

SEPTEMBER 2022



MINISTRY MENTORING



DIOCESE OF TRURO
DISCOVERING GOD'S KINGDOM
GROWING THE CHURCH

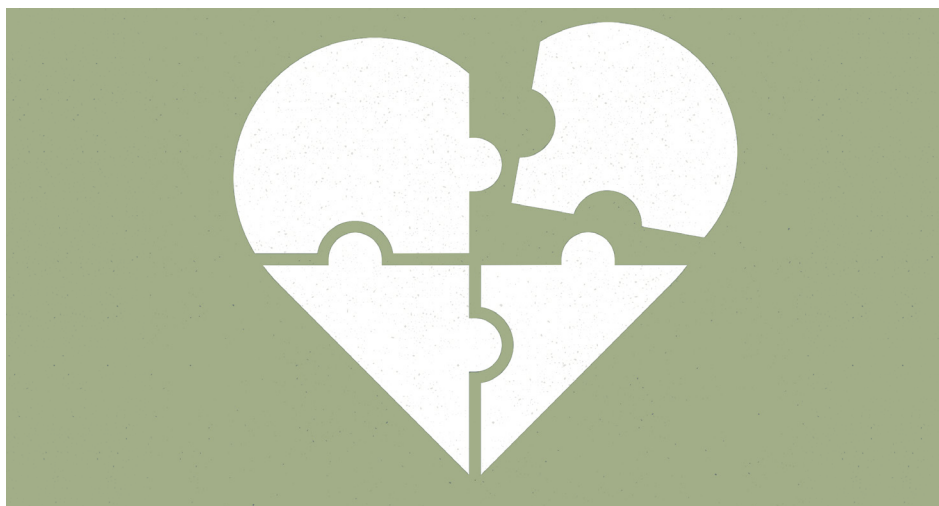
WELCOME TO YOUR NEW MINISTRY

Whether you are new to the Diocese of Truro or this is your post of first responsibility, we welcome you, and want to support you as you settle into your role.

We know that moving to a new ministry can be a challenging experience with numerous expectations, both your own and others. We are committed to supporting **clergy wellbeing**, particularly seeking to counter the real risk of clergy becoming isolated, especially in very rural areas.

One way in which we offer support is by providing you with a Mentor, an experienced priest who will walk alongside you for the next couple of years. They will share their local knowledge, wisdom and insights; they will be a ready listening ear, and a sounding board to help you think and pray through issues as they evolve.





The exact way in which the relationship develops will be up to the two of you, as it needs to feel like 'a good fit'. But, in providing you with a Mentor we have some hopes/expectations of both you and your Mentor, to ensure that, as far as possible, the relationship is a positive and helpful one for you.

If for any reason, it isn't working, please do let us know and we will find someone else to work with you.

OUR HOPES & EXPECTATIONS

- That you meet 1-2-1 with your Mentor every 6 – 8 weeks – preferably in person, but Zoom (or equivalent) is also fine.
- That you will prioritise these meetings, which can be more frequent, but shouldn't be less. If they do have to be less frequent, your Mentor will phone for a 'catch up conversation' between meetings.
- That agreed dates will be honoured, except in 'emergency' situations, which we all know happen. If your Mentor cancels or postpones your 1-2-1 meeting more than once, please let the Head of Ministry know, so that we can check that the relationship is still helpful.
- These 1-2-1 meetings every 6 – 8 weeks should continue for the first year; they can then become less frequent during the second 12 months - we suggest 4 times per year - if both parties agree.
- Experience indicates that for some people, as mentoring progresses, a mutually supportive relationship develops so that, rather than ending after two years, the mentoring relationship changes into an ongoing friendship.

THE 1-2-1 MEETINGS

Exactly what you discuss during your meetings is for you and your mentor to agree, but possible topics might include:

- How are you settling in?
- What are you noticing/where are you seeing God at work?
- Relationships with colleagues
- What are you struggling with?
- What's at the top of your in-tray?
- Workload
- Practical issues and where to go for further help.

THE ARRANGEMENTS

- The Head of Ministry will identify an experienced priest to work with you and suggest that you arrange an introductory meeting to get to know each other. If you and the proposed Mentor are happy, then you can continue to meet as detailed above. If either of you doesn't feel that the relationship will work, please advise the Head of Ministry who will make an alternative arrangement.
- It is up to you and your Mentor to agree how long your meetings should last. We suggest 90 minutes maximum – especially on Zoom, but it is up to you.
- Travelling expenses can be claimed by the Mentor – using the standard diocesan Expenses Claim form.

CONFIDENTIALITY & SAFEGUARDING

- Your 1-2-1 meetings with your Mentor are confidential - apart from any Safeguarding issues or concerns which either of you raise. These must be dealt with according to the **Diocesan Safeguarding Policy**.
- Your Mentor will keep only very brief notes (simply a list of issues discussed, unless agreed between you), but you are of course welcome to keep as many notes as will be helpful.
- Any Safeguarding issues/concerns must be recorded on the appropriate forms.

ENDING THE RELATIONSHIP

- At the end of two years it would be good to review the relationship and decide whether or not it continues to be helpful. If it does, fine. If no longer needed – also fine! Please just let the Head of Ministry know your decision.

CONTACTS

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