



Florida Mission Center Priesthood Mentoring Program

MENTORING PROGRAM OVERVIEW

PURPOSE: To establish a partnership between a newly called priesthood member, an experienced minister, and congregational or Florida Mission Center leaders as a means of enhancing the ministerial skills and comfort level of the newly ordained.

GOALS: To provide a mentor for each new priesthood member from the onset of their agreement to be ordained through, at a minimum, the first year of their ministry.

PROGRAM PARTICIPANTS:

1. Mentee: the individual accepting a call to a priesthood office
2. Mentor: the guide and spiritual companion who supports and develops the mentee
3. Congregational / FMC Leader: a member of the congregation (generally the pastor or individual responsible for priesthood development) or FMC-designated person, who assists in the orientation of the mentee to the process and procedures for ministry within the congregation &/or FMC
4. FMC Mentoring Advisory Team: group of individuals, selected by FMC President, to oversee and coordinate the mentoring process. They will approve recommended candidates as mentors, assist with the mentor – mentee selection process, evaluate the effectiveness of the process, and make recommendations to the FMC President for program enhancements

Aaronic Priesthood Ministry of Presence

Model Jesus as:

Deacons:	Comforter
Teacher:	Peacemaker
Priest:	Friend

Melchisedec Priesthood Ministry of Mission and Vision

Ministers of:

Sacrament	Service
Presiding	Teaching and Learning
Spirit	Leadership
Peace and Justice	

MENTORING FORMS

1. Mentee Information Form
2. Mentor Information Form
3. Educational Commitment Form
4. Mentoring Evaluation Form



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ROLE OF MENTOR – “Doing *with* another person rather than doing *for* them.”ⁱ

1. Guide the mentee, as a role model, helper, enabler, and fellow traveler in learning new priesthood responsibilities
2. Adapt the learning process to the unique needs of the individual mentee
3. Assist the mentee in setting goals and interpreting their learning in the context of the new ministerial expectations
4. Pray, daily, for guidance and discernment regarding the needs of the mentee
5. Listen, attentively, to the needs of the mentee
6. Support the mentee in developing a daily prayer discipline, self-esteem, giftedness, and recognition of personal needs
7. Routinely contact mentee via personal visit, phone calls, and/or email
8. Partner with the congregational / FMC designated leader to integrate the orientation to local needs
9. Maintain strict confidentiality
10. Seek additional resources, as needed
11. Provide evaluative feedback regarding the program

ROLE OF MENTEEⁱⁱ

1. Ask questions
2. Take risks with new responsibilities
3. Be open to feedback and learning
4. Seek information
5. Learn from the example of the mentor and congregation / FMC leader
6. Trust the mentor
7. Grow and develop to meet needed skills, competencies, and understandings
8. Provide evaluative feedback regarding the program

MENTORING RELATIONSHIP

The mentoring relationship progresses through predictable phases:

1. **Mutual Admiration** – The relationship clicks with mutual desires to be successful
2. **Development** – The relationship is perceived as one that will grow until the two become more like peers. Shared goals and methods for achieving them are developed
3. **Maturation** – A process of psychological disengagement develops as the relationship reaches its growth potential
4. **Parting** – a planned breaking away from the relationship with an awareness that separation can be the most difficult part of the process
5. **Transformation** – The completion of the circle as the mentee now becomes a mentor. It is the ultimate goal of the mentoring relationship



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Process for Utilizing Mentoring Resources

1. Ordinand accepts call
2. Pastor gives mentee Mentor List provided by Florida Mission Center (FMC) and discusses best mentor options with mentee
3. Mentee selects mentor (with 2-3 alternative options)
4. Mentee completes and submits Mentee Information Sheet to FMC Mentor Advisory Team
5. FMC Mentor Advisory Team (selected by FMC President) reviews choices and makes recommendation(s)
6. Mentor is notified and given opportunity to accept the relationship
7. Mentor and mentee meet and talk about desired relationship, expectations, and goals and set meeting times (at least eight (8) contacts through pre- and post-ordination time)
8. Mentee / Mentor partnership continue to meet and/or communicate prior to ordination and for at least one year after ordination
9. Partnership goals are evaluated at least every six (6) months
10. Celebrate joint accomplishments during the relationship and at the end of the mentorship
11. Mentee / Mentor relationship may be concluded, by mutual decision, at the conclusion of the first year of the ordinand's priesthood experience (although continued interactions and support are recommended)
12. When the development goals are met, the mentee and mentor complete their respective Evaluation Form and submit them to the FMC Mentor Advisory Team
13. FMC Mentor Advisory Team reviews the evaluations
14. FMC Mentor Advisory Team will make periodic contact with mentee after the mentorship is completed and offer support, as needed

ⁱ (Adapted) Leonard M. Young and John T. Conway, "Christian Mentoring: "Two Models," *Congregational Leader's Handbook*, Vision, B-2 (1994): 3.

ⁱⁱ (Adapted) "Mission Center President Mentoring Program," Community of Christ (Independence, Missouri) 2005.