comfortable with silence.
- Actually **listen** to the answer.
- Acknowledge the answers you get.



# Powerful Questions

- “What’s on your mind?”
- “Is there anything else on your mind?”
- “What’s the real challenge here for you?”
- “What do you want/need?”
- “How can I help?”
- “If you’re saying yes to this, what are you saying no to?”
- “What was most useful for you?”



# Ministry of Listening

Be sincere Don't fake good listening - it won't work. Take the time to listen.

Good listening begins with acceptance.

Active listening does not solve problems. It creates an environment for problem solving.

*"Everyone should be quick to listen, slow to speak"*  
*(James 1:19).*



# Monthly Meetings

Read book and reflect.

Prayer & Spiritual formation.

Time of sharing.

Plan for next time together.



# Reading & Reflecting

## Candidacy Mentors:

- Meet at least 3x before candidate becomes certified.
- Use *Answering the Call*.
- Reflect on historical questions - paragraph 324.7.
- Review process to become certified candidate, licensed for ministry, or provisional member.

## Local Pastor Mentors:

- Read a recommended book or a required reading for Course of Study.
- Reflect on the practice of ministry.
- If moving toward provisional membership, reflect on historical questions - paragraph 324.7.
- Reflect on site visit observations (see Mentor Guidebook).

# Best Practices

# Questions?