

MENTORING PROGRAM FOR NCIP

1. **RATIONALE** – One of the presbytery’s responsibilities is “to plan for the integration of new ministers into the life and work of presbytery...” (G-11.0103n)
A part of the plan for integrations can be an effective mentoring program which matches an experienced minister with a minister accepting a call to a church in the presbytery.
2. **GOALS**
 - a. To support a new minister in becoming integrated into the culture of the North Central Iowa Presbytery
 - b. To be a listener and responder to concerns and questions the new minister might have in becoming acquainted with the presbytery and geographic area of the presbytery.
 - c. To support the minister in concerns, problems, or questions which may arise at the beginning of a ministry in a new congregation.
3. **ASSIGNMENT OF MENTORS WITH MINISTERS** – The Committee on Ministry will match ministers with mentors based on considerations such as proximity, theological orientation, congregational demographics, common interests, and other items deemed important by the committee.
4. **POSSIBLE ACTIVITIES** – Mentor and minister might do some of the following activities:
 - a. Have an occasional meeting
 - b. Go out for an informal lunch together
 - c. Introduce the new minister and help him/her get acquainted at the presbytery Meetings with other ministers, elders, laypersons, staff, etc.
 - d. Have telephone conversations as concerns or problems arise.
 - e. Be a resource on Presbyterian polity, particularly if the new minister has come to NCIP from another denomination.
 - f. Take the minister and spouse out to lunch – to help integrate the spouse into the Presbytery.
 - g. Other creative activities the mentor and new minister might decide would be helpful.
5. **MENTORING PROGRAM DESIGNED FOR FOLLOWING SITUATIONS:**
 - a. All ministers and associate ministers being ordained and called to their first pastorate in the presbytery
 - b. All ordained ministers being called to us from congregations in other presbyteries
 - c. All ordained ministers being called as pastors or associate pastors from other denominations whether within or outside presbytery

6. MENTORS

- a. Only ministers with at least three years of experience within the presbytery may serve as mentors
- b. Each mentor will have only one minister assigned at a given time.

7. LENGTH FOR MENTORING PARTERSHIPS

- a. Agreement would be for one years usually
- b. After one year, it is hoped that the mentor and the minister will have developed a caring relationship that will continue in an informal manner.

8. MINIMUM NUMBER OF CONTACTS

- a. Mentors will have contact with beginning ministers (just ordained and first pastorate) at least once a month.
- b. Mentors will have contact with ministers having one or more previous pastorates at least once a quarter
- c. The number beyond the minimum will depend on the situation and the needs of the minister being mentored.

9. ASSESSMENT OF THE PROGRAM

- a. Since time and effort will be put into the program by both mentor and minister, assessment will be done by both parties and the end of the year to asses the value of the program and suggest how it will be developed and provided by the Committee on Ministry to both the mentor and the minister for this purpose.