

RUACH
Mentoring Agreement

This mentoring agreement is between

_____ *Mentor*
and

_____ *Mentee*

We will meet from _____ to _____
dd-mm-yyyy dd-mm-yyyy

We will endeavour to meet: weekly / fortnightly / monthly

For _____ (*amount of time*).

I commit to maintaining appropriate confidentiality within this mentoring relationship. I also recognise that there are circumstances in which for legal reasons or as a duty of care the mentor may need to break confidentiality and disclose appropriately to Ruach leadership and/or appropriate civil authorities.

Signed:

_____ *Mentor* _____ *Mentee*

Date: _____



Growing through Mentoring

Being mentored is a great way to grow as a Christian. It is an intentional relationship with someone who is a little, or a lot, more experienced than you in living life as a follower of Jesus.

The mentor's role is to encourage the person they are mentoring (the mentee) in their faith and the way they live this out in day to day life.

Most mentoring relationships will centre around life in general, but they may also focus on a specific role, attribute or spiritual practice in which the mentee desires to grow.

All youth mentors and youth mentoring relationships must be approved in advance by the Ruach Youth Pastor, and mentors must have a current Working With Children clearance.

Mentoring relationships between adults are arranged by the individuals themselves, however Ruach pastors are happy to help advise you regarding potential mentors.

See also our companion brochure *Mentoring: What do we talk about?* for some ideas to help guide your time together.

***Great is the Lord and most worthy of praise;
his greatness no one can fathom.
One generation commends your works to another;
they tell of your mighty acts.***
Psalm 145:3-4

What Makes a Good Mentor?

A follower of Jesus: A mentor should be a follower of Christ who is willing to share their life & experience with others. We catch a passion for Jesus more than being taught about it.

Supportive: A mentor is one who supports the needs and hopes of the mentee rather than focusing on their own agenda. A mentor will encourage the mentee to accept challenges and overcome difficulties.

Patient: A mentor is patient and willing to spend time performing mentoring responsibilities. A mentor allows adequate time to interact with the mentee.

A Person of Integrity: A mentor is someone who has earned the respect of peers, and whose lifestyle is consistent between work, home and church.

*As iron sharpens iron,
a friend sharpens a friend.
Proverbs 27:17*

People Oriented: A mentor is one who is genuinely interested in people and has a desire to help others. A successful mentor has good people skills and knows how to effectively communicate and actively listen. A mentor will also be able to resolve conflict and give appropriate feedback.

Able to Confront: The meetings together are not just a “feel good” session, but a mentor should feel able to challenge and confront inconsistencies.

Humble: A mentor recognizes their own shortcomings and will share their own vulnerabilities when appropriate. They don’t profess to have all the answers. They are aware of the limitations of the mentor’s role.

Confidentiality

Confidentiality is very important in a mentoring relationship. If an issue arises where, in the mentor’s opinion, outside advice is needed, where possible this will be communicated to the mentee first and permission granted. There are however circumstances where for legal or duty of care reasons the mentor would need to break confidentiality and disclose appropriately to Ruach leadership and/or appropriate civil authorities. This would include where sexual abuse has been disclosed, where there are significant grounds to suspect that a child (mentee or other) is at risk of significant harm from child abuse or neglect, if there is concern for the mentee’s psychological state or physical wellbeing, or where a crime has been committed.

The Practicalities

How are mentoring matches made?

Adults make their own mentoring arrangements by approaching someone who meets the criteria and asking them if they are willing to mentor them for a season. Youth who would like to be mentored should first talk to the Youth Pastor. They are encouraged to identify 2 or 3 people they might like as a mentor. The Youth Pastor will approach potential mentors on behalf of the youth. It would be rare for a mentor to have the capacity to take on more than one or two mentees at any one time, so this needs to be kept in mind.

How long am I committing for?

A minimum of 6 months and a maximum of a year is recommended. Set a fixed end date. You might decide to continue past this date, but it is helpful to set a definite end point so there is no ambiguity about when the role has ended. Plus, you can then celebrate what has happened during the mentoring period. It also avoids a sense of “break-up” if one or the other decides it is time to stop at the end of the agreed period.

How often should we meet?

We recommend no less than monthly. Consideration needs to be given to the time constraints of both the mentor and mentee. Weekly may be too much for most people. Fortnightly could be a good compromise.

How long should we meet for?

We recommend around an hour, but again agree this in advance. It will help keep the time sharp and focused.

Who should arrange the meetings?

It is the responsibility of the mentee to arrange the meetings. Ideally a regular time will have been agreed. At the conclusion of one meeting a time for the next meeting should be confirmed. Missing meetings or rescheduling with less than 24 hours notice shows a lack of consideration for the other person’s time and the value of the mentoring relationship.

What happens if its just not working?

Sometimes mentoring relationships just don’t work out. That’s reality, and usually isn’t anyone’s “fault”. If the chemistry or commitment isn’t there then the arrangement should be formally discontinued. In the case of youth mentoring, both the mentor and mentee need to let the Youth Pastor know that the mentoring relationship has stopped.