

The Mentoring Network Task Group  
The Ecclesiastical Province of Ontario

**Key Anglican documents for the formation of clergy:**

The Anglican Communion “TEAC Grids” outline expected competencies for those preparing for ordination, at ordination, and post-ordination:

<https://www.anglicancommunion.org/theology/theological-education/ministry-grids.aspx>

Commission on Theological Education and Formation. 2013.

*Competencies for Ordination to the Priesthood in the Anglican Church of Canada.* Toronto, ON: General Synod; <https://www.anglican.ca/faith/ministry/education/competencies-priesthood/>

*The Iona Report: The Diaconate in the Anglican Church of Canada.* Toronto, ON: General Synod; 2016. <https://www.anglican.ca/resources/the-iona-report/>

**General Books for Training Mentors and Supervisors**

*Mentoring for Ministry: The Grace of Growing Pastors* ed by Craig T Kocher, Jason Byassee, James C Howell, 2017. Accessible, engaging essays to inspire new and experienced mentors.

*Empower: A Guide for Supervisor-Mentors in Theological Field Education* by Matthew Floding and John Senior. Lanham, MD: Rowman & Littlefield, 2020. This book is already a classic, with articles on many relevant topics. For mentors who want to dig deeper into mentoring.

*The Mentor’s Guide: Facilitating Effective Learning Relationships, 3rd ed* by Loise Zachary and Lisa Z Fain. San Francisco, CA: Jossey-Bass, 2022. An excellent and practical how-to book from a secular perspective that addresses the challenges of diversity.

*Designing Workplace Mentoring Programs: An Evidence-Based Approach* by Tammy D Allen, Lisa M Finkelstein and Mark L Poteet; Malden, MA: Wiley-Blackwell, 2009. A useful book for those beginning to develop a mentoring program.

*Ministry that Transforms: A Contemplative Process of Theological Reflection* by Kathleen McAlpin, Liturgical Press, 2009. For mentors eager to develop skills in theological reflection.

*Shaping Spiritual Leaders: Supervision & Formation in Congregations* by Abigail Johnson, Alban Institute, 2007. Useful for both new and experienced mentors, written by a Canadian.

*Transforming the Rough Places: The Ministry of Supervision* by Kenneth Pohly, 2<sup>nd</sup> edition 2016. A revision of the classic text on pastoral supervision. It includes a fascinating history of supervision as well as an extensive bibliography. For the serious student of mentoring.

*Crucial Conversations: Tools for Talking When the Stakes are High* by Kerry Patterson, Stephen R Covey, Joseph Grennyk, 2002.

*Crucial Accountability: Tools for Resolving Violated Expectations, Broken Commitments, and Bad Behaviour* by Kerry Patterson, McGraw-Hill, 2013.

*Deep Mentoring: Guiding Others on Their Leadership Journey* by Randy D. Reese and Robert Loane; Downers Grove, IL: InterVarsity Press, 2012.

*Introduction to Practical Theology* by Richard Osmer, Wm B Eerdman, 2008. Used in theological field education program at Thornloe University.

*Experiencing Ministry Supervision: A Field-Based Approach* ed by William T. Pyle & Mary Alice Seals, 1996. A primer on theological field education although getting dated.

*Let Ministry Teach, A Guide to Theological Reflection* by Robert Kinast, 1996.

*Fostering Critical Reflection in Adulthood: A Guide to Transformative and Emancipatory Learning*, edited by Jack Merizow. San Francisco, CA: Jossey-Bass, 1991, 416 pages.

*The Reflective Practitioner: How Professionals Think in Action* by Donald A Schon, 1984. A classic study of the importance of creative reflection although it is a challenging read.

*Experiential Learning: Experience as The Source of Learning and Development* by David A. Kolb, Englewood Cliffs, NJ: Prentice-Hall. 1984

*Self-Directed Learning: A Guide for Learners and Teachers* by Malcolm Knowles. Chicago, IL: Follett, 1975. Knowles was a pioneer in adult-learning theory.

### General Articles for Training Mentors and Supervisors

‘Mentors Make Us Better’ by Prince Rivers. Article from Alban Institute with links to other resources: [https://alban.org/2022/12/05/mentors-make-us-better/?utm\\_source=newsletter&utm\\_medium=email&utm\\_content=https%3A//d31hzhk6di2h5.cloudfront.net/20221205/95/72/c5/2e/ab9967fe61e8cc03ddffad8d\\_670xauto.png&utm\\_campaign=faithleadership](https://alban.org/2022/12/05/mentors-make-us-better/?utm_source=newsletter&utm_medium=email&utm_content=https%3A//d31hzhk6di2h5.cloudfront.net/20221205/95/72/c5/2e/ab9967fe61e8cc03ddffad8d_670xauto.png&utm_campaign=faithleadership)

“Mentoring in the Church: Apollo had Priscilla; Phoebe had Paul” by Bev Murrill, 2015. <https://juniaproject.com/mentoring-church-apollo-priscilla-phoebe-paul/>

A resource for Christian leaders and their institutions from Leadership Education at Duke Divinity <https://faithandleadership.com/search/node?keys=mentoring>

### Academic Books & Articles for Training Mentors and Supervisors

Heather McCance. ‘A Mentors’ Manual for Leadership Formation for Postulants for Ordination in the Diocese of Toronto.’

[https://www.bing.com/ck/a?!&&p=5286a2c7e10d865dJmltdHM9MTcwNjIyNzIwMCZpZ3VpZD0xNzFmZmYxOC04Nzk2LTY2OGMtMmYwMS1lZGQxODYzYzY3YjUmaW5zaWQ9NTIxMQ&ptn=3&ver=2&hsh=3&fclid=171fff18-8796-668c-2f01-edd1863c67b5&psq=McCance\\_Heather\\_Kathleen\\_D\\_Min\\_2018.pdf&u=a1aHR0cHM6Ly9kaWdpdGFsY29sbGVjdGlbnMudHluZGFsZS5jYS9oYW5kbGUvMjAuNTAwLjEyNzIwMCZpZ3VpZD0xNzFmZmYxOC04Nzk2LTY2OGMtMmYwMS1lZGQxODYzYzY3YjUmaW5zaWQ9NTIxMQ&ntb=1](https://www.bing.com/ck/a?!&&p=5286a2c7e10d865dJmltdHM9MTcwNjIyNzIwMCZpZ3VpZD0xNzFmZmYxOC04Nzk2LTY2OGMtMmYwMS1lZGQxODYzYzY3YjUmaW5zaWQ9NTIxMQ&ptn=3&ver=2&hsh=3&fclid=171fff18-8796-668c-2f01-edd1863c67b5&psq=McCance_Heather_Kathleen_D_Min_2018.pdf&u=a1aHR0cHM6Ly9kaWdpdGFsY29sbGVjdGlbnMudHluZGFsZS5jYS9oYW5kbGUvMjAuNTAwLjEyNzIwMCZpZ3VpZD0xNzFmZmYxOC04Nzk2LTY2OGMtMmYwMS1lZGQxODYzYzY3YjUmaW5zaWQ9NTIxMQ&ntb=1)

Nathan Chiroma, Anita Cloete, “Mentoring as a Supportive Pedagogy in Theological Training” HTS Theological Studies/Theological Studies 71 93) Art. #2695, 8 pages or [www.academia.edu/27555675/Mentoring\\_as\\_a\\_supportive\\_pedagogy\\_in\\_theological\\_training](http://www.academia.edu/27555675/Mentoring_as_a_supportive_pedagogy_in_theological_training)

Colin Meneely. “Transformative Learning and Christian spirituality: Towards a model for pedagogical; and theological clarity?” *Irish Journal of Adult and Community Education* 2015.

P. 88-101 or [EJ1077732.pdf \(ed.gov\)](#) It reads as cumbersome to set in place, yet offers good supporting reasons

Crutcher, Betty Neal. 2007 “*Mentoring Across Cultures*”

*Academe*, 01902946, Jul/Aug2007, Vol. 93, Issue 4

<https://diversity.ucdavis.edu/sites/g/files/dgvnsk731/files/inline-files/Crutcher%2C%20Mentoring%20Across%20Cultures.pdf>

[Pandemic Practices: The Art of Lectio Divina in Ministry Formation Programs | Reflective Practice: Formation and Supervision in Ministry \(sfu.ca\)click](#) by Gail Marie Henderson, 2021.

### Books, Articles & Resources on Leadership

*How to Lead When You Don't Know Where You're Going: Leading in a Liminal Season* by Susan Beaumont, Rowman & Littlefield, 2019.

*The Practice of Adaptive Leadership: tools and tactics for changing your organization and the world* by Ronald Heifetz, Harvard Press, 2009.

*Lessons in Leadership* by Jonathan Sacks, Maggid Books & The Orthodox Union, 2015  
A commentary on the Five Books of Moses that provides insight and wisdom into the exercise of Leadership.

The *Natural Church Development* Books, listed under “NCD Tools,” scroll down to “NCD Development Resources.” Include self-assessment tools ministry and suggestions for growth: <http://www.ncd-international.org/public/ncd-tools.html>

### Books, Articles & Resources on Spiritual Formation

There are literally countless items that could be listed. Choose ones that will ‘speak’ to the mentees.

For information, free downloadable resources and articles: <https://couragerenewal.org/>

*The Active Life: A Spirituality of Work, Creativity, and Caring* by Parker Palmer, 1999.

*Let Your Life Speak: Listening for the Voice of Vocation* by Parker Palmer, 1999

*A Hidden Wholeness: The Journey Toward an Undivided Life* by Parker Palmer, 2009