

Baptist Churches of South Australia

GUIDELINES FOR MENTORING for Mentors of Pastors and Chaplains in relation to their engagement with their PROFESSIONAL DEVELOPMENT PLAN

All pastors and chaplains accredited by Baptist Churches of South Australia are asked to engage on a quarterly basis with a mentor in relation to addressing their established Professional Development Plan. The following guidelines are offered for use in the mentoring meeting.

1. Meetings matter; meeting matters
 - . The expectation is for a meeting (60-90 minutes) each quarter. Are the dates in the diary for the year?
 - . Is the meeting environment one which is confidential and conducive to intentional conversation without interruption?
2. General questions
 - . How are you going? What is going well? What has given you the most joy and satisfaction in these last 3 months?
 - . What things have had the most significant impact upon you, both positively and negatively, in the last 3 months?
 - . What difficulties have you encountered in the last 3 months? How have you addressed them?
3. Questions specific to the PDP (The assumption is that the mentor is familiar with the PDP, having a copy at hand for reference.)
 - . What has been the main focus in the last 3 months in terms of addressing the PDP? (Try to notice over time if there is any over-emphasis or sole attention to one area, to the detriment or neglect of others.)
 - . As you review the components of the PDP:
 - * What encouragements, learnings and/or challenges has this part of the PDP brought into your experience?
 - * How has God used this to shape you as a person?
 - . More generally, what are you noticing about yourself and your particular gifts and passions as you engage with your PDP?
 - . How is your engagement with your PDP helping you be alive to God's mission for you personally and as a leader?
4. Drawing to a close
 - . What do you need to focus on in the next three months?
 - . What insights or challenges do you take away from this time together?
 - . Are there any ways in which I can support you in engaging further with your PDP?
 - . What would be 2 or 3 questions that you would like me to ask you when we meet at our next meeting?
 - . Prayer and confirming the date for next meeting.