



Mentoring Covenant

The specifics of mentoring can vary from relationship to relationship, but it is important to establish clarity around the purpose, expectations, and goals of the mentoring relationship in the first few meetings. You can think of this like a covenant between the mentor and the mentoree.

Note: *this is not a contract: For example - there are no penalties. A covenant must have grace at its core. If this word is too forceful for you maybe use – agreement, promise etc.*

This covenant can cover many areas, but these can be summarized by Purpose, Expectations, Goals.

We suggest that this covenant is discussed and formed over the first 2-3 meetings, and periodically reviewed. It would be good to significantly review this every six months or so. It does take time to establish a good connection in mentoring, but it is important to bring clarity as soon as possible.

Date:

Mentor Name:

Mentoree Name:

Purpose of the Mentoring Relationship

Discuss the following ideas and questions and list down a clear purpose for your meeting together:

1. What is the purpose/goal of our mentoring relationship?

2. What do each of us want to get out of this experience – encouragement, challenge, accountability, clarity around issues, academic help (clarify clearly what this help is), guidance in ministry etc.?

Mentor:

Mentoree:

3. What do I feel I bring to this relationship?

Mentor:

Mentoree:

Expectations of this Mentoring Relationship

Discuss the following ideas and questions and list down notes/bullet points that clarify them:

1. How often, how long, where will we meet?

2. Who will take the initiative to set up these meetings?

3. How long will our official Mentor/Mentoree relationship continue?

4. What commitments will we make to each other?

Mentor Examples: Confidentiality, listening, reliance on the Holy Spirit, grace and truth, regular prayer for the Mentoree, any others?

Mentoree Examples: Confidentiality, responsiveness, reliance on the Holy Spirit, honesty, openness, any others?

Mentor:

Mentoree:

5. At what points will we take time to evaluate the Mentor/Mentoree relationship and our progress toward hoped-for outcomes?

6. What will our meeting times entail? What are we going to cover when we meet up?

7. What do we envision ourselves doing between times together that is a carry on, or overflow, from the mentor meetings?

8. Are there any other items we should add to the covenant process?

If mutually agreeable, expectations can be modified.
You could do this briefly and lightly at the beginning of every meeting.
So – is this still working for you. Are these times helpful?