

**PRESBYTERY OF GENESEE VALLEY  
COMMITTEE ON MINISTRY**

**Guidelines for Mentors**

**Mentoring Overview**

*“Mentoring is a relatively recent term especially in Christian circles, but what it describes has been the focus of Christian community since the early church. It is a dynamic relationship of trust in which one person enables another to maximize the grace of God in his/her life and service. It has a sound biblical and theological basis with Jesus as the ultimate model, retaining all that is consistent with his life and teaching.”*

Extract from “Mentoring to Develop Disciples and Leaders” by John Mallison

**Watching Over One Another in Love**

John Wesley’s ‘General Rules for Methodist Fellowships’ (Societies) released in 1743 included, ‘Watch over one another in love’. This was the key to his success in retaining those who were converted through that revival. In class meetings and one-to-one, they cared for one another. “Watching over one another” is the essence of mentoring.

**Part of The Fabric Of Life**

Mentoring has always been part of the fabric of society. Parents play a major role in mentoring their children, especially in their earlier years. The artisan/apprentice relationship or the coach of an individual, or team, are common forms of mentoring or coaching. There is a growing emphasis upon mentoring at all levels of commerce, industry, education and public life. An abundance of secular training courses and resources on the subject are widely promoted. Increasingly, those who take their Christian discipleship and service seriously are seeing the value of having a friend and adviser with whom they can share openly and to whom they can be accountable. As the wise old sage said, ‘Two are better than one’ (Eccl. 4:9).

Mentoring is an aspect of discipleship. It is important and imperative. In fact, this is the sum total of what the purpose of the Church is all about. Christ calls us to encourage and equip people so that we can all worship Christ and thus live out a real, effectual, impacted, Christian life. Guidance, learning, and support will make this work as we sharpen one another in love and obedience.

**Jesus - Our Prime Model**

Jesus, interacting with his disciples, provides our prime mentoring model. The New Testament is full of ‘one another’ and ‘together’ passages, pointing to Christianity as a relational lifestyle, about community, the power of togetherness.

Remember, Jesus’ purpose for His three years of earthly ministry was the discipleship and equipping of the 12 Disciples. This was His drive and where most of His time was spent. He was focused on the teaching of the kingdom of God, teaching men to see beyond their present situation to the life to come. With His teaching, Jesus entrusted His church and people to the care of the people He taught. They were to replicate themselves to others. The objective was that every Believer was an equipper, every member a minister, every Christian involved in the life and gifts of the Body to influence the world.

**You Can Do It**

Mentoring is a very significant role every Christian disciple can fulfill - irrespective of age or experience - it is not restricted to ‘giants of the faith.’ The basic requirement is a living relationship with God and an ability to listen and respond sensitively, and to encourage. If this is true of you, you can be God’s agent in enriching another person’s life.

## **Mentoring Process**

1. Mentors provide a vital link to ministers new to our presbytery. The role of the Mentor is to provide an objective “listening ear,” to act as a source of information and encouragement, to provide professional and spiritual nurture during this time of adjustment.
2. A Mentor is to be good role model. The Mentor should be committed to his or her own professional, personal, and spiritual growth and should be familiar with the presbytery and area.
3. A Mentor is approachable and non-judgmental. The Mentor should seek to listen empathetically to concerns before giving advice and to present opinions in a positive manner.
4. Mentors should be active minister members of the Presbytery of Genesee Valley. Mentors will be assigned in coordination with the Clergy Care and Development Committee and with the approval of the Committee on Ministry.
5. Mentors will be assigned for a period of one year. The continuation of the relationship beyond that time will be defined by and mutually agreeable to both Minister and Mentor.
6. The Mentor is accessible and should be willing to make regularly scheduled time available for phone conversations and meetings on a monthly basis during the first year.
7. The COM liaison to the church will be in contact periodically with both the Minister and Mentor to see how the mentoring process is working and report the same to the Committee on Ministry.