**Mentoring of Clergy**

*Authorized by the Bishop on March 12, 2024*

**Mentoring**

In the Diocese of Ottawa mentoring is part of the Bishop’s pastoral oversight of clergy. Newly ordained clergy benefit from mentoring in a multitude of ways, as do experienced clergy who seek to deepen their ministry and personal growth.

The mentoring relationship is authorized by the Bishop and overseen by the Executive Archdeacon. There will be times when the Bishop assigns a mentor to a mentee, but a clergy person can also request a mentor on their own initiative.

Mentoring provides a one-on-one relationship that encourages clergy to develop their leadership skills, personal faith, and overall practice of ministry. Growth is experienced by both partners in the mentoring relationship when theological reflection and active listening are kept at the centre of conversations.

The mentor’s role is not to evaluate the mentee. If the mentor realizes the mentee needs significant support beyond what they can give, they should let the Executive Archdeacon or Bishop know. Apart from that, details of scenarios, conversations, and ministerial challenges should remain confidential between the mentor and mentee.

Good mentoring relationships take time and energy by both the mentor and mentee. This time is considered part of the mentee’s ministry and must be given the same priority as deanery clericus meetings, Clergy Days, and the annual clergy conference i.e. it is mandatory.

Likewise, time given by mentors who hold an appointment in the diocese is considered part of their diocesan ministry. Appreciation for the ministry of the mentors who are retired is demonstrated by the payment of a regular per diem from the clergy development budget. Opportunities for training and peer support are offered to mentors so their skills in this vital ministry can be developed and kept current.

**The Mentoring Covenant**

The purpose of a mentoring covenant is to provide structure to the mentoring relationship and clarify the expectations of the mentor and mentee as well as the Bishop. A dynamic covenant facilitates the growth of both the mentor and mentee, and should be mutually negotiated and agreed upon. Therefore, mentoring covenants are open to review and renewal.

The main focus of mentoring meetings should be theological integration and personal reflection. Learning to pose thoughtful questions is a vital skill for the mentor to bring to the relationship.

Although it is desirable that the mentee’s ministerial skills increase, the initiative for this growth should come from the mentee, rather than be imposed on them by the mentor.

If concerns or conflicts arise within the mentoring relationship, they should be discussed in a mutually respectful manner. If necessary, either party can contact the Executive Archdeacon or Bishop for consultation and support. If all efforts fail, it is possible for the mentoring relationship to be dissolved and a new one initiated.

The following document should be carefully filled out and submitted to the Executive Archdeacon.

**Anglican Diocese of Ottawa**

**Mentoring Covenant**

This mentoring relationship has been authorized by the Bishop of Ottawa and will be arranged and overseen by the Executive Archdeacon.

Mentee: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Mentor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Commencing on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ and concluding on \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

Specify meeting schedule and format:

* how often meetings occur *(normally every 2-3 weeks)*: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* what role prayer will take in the meetings \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* where they will take place \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* how long meetings will last \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
* when to review the covenant \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Objectives of the Mentee:

- \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

- \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

- \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Commitments of the Mentor:

- \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

- \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

- \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Objectives requested by the Bishop *(optional)*:

- \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

- \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

- \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Final Meeting *(Parties will debrief the mentoring relationship)*:

* What did you learn from the relationship?
* What strengths did you observe in the other?
* What challenges did you face in the relationship?
* How could the mentoring relationship have been strengthened?
* What might be included in a future Mentoring Covenant?

Signature of Mentee \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature of Mentor \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

*Return a signed copy of this document to*

*the Executive Archdeacon when complete.*

*March 12, 2024*