

The dynamics of a mentoring relationship

a) 3 Purposes of the relationship

- (1) Pastoral support
- (2) Accountability
- (3) Personal, spiritual and leadership development

b) 3 steps to forming the relationship

- (1) Building Trust – sharing life stories
- (2) Clarifying expectations and negotiating a covenant
- (3) Setting Direction – Reflecting on issues, life roles and agreeing on 3-5 objectives

c) 7 mentoring processes

- (1) Listening, support and encouragement
- (2) Accountability for exercises, action points, decisions.
- (3) Development toward objectives
- (4) Setting exercises, assignments, action points, creative learning situations
- (5) Sharing of resources
- (6) Connecting to networks, referrals
- (7) Prayer

d) 10 Common mentoring issues

- (1) Personal spiritual formation in ministry and leadership, prayer
- (2) Marriage, sexuality, attraction, intimacy
- (3) Parenting children and the implications while in ministry
- (4) Financial management
- (5) Stress, time management, priorities, expectations of the congregation, Self care practices in ministry, accountability and supportive relationships
- (6) Interpersonal conflict in leadership
- (7) Teamwork and staff relationships
- (8) Life and ministry phases and stages, plateaus, transitions.
- (9) Use and abuse of power in ministry
- (10) Inner wounding from the ups and downs of ministry

e) Closure of the relationship

- (1) Evaluation and re-covenanting
- (2) Finishing well
- (3) Addressing changes in the relationship - post mentoring