

SECTION C
Mentorship

CANDIDACY, CONTINUED, LOCAL PASTOR AND RESIDENCY MENTORS

Clergy mentoring handbooks may be found in your district office for those who have completed training through the Center for Leadership Excellence.

Though there are many types of mentors, the Missouri Conference of the United Methodist Church offers a comprehensive training, called Mentor Palooza, for mentors in ministry who guide others in their development as ministerial leaders. Specifically, this training is for mentors of our candidates in ministry, continuing candidates/local pastors and residents in ministry.

As GBHEM states: “Mentoring occurs within a relationship where the mentor takes responsibility for creating a safe place for reflection and growth. An effective mentor has a mature faith, models effective ministry, and possesses the necessary skill to help individuals discern their call in ministry. Mentoring is a part of the preparation and growth for inquirers and candidates for ordained ministry, certified lay ministers, local pastors and provisional members of an annual conference. Mentoring is distinct from the evaluative and supervisory process that is a part of” development in ministry.

We give thanks for those who offer themselves to this process. “As iron sharpens iron, so one person sharpens another” — a biblical truth reminding us that we need each other and the giving and receiving that is a part of mentoring.

The United Methodist Church has two distinct uses of the word mentor. Candidacy mentors relate to persons during the candidacy process. A Certified Lay Minister is in a relationship with a clergy mentor. A local pastor is in a relationship with a clergy mentor during the years spent in the Course of Study, and a provisional member (commissioned ministers pursuing deacon’s or elder’s orders) has a clergy mentor during the years spent in provisional membership.

Trust is one of the fundamental building blocks of a successful mentoring relationship. A key factor in its development is a shared understanding of the degree to which communication between mentors and mentees is considered confidential, both by the individuals themselves and by the structures of the annual conference. All participants in mentoring should be aware of the stated expectations and standards of the conference in regard to communication between mentors and mentees.

Those serving as mentors are expected to exercise wisdom in helping create a safe place for reflection and growth. Clergy mentors should have the maturity of faith and the skills for helping shape a relationship in which intense reflection about the other person’s call and vocation can take place.

While mentors are required to report about the local pastor or provisional member being mentored, the written report is shaped and shared in such a way that the integrity and safety of the mentor/mentee relationship can be maintained. The mentee is the person being mentored. Mentor refers to the person relating to the mentee.

What the Mentor Is Not

The mentor is never a supervisor, expert, recorder, snitch, counselor, mother, fix-it person, just a friend, etc.

MENTOR STANDARDS (¶349.1A & B)

Candidacy mentors are clergy in full connection, associate members or local pastors who have completed the Course of Study and are trained to provide counsel and guidance related to the candidacy process.

Certified Lay Ministry mentors are clergy in full connection, associate members or local pastors who have completed the Course of Study and are trained to provide counsel and guidance related to the CLM process.

Clergy mentors are clergy in full connection, associate members or full-time local pastors who have completed the Course of Study and are trained to provide ongoing oversight and counsel with local pastors, continued candidates and with 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.

(Portions adapted from the GBHEM "Guide to Mentoring: A Manual for Commissioned Ministers, Local Pastors, and Clergy Mentors." 2008)

Basic Mentor Role

- Contextual understanding
- Reflection on ministry practice
- Connection

Candidacy Mentor Role

- Ministry discernment with candidate
- Interpret process for candidate
- Relationship with dCOM through the Conference office

Certified Lay Ministry Mentor Role

- Be familiar with Certified Lay Ministry and the educational materials used
- Discuss Part-time Ministerial Leaders (PML) work and consult on matters of pastoral responsibility
- Discuss specific assignments from the PML instructors
- Know resources, contact persons and procedures relevant to continuation as a Certified Lay Minister, including any dCOM deadlines or process requirements
- Respond faithfully and in a timely manner
- When possible, give strong consideration to pastor of the CLM home church as mentor (requirements must be met).
- Meet a minimum of nine times per year.

Residency in Ministry Mentor Role

- Pray for those who are mentored
- Establish and maintain negotiated confidentiality in the mentoring relationship, building on trust
- Meet to establish a covenant and schedule for regular and ongoing meetings
- Learn about the Residency in Ministry program and materials used for RIM in Missouri
- Know the resources, contact persons and procedures relevant to the provisional process, including any BOM deadlines related to the process and interviews
(<http://www.moumethodist.org/interviewquestions>; See, especially, “Making Disciples Project”)
- Offer reflection
- Write annual mentor reports to the BOM
- Host at BOM interview with resident

Resource: <http://www.bomlibrary.org/mentor-resources>

Continued Local Pastor Mentor Role

- Become familiar with Course of Study and Extension School and the educational materials used
- Discuss Course of Study work and consult on matters of pastoral responsibility
- Discuss specific assignments from Course of Study instructors
- Know resources, contact persons and procedures relevant to continuation as a Local Pastor, including any dCOM deadlines or process requirements
- Respond faithfully and in a timely manner
- Write annual mentee reports for the dCOM