Bethel Baptist Association
Peer-Mentoring
Strategy Development Report

I. **Our Core Values**
  ″ **Confidentiality** in the mentoring relationship
  ″ **Accountability** in the mentoring relationship
  ″ **Flexibility** in scheduling and format of mentoring sessions
  ″ **Reliability/competence** of mentors
  ″ **Affordability** of the process
  ″ **Progress/growth** for all participants
  ″ **Wholistic** impact on lives of participants
      (spiritual, emotional, physical, and practical)

II. **Mission/Purpose**
  ‰To develop mentoring relationships for encouraging and equipping ministers in the Bethel Baptist Association.+

III. **Our Vision**
  ‰We see a day when ministers in the Bethel Baptist Association truly help one another through a network of authentic relationships.+

IV. **Priorities**
  ‰The stated purpose will be accomplished by focusing on the following **priority objectives**:
  1. Create and maintain an **environment** which encourages authentic, helping relationships among ministers in the Bethel Baptist Association.
  2. Create a process or system that **facilitates** the formation of intentional, one-to-one mentoring relationships between ministers in the Bethel Baptist Association.
  3. Provide **training** and **tools** (resources) to assist both mentors and mentees in maximizing the effectiveness of these mentoring relationships.+

V. **Goals**
  1) Creating and maintaining the environment
  a) *Continue the monthly "**Barnabas Group**" meetings, and extend this ministry to our bi-vocational ministers by offering an evening group in addition to our ongoing day-time group by February, 2014.*
  b) *Invite participants in the Mentoring Network to **share** about their experiences regularly in Barnabas Group meetings and at other associational gatherings.*
  c) *Demonstrate the association's commitment to our ministers' mentoring process by subsidizing the costs of training mentors and*

*resourcing the Network through the association's annual **budget**, beginning with the 2014-2015 fiscal year.*

    d) *Devote one Barnabas Group session each year to the **evaluation** of the Mentoring Network, providing a continuing forum for suggestions for improvement.*

2) Facilitating formation of mentoring relationships

    a) *Develop a simple **form** for both potential mentors and mentees which identifies areas of expertise and need (strengths and weaknesses) as well as spiritual gifts, by February 15, 2014.*

    b) *Enlist the first **("pilot") group** of mentors for training by February 15, 2014.*

    c) *After the first mentor-training workshop, **assign** the first ("pilot") group of mentor/mentee pairs based upon the information obtained from the form (in Goal "a" above) and a standard DISC-type personality profile.*

    d) *After the first mentor-training workshop, develop and maintain a web-based, members-only **database** of trained mentors and their particular areas of expertise that also tracks who/how many ministers they are currently mentoring.*

    e) *Enlist a volunteer **coordinator** for the Mentoring Network by the end of the first ("pilot group") mentor training cycle (workshop and 8-week practicum).*

    f) *After the first ("pilot group") mentor-training cycle is completed, **continue assigning** new mentees to mentors as requested and as mentors become available. No more than 2 mentees should be assigned to a particular mentor at any given time.*

    g) *As **new ministers** are called to churches in the association, supply them with information about the Mentoring Network, and invite them to participate.*

    h) *As mentor/mentee pairs complete their formal covenant relationships, have mentors to **recommend** former mentees to the Network Coordinator as potential mentors.*

3) Providing training and tools

    a) *By February 15, 2014, develop a 2 ½ hour **workshop**, "Introduction to Ministerial Peer-Mentoring," for training mentors.*

    b) *After February 15, 2014, train the first ("pilot") group of mentors by starting with the workshop (Goal "a" above) followed by an 8-week "**practicum**" period, during which mentors-in-training will begin their relationships with their first mentees, read an assigned chapter each week in Aubrey Malphurs' <u>Being Leaders</u>, and engage in a weekly "check-up" conversation (by phone or face-to-face) with the Associational Missionary.*

    c) ***Repeat** the mentor-training cycle twice each year (early Fall and late Winter) for the equipping of new mentors.*

    d) *By February 15, 2014, develop a **sample covenant** for mentor-mentee pairs which includes a set of base expectations for a*

mentoring relationship, along with a list of "best practice" suggestions for taking the relationship to deeper levels.

e) *By February 15, 2014, develop a simple **outline for mentoring conversations** as a tool to help mentoring pairs prepare for their sessions and stay on track.*

f) *By February 15, 2014, develop a working **bibliography** of good spiritual leadership and pastoral formation resources which mentoring pairs can utilize to supplement their conversations.*

g) *By the end of the first ("pilot group") mentor-training cycle, have the above resources (Goals "d," "e," and "f") available in digital format for easy access on the association's **website**. Then maintain the site by updating and adding to these resources periodically, allowing input from Network participants.*

(1/6/2014)