

Residency in Ministry
Missouri Conference Mentor Relationship

Purpose and Overview

Mentoring Relationship

The mentoring relationship is built around a covenant jointly prepared by the resident and the mentor.

A. Residents

1. Residents meet regularly with a mentor in a covenant of mutual accountability. The mentoring component of the RIM process will be an opportunity for persons to explore their vocational identity and grow in their understanding of effective ministry. It will provide a place where persons can share ministry experiences (past, present, and future) and receive feedback. It will give on-going conversation for theological reflection, accountability for spiritual nurture, and support for the covenant building relationships.
2. Residents who continue to meet with their current mentors are encouraged to meet in September to set up the new covenant for 2013-2014.
3. Residents and their mentor are to submit to the Center for Pastoral Excellence, a signed Consent to Participation in Mentor Relationship form no later than September 30, 2013 to Jenny Gragg, 3601 Amron Ct., Columbia MO 65202.
4. Resident and mentor will each submit by January 28, 2014 an annual report jointly signed by both mentor and resident, to the RIM Council.

B. Mentors

1. Mentors are clergy in full connection in the annual conference approved by District Superintendents, and trained for the Board of Ministry. A member of a BOM interview team that will interview persons seeking full connection in the conference is discouraged from serving as a mentor for a resident who will be interviewed by his/her team. A person may not serve as mentor for a resident on staff in his/her church.
2. Mentors are responsible for three areas:
 - a. Supervising the residents progress in developing vocational goals and skills.
 - b. Sharing with the resident in the mutual practice of servant leadership within the church.
 - c. Developing a covenant of mutual accountability for spiritual and theological growth and decision-making in the pursuit of effective ministry.
3. Mentors carry out their responsibilities by:
 - a. Receive mentor training session conducted by the Board of Ordained Ministry.

- b. Planning with the resident their work together for the year, writing together their mutual covenant of accountability, and forming their learning agreement.
- c. Meeting regularly with his/her resident at a specified time and place to carry out the work they have planned.
- d. Reviewing with the resident annual reports from his/her peer group facilitator, district superintendent, and lay-on-site visit team in order to consider how perceived gifts and graces may be enhanced and how areas of needed growth may be addressed.
- e. Submitting by January 28, 2014 each year an annual report, jointly signed by both mentor and resident to Center for Pastoral Excellence, Attn: Jenny Gragg 3601 Amron Ct., Columbia MO 65202. The report will describe their work together. The report will NOT evaluate their work together and will residents permanent file. Complete file requires jointly signed reports from the mentor and the Resident.
- f. Serving as the residents mentor for all the years of residency, if possible.

4. Mentor Assignments

- a. Mentor assignments will be discussed at the first retreat.
- b. The Director of Pastoral Excellence works with District Superintendents to pair mentors with residents.
- c. It is hoped that the relationship between mentor and resident will last all the years of residency.
- d. If there is a need for a change in a mentor assignment, the mentor and the resident should first talk about this decision. Changes are discouraged, but if a change is necessary the resident and mentor should contact the Director of Pastoral Excellence. A changed may be needed if a new appointment makes it difficult to meet due to increased geographic distance or if the mentoring relationship does not prove to be a helpful/productive match. If a situation develops in mid-conference year where the mentor and resident cannot fulfill the requirements, contact the Director of Pastoral Excellence as soon as possible. Failure to meet this requirement may delay reception into full membership in the Conference.
- e. Residents and mentors will sign a Mentor Relationship Agreement and Consent form. Residents and mentors each will keep a copy of this document and the resident will mail a copy to the Center for Pastoral Excellence no later than September 30, 2013.

Forming a Covenant

The basis for the mentoring relationship is the covenant that is prepared jointly by the resident and the mentor. The covenant will act as a map for your work together. This document will set the boundaries and goals of the relationship. This covenant should be signed by both the resident and the mentor. It can include such things as learning goals, expectations, and a

statement of commitment. A copy of your covenant should be returned to the Director of Pastoral Excellence with your signed Consent to Participate by September 30, 2013.

Meeting Times and Participation Requirements

Your Mentor will meet with you regularly. It is recommended that mentor pairs meet monthly. The dates, times, and locations for these meetings will be set by your Mentor in consultation with you. You and your Mentor are expected to contact one another in the event an emergency requires either of you to reschedule the appointed meeting time.

Mentor and Resident are required to provide a descriptive report regarding your mentoring relationship. Each of your reports should be signed by both mentor and resident indicating that you have shared your reports with one another. This report serves only to monitor your participations in the mentoring relationship and not an evaluation tool. This report should be submitted by January 28, 2014 to the Center for Pastoral Excellence.

Confidentiality

The most important key to developing the mentor relationship is the establishment of confidentiality by your Mentor. The content and conversation held within your mentor meetings will be kept confidential by your Mentor as a professional and ethical standard of conduct. You may request in writing that the Mentor release specific information about your participation to persons you designate.

There are specific limits and exceptions to confidentiality in the mentor relationship setting:

- Your Mentor works as part of a mentoring Team. Your Mentor may consult with the Mentor Coordinator to provide the best possible guidance. These consultations are for professional and training purposes, and the Mentor Coordinator will uphold the standard of confidentiality as described in this documents.
- The descriptive reports Mentor and Resident will submit to the Mentor Coordinator cannot be submitted without both your consent and the consent of your Mentor. The information contained in that report will be read and filed by the Director of Pastoral Excellence. As stated above, this report is limited in scope to include only mentoring foals, general progress toward completing those goals, and your attendance record. This report is not an evaluation tool; rather it is a description of your participation in the mentoring relationship.

Questions and concerns regarding your experience with your Mentor should be expressed initially to your Mentor. In the event these questions and concerns cannot be resolved by your Mentor, you may forward your questions and concerns to the Director of Pastoral Excellence.