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**WaPac**

**Mentoring**

**Guide**

**2018**

**THE MENTORING PLAN**

While it is certainly true that we are affected by the courses we take, the sermons we hear, and the books we read, when it comes to the greatest influences in our lives, we almost always point to people. As our WaPac Ministers In Development (MID) prepare to fulfill the call that God has placed on their lives, they will benefit greatly from a mentor. Thank you for choosing to fill a mentor role in the life of a MID.

You have been chosen as a mentor by a MID or recommended by the Board of Ministry. Questions or concerns about the pairing should be directed to Sharon Kester, the Board of Ministry Registrar: [sharon@wapacnaz.org](mailto:sharon@wapacnaz.org), 360-489-1060.

District Mentor Coach, Dr. Margaret Scott, will assist you with this assignment by providing direction and training. For questions or support you may contact her at: [mmscott1969@gmail.com](mailto:mmscott1969@gmail.com), 617-750-4433.

Once you have been paired with a MID, it is their responsibility to initiate contact. You will want to take care to be encouraging and accessible to the MID from the very beginning.

**THE FIRST SESSION - MENTOR AND MID**

The basis of the mentoring journey is a relationship of trust. Laying the foundation, then patience and dedication to nurture it by regular contact and communication will be essential.

After a time and place for the first mentoring meeting are established, the meeting itself will be led by the mentor. The first face-to-face session has two purposes:

1. To get to know each other
2. To work through the terms of the MENTOR – MID PARTNERSHIP AGREEMENT

The partnership agreement should lead the two, or three in the case of a mentoring cluster, to be clear about expectations and to schedule the next meeting. Praying together is also important and should be established as a regular activity and link in the Mentor-MID relationship.

**THE SECOND AND SUBSEQUENT MEETINGS**

The content of the ongoing meetings of the mentor and MID will usually be determined by the needs, questions, and ministry experiences of the MID. On occasion, there may be some area for conversation generated out of the annual licensing interview. The nature of this relationship is for guidance, encouragement and support. Questions concerning course of study and credentialing are to be answered by the Board of Ministry. A MID should be directed to the Board of Ministry Registrar ([sharon@wapacnaz.org](mailto:sharon@wapacnaz.org)) for direction and response.

**8 QUESTIONS TO CONSIDER IN MENTORING SESSIONS**

1. How are you doing? Share family and personal life issues. Pray together.
2. Is your experience in ministry confirming your call? How?
3. What ministry experiences have brought joy and fulfillment to you?
4. What ministry experiences have been challenging but have developed new skills and insight? What have you learned?
5. What ministry experiences have been difficult, confusing, or discouraging? What resources are you using to resolve these issues? Who are you sharing with?
6. What spiritual battles or victories have been a result of questions 2-4?
7. What ministry goals would you like to be held accountable for?
8. What ways can I pray for you or be of assistance to you?

**MENTOR – MID PARTNERSHIP AGREEMENT**

We, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_& \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_,

Mentor MID (Minister in Development)

have discussed the relationship that we are initiating today. We agree on the following items:

* That we both hope the relationship started today will develop from an acquaintance to a mature friendship of godly guidance, care and encouragement
* That the MID will be responsible to set up a face-to-face meeting with the Mentor, at least quarterly
* That both will also keep in touch by means of (underline which) e-mail, messaging, or phone conversations or all
* That the frequency of communication will depend on the MID’s desire and/or need for support and guidance and the mentor’s availability.
* That both will keep personal discussions strictly confidential
* That both would be open (or not) to the Mentor being chosen by a second MID, forming a three-person “mentor cluster”
* That both will be active team players on their Missional Zone, faithfully praying for other ministers, mentors and MID in the other churches on the Missional Zone and attending events as possible
* That both will try to keep this MENTOR-MID relationship from now until the ordination of the MID
* In the case that either party senses that it would be better for the MID to seek another Mentor,
  + this mentoring relationship will be closed prayerfully,
  + then the Mentor will communicate to the Board of Ministry Registrar for the choosing of a new Mentor for the MID.

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Mentor MID

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date

**DISTRICT MENTOR’S ANNUAL REPORT**

Mentor’s Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Date\_\_\_\_\_\_\_\_\_\_\_

Email\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of MID\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Were you able to meet with the MID at least 4 times this year? \_\_\_\_ yes \_\_\_\_ no

|  |  |
| --- | --- |
| ***Please answer the following using the scale at the right by placing an “X” on the continuum:*** | ***Strongly Agree Strongly Disagree*** |
| The Mentor-MID relationship was a good fit for both of us.  *Comments:* |  |
| The MID took initiative in arranging for the meetings.  *Comments:* |  |
| The MID has a growing sense of “call to ministry.”  *Comments:* |  |
| The MID exhibits the gifts and graces needed for ministry.  *Comments:* |  |
| The MID is growing in competency for ministry.  *Comments:* |  |
| The MID is developing the character needed for ministry.  *Comments:* |  |
| What issues do you believe need to be addressed at the licensing interview for this MID? | |
| Do you wish to continue this mentoring relationship for the coming year? | |

THIS FORM IS DUE IN THE DISTRICT OFFICE NOV. 1ST

Please send electronically to Sharon Kester – [sharon@wapacnaz.org](mailto:sharon@wapacnaz.org) or mail to:

WaPac District Office

Attention: Sharon Kester

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Tumwater, WA 98512