

**Bethel Baptist Association  
Peer-Mentoring Network  
Suggested Framework for a Covenant Agreement**

**I. Covenant Time Frame**

Here, specify starting and ending dates of the formal mentoring relationship. In the BBA Network, we are recommending a minimum of **six months**. Also note how the relationship could be extended or modified beyond that time frame.

Example:

“We will be meeting together beginning March 10, 2014 and continue for six months. After six months, we will evaluate the effectiveness of the mentoring relationship for the present situation and decide whether or not to continue meeting together for another specified period of time.”

**II. Agenda and Goals**

- The ultimate goal of the mentoring relationship is to help the mentee become a more effective and fulfilled spiritual leader.
- We will accomplish this by taking six months to focus on the development of the mentee’s personal, spiritual, and missional life.
- The mentor’s goal is to lead his mentee by example and challenge him to be all that God has called him to be.
- Specify any **specific** priority goals for the relationship here...

**III. Meetings**

- The mentor will initiate the scheduling of at least one face-to-face meeting per month. These sessions should last about 45 minutes each.
- The mentor will send session questions and notes at least two days in advance of each meeting, either via direct email or through the BBA Mentoring Network’s online community.
- The mentee will answer session questions and submit them to the mentor at least one day prior to the session, using the same means of communication.
- If additional contacts or meetings are requested or needed, outline the nature and parameters of those contacts here... (Examples: Additional face-to-face meetings, phone calls, SKYPE calls, teleconferencing, text messages, emails, etc.).

**IV. Commitments and Expectations**

- Both mentor and mentee agree to make their scheduled meetings a priority and to be

- punctual for them.
- Both mentor and mentee agree to contact the other if they need to cancel or reschedule.
  - Both commit to address the agreed-upon issues. The mentee agrees to follow through on all assignments. The mentor agrees to put all assignments in writing (online communications OK) to avoid misunderstanding and to ensure accountability.
  - Both mentor and mentee agree to maintain the strictest **confidentiality** unless permission is granted to share specific information. An exception to this rule, of course, would be any activity which ministers are required by law to report to the civil authorities.
  - Both parties agree to **pray** daily for one another.

#### V. Signed Agreement (Example)

“We commit ourselves to fulfilling the elements of this covenant. We commit to active partnership and support of one another within the guidelines stated above. As brothers in Christ, we will strive to keep these commitments and ask for our Lord’s help, empowerment, and guidance through His Word and by His Holy Spirit.

Mentee’s Signature \_\_\_\_\_

Date \_\_\_\_\_

Mentor’s Signature \_\_\_\_\_

Date \_\_\_\_\_”

NOTE: This document adapted from Appendix 1 of *Gospel Coach: Shepherding Leaders to Glorify God*, by Scott Thomas and Tom Wood (Grand Rapids, MI: Zondervan, 2012), pp. 205-207; and from Appendix: “Sample Coaching Agreement,” in *Coaching 101: Discover the Power of Coaching*, by Robert E. Logan and Sherilyn Carlton (St. Charles, IL: ChurchSmart Resources, 2003), p. 121.