

## COM Mentor Guide

The goal of the COM Mentor Program is to assist in the integration of new members into Salem Presbytery and their respective worship communities. These relationships between mentor and new member should include an understanding of what it means to be a member of Salem Presbytery and how we are colleagues in ministry serving Christ.

The Mentor Guide outlines some practical ways in which the relationship can be conducted.

### Guidelines for Mentors of Newly Ordained and Newly Installed Ministers in Salem Presbytery

Dear \_\_\_\_\_:

Thank you for agreeing to serve as a mentor for \_\_\_\_\_, who will be serving as \_\_\_\_\_ of \_\_\_\_\_. You have agreed to do this for the next 12 months, from \_\_\_\_\_ to \_\_\_\_\_.

You can contact them through the information below:

Phone # \_\_\_\_\_

Email Address \_\_\_\_\_

The Committee on Ministry has asked you to assist in this important ministry because we know you to have effective pastoral and leadership skills. We believe that your service as a mentor and “shepherd” for \_\_\_\_\_ the first year of their tenure in Salem Presbytery will be quite beneficial for them.

We recommend that the two of you meet regularly (as often as monthly if possible), perhaps over lunch or breakfast. As you meet, please keep the following suggestions in mind:

- ✓ Listen empathetically.
- ✓ Seek to understand their situation and circumstances, the “context for ministry” into which they serve.
- ✓ Serve as a “sounding board” for them.
- ✓ Discuss possibilities, options, and opportunities for ministry.
- ✓ Remember that your relationship is meant to be a reciprocal one: think dialogue, not monologue.
- ✓ Confidentiality is a must in developing trust (NOTE THE ONLY EXCEPTION: Please establish from the start if there is an issue with which the COM may be helpful, you will communicate this to the committee with their permission).

As you converse with them, you may want to discuss some topics as:

- ✓ Goals that they and the congregation have agreed upon.
- ✓ Resources in the presbytery and community that may be helpful.
- ✓ Preaching and worship concerns.
- ✓ Pastoral care concerns.
- ✓ Working with the session and other lay leaders.

- ✓ Working with other staff (especially if they are an associate pastor or a pastor/head of staff).
- ✓ Adjusting to the new call: new congregation, new community, new home, etc.
- ✓ Pastoral and personal strengths that may be used to good advantage.
- ✓ Pastoral and personal areas for growth that may need attention.

Again, thank you for agreeing to serve in this way. Please do not hesitate to contact the COM if we may be helpful to you. Blessings on you for a fruitful relationship that results in mutual growth!

## **Guidelines for Mentors of Newly Called Christian Educators and Other Church Professionals in Salem Presbytery**

Dear \_\_\_\_\_:

Thank you for agreeing to serve as a mentor for \_\_\_\_\_, who will be serving as \_\_\_\_\_ of \_\_\_\_\_. You have agreed to do this for the next 12 months, from \_\_\_\_\_ to \_\_\_\_\_. You can contact them through the information below:

Phone # \_\_\_\_\_

Email Address \_\_\_\_\_

The Committee on Ministry has asked you to assist in this important ministry because we know you to have effective pastoral and leadership skills. We believe that your service as a mentor and “shepherd” for \_\_\_\_\_ the first year of their tenure in Salem Presbytery will be quite beneficial for them.

We recommend that the two of you meet regularly (as often as monthly if possible), perhaps over lunch or breakfast. As you meet, please keep the following suggestions in mind:

- ✓ Listen empathetically.
- ✓ Seek to understand their situation and circumstances, the “context for ministry” into which they serve.
- ✓ Serve as a “sounding board” for them.
- ✓ Discuss possibilities, options, and opportunities for ministry.
- ✓ Remember that your relationship is meant to be a reciprocal one: think dialogue, not monologue.
- ✓ Confidentiality is a must in developing trust (NOTE THE ONLY EXCEPTION: Please establish from the start if there is an issue with which the COM may be helpful, you will communicate this to the committee with their permission).

As you converse with them, you may want to discuss some topics as:

- ✓ Goals that they and the congregation have agreed upon.
- ✓ Resources in the presbytery and community that may be helpful.
- ✓ Christian education concerns.
- ✓ Working with the session and other lay leaders.
- ✓ Working with other staff.
- ✓ Adjusting to the new call: new congregation, new community, new home, etc.
- ✓ Professional and personal strengths that may be used to good advantage.
- ✓ Professional and personal areas for growth that may need attention.

Again, thank you for agreeing to serve in this way. Please do not hesitate to contact the COM if we may be helpful to you. Blessings on you for a fruitful relationship that results in mutual growth!