

Clergy Mentoring Guidelines

### 1. Introduction

The diocesan clergy mentor scheme exists:

* To resource clergy to develop as mentors.
* To create a safe environment for mentoring to take place, based on good practice and clear policies.
* To provide a means by which clergy can develop as disciples of Jesus, ministers of the gospel and leaders of God’s people.

A mentor works with a mentee to assist them in fulfilling their developmental desires in a trusting relationship built on mutual respect, clear guidelines and agreed expectations. The scheme is open to clergy who are committed to personal development and abide by the mentor policy, and in particular those who are in transition.

### 2. Objectives

We define mentoring as ‘a dynamic, intentional, voluntary relationship of trust in which one person (the mentor) enables another person (the mentee) to maximise the grace of God within their lives and develop their potential in the service of God’s kingdom purposes’. Therefore the objectives of mentoring are:

* To maximise the grace of God in the life of the mentee, through deepening their identity in Christ, developing them in Christlike character and integrating them more fully into the body of Christ.
* To develop their potential in the service of God’s kingdom purposes through discerning more clearly God’s direction for their lives.

### 3. Key roles and responsibilities

**Oversight**

The mentor scheme is part of the mission and ministry of the diocese, and those who act as mentors are acting on behalf of the diocese. The scheme is co-ordinated by Revd Jane Chamberlain who, along with all mentors, is accountable to the Bishop of Taunton.

#### Co-ordinator

The scheme is co-ordinated by Revd Jane Chamberlain, who is responsible for:

* Ensuring mentees are suitably equipped for their role.
* Linking mentors with mentees.
* Supporting the mentors and ensuring appropriate supervision.
* Co-ordinating review and evaluation of each mentoring relationship.
* Ensuring adherence to the diocese’s mentoring policies.

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#### Mentors

The mentor will:

* Develop one-to-one mentoring relationships with mentees, always informing the mentor co-ordinator about such relationships if they haven’t come through the co-ordinator.
* Support the mentee in fulfilling their developmental goals.
* Refer the mentee to other helping roles when the limits of their role have been reached.
* Respect the confidentiality of the mentee, unless there are specific reasons why this cannot be done. For example if both partners agree that the mentor can speak to someone else about an issue or problem; or if the mentor believes that there is a risk of harm to the mentee or any other person, based on something that the mentee has said, or that a crime has been or is going to be committed. In any of these cases the mentor will be obliged to report the issue to the co-ordinator.
* Pray for the mentee.
* Attend appropriate training.
* Adhere to the agreed mentor policy and procedures, always aiming for best practice.
* Review how the relationship is going on a regular basis.
* Keep simple records of each meeting.

#### Mentees

The mentee will:

* Take responsibility for their development.
* Pray for the mentor.
* Respect the time commitment given by the mentor by honouring commitments and not contacting the mentor outside of agreed guidelines.

### 4. Location of meetings

Meetings should ideally be held in a place where others are present, and where the participants can be overseen but not overheard. Normally the mentee travels to a mutually agreed place near the mentor’s home. Mentoring can take place in a home, a coffee shop, a church room, even on a walk.

### 5. Resources

The diocese commits itself to providing resources to develop the mentors in their role through ongoing opportunities for training.

### 6. Complaints

Whilst it is of course hoped things will run smoothly, it is important to have a clear policy if things don’t go as hoped. Mentors are trained to conduct their role in accordance with this mentor policy.

* If either the mentor or mentee has a complaint against the other, in the first instance we encourage them to sort it out between themselves.
* If this proves impossible or unsatisfactory, the complaint should be referred to the mentor co-ordinator.
* The complaint will be discussed with both parties and the complainant will be offered a meeting and/or receive a written reply.
* If the complainant is not satisfied, the matter will be referred to the appropriate Archdeacon.

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### 7. Further information

If you would like to know more about the mentor scheme and any of the policies or procedures, please contact Revd Jane Chamberlain, Training Team Leader (jane.chamberlain@bathwells.anglican.org)

This handout was prepared in partnership with CPAS, who are acting as facilitators to our diocesan mentor scheme.

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