

Mentoring Matters

What Is On Offer...?

The idea of Mentoring Matters is simple - we have identified and equipped a trained team of Mentors within the church who are looking forward to engaging in a dynamic, intentional, voluntary relationship of trust in which one person (the mentor) enables another person (the mentee) to progress in their Christian lives and develop their God-given potential.

What Is Mentoring...?

Mentoring is not counselling. The mentors' role is mostly non-directive. One of the mentor's primary functions is to enable mentees to learn from their experience of spiritual development – to reflect on what is happening, to make sense of it and to set goals, in order to produce a different (better) outcome in a similar situation in the future.

Often, but not always, a mentor will have been through many of the things the mentee is grappling with and come out the other side with some wisdom and insights that will be useful for those who follow on after them. Good mentors draw on their experience in a mentoring session; great mentors do so in a way which serves the mentee and never focuses the attention on themselves.

What Training Have Mentors Received...?

Every mentor as attended up to five training sessions. Mentors will also have the ongoing support of mentoring supervision, as well as quarterly review/refresher sessions.

What Are The Expectations Of A Mentee..?

We know that there is no 'silver bullet' or 'quick fix' when it comes to the issue of disciple-making. Mentoring is all about transformation which comes from a two-way relationship. So, what is (and is not) expected of a mentee in this relationship..?

Mentees are expected to:

- Take initiative and 'drive' the relationship
- Identify goals and desirable outcomes
- Seek feedback
- Be open to what a Mentor can share
- Follow through on commitments
- Be straight-forward, honest and sincere
- Allocate time and energy for mentoring sessions

Mentees are NOT expected to:

- Always know what questions need to be asked
- Have an instant rapport with their Mentor
- Continue in the mentoring relationship if it is not proving beneficial
- Use their Mentors for directive answers to all their questions
- Have a friendship with their Mentor
- Use their Mentor for fulfil tasks which are rightly the Mentees
- Seek a counselling or therapeutic response from their Mentor
- Always do things right the first time

During the first couple of mentoring sessions, Mentors and Mentees should compare and contrast their expectations to ensure there is no confusion about the purpose of the mentoring relationship.