

Possible Mentoring Models - Contact Diocesan Bishop's Office for Details

Diocese of Niagara

Niagara's mentorship model takes a few forms:

At the level of candidacy, each candidate is assigned a mentor and a chaplain. They stay with the candidate throughout their two-year discernment process, meeting regularly.

Once ordained, the diocese has two cohort mentoring programmes to offer, called "Starting Well" and then "Continuing Well". These are designed to support and develop skills for ministry in the first two years of ministry and a chance to renew and acquire situation specific skills at the beginning of a new incumbency. Both of these programmes are for all clergy.

In addition, the diocese has a one-to-one clergy coaching network designed to provide support for some incumbents in their first year of a new incumbency. The assignment of this kind of mentoring is a bishop's appointment.

Church planters and missionaries have the added one-to-one mentorship of our diocesan community missionary.

Diocese of Ontario

In Ontario, all newly ordained clergy are placed in curacies, overseen by the priest of the parish. They meet regularly with the Archdeacon for Mission and Ministry during that time and as mutually agreed upon by the newly ordained person and the Archdeacon.

The diocese also has a mentoring agreement with the Executive Archdeacon and one of the younger clergy, which has been going on for over a year now, to learn how the diocese functions, including diocesan staff. This involves regular meetings with the Executive Archdeacon, the Bishop, and diocesan staff. The goal is to increase awareness of staff's roles and responsibilities, to offer opportunities to participate in diocesan level activities as well as limited projects. This is undertaken on the cleric's initiative.

Diocese of Ottawa

Not many curacies are available in the diocese, so mentors are assigned to newly ordained incumbents who are not in curacies. Mentees and mentors complete a Mentoring Covenant, while curates and their supervisors complete a Supervisory Covenant.

Mentors can be assigned to experienced clergy upon request

Twelve sessions of Fresh Start are required of all newly appointed incumbents - including archdeacons - unless they have completed the program within the previous five years.

Diocese of Toronto

Assistant Curates and their supervisors participate in **Momentum**, a two-year program based on adult learning and peer mentoring. Curates meet monthly and supervisors meet quarterly for conversation, fellowship and ongoing skills development.

The **Fresh Start** program provides newly appointed Incumbents and priests-in-charge with ten modules in the first year in a parish. Participants gather in small groups for conversation and case studies on areas of mutual concern regarding exits, entrances and navigating a new system.

The College of Bishops may recommend **Leadership Coaching** for clergy who exhibit potential for professional growth and development, with a member of the Diocesan Executive Coaching Team. More information about this program will be available soon.