

One year model of mentoring

Session	Phase	Content	Description
1		Informal meeting	An informal meeting with no commitments on either side to discuss the relationship and how it might work.
Up to 4 sessions	Formation	Life story mentoree	The mentoring relationship is built on trust created through the sharing of life stories. The mentoree's story provides for deeper understanding of the individual to be mentored. It gives an indication of the key issues in the mentoree's life. The level of vulnerability gives an indication of the desire of the mentoree for growth, accountability and development. The mentor's story creates the credibility to invest in the life of the mentoree.
		Life story mentor	
		Inventories Objectives	Some mentors like to work with a couple of simple inventories to get an understanding of their mentoree's goals, personality, spiritual gifts, life experience, stress factors etc. The objectives are developed from the mentoree's issues, desires, roles and goals. These are documented and become the basis of mentoring.
		Covenant	The covenant documents the commitment and expectations of mentoring by each party including time, availability, confidentiality and accountability. It sets up how the mentoring relationship will be expressed in action.
6-12 sessions	Mentoring	Support	<ul style="list-style-type: none"> Support – The mentor supports and nurtures the mentoree through the stages of life and ministry development. At times of crisis the mentor might increase the amount of support in the relationship. Accountability – The mentor holds the mentoree to account for commitments made. Development - Mentor and mentoree journey together working on achieving the growth objectives documented by the mentoree. These include action steps and exercises to achieve the overall objectives. The mentor is committed to the development of the mentoree in his / her life roles. The mentor prays for the mentoree. The mentor networks the mentoree into new relationships and provides opportunities for her / his growth. The mentor collects, develops and prepares material for the mentoree. The mentor provides the mentoree with resources that encourage growth and development. The mentor sets exercises for the mentoree's reflection
		Accountability	
		Development	
		Prayer	
		Networking	
		Resources	
		Exercises	
2-3 Sessions	Closure	Reflection & evaluation	There is a period of time in which both mentor and mentoree evaluate the relationship based on the objectives and the covenant.
		Closure Celebration	If the relationship is to close, a careful symbolic process of giving thanks for the relationship is held.