

Mentoring and Coaching Relationships

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One of the most helpful forms of ministry development comes through **mentoring relationships** or **coaching relationships** that match a less experienced minister with one that is more experienced. Setting a culture that encourages ministry development is of primary importance to the church community and the success of the priesthood as a whole. The responsibility helping priesthood members grow in their ministry falls to the more experienced ministers who have held or currently hold the same office.

Experienced ministers can encourage new priesthood members or those in new leadership responsibilities in their development through mentoring or coaching relationships. In either type of relationship, the benefits for both partners can be substantial. The following few pages define each type of relationship, identify some of the benefits for participants, and provide sample guidelines.

Coaching Relationships

Coaching – an intensive 1-to-1 relationship with an experienced minister who helps the other person clarify goals for their ministry development and identify action steps that produce results quickly. The coach helps the other by teaching them how to learn from mistakes, turn setbacks into opportunities, and accomplish ministry goals.

Mentoring Relationships

Mentoring is a relationship between an experienced minister and a less experienced individual that educates, models, socializes, advocates, and shapes the latter. It can be related to specific professional responsibilities, or can be general and holistic in nature. The mentor also benefits from the relationship by developing a peer or assistant, providing for future organizational leadership, or assisting another attain their dream.

Tips on Mentoring or Coaching Relationships

- **Be proactive** – Plan and agree to relationship and closure goals (times or accomplishments) at the beginning of the relationship, and stick to the agreement.
- **Look for signals** – Be aware of signposts along the way and of when the relationship is ending.
- **Respect your partner** – Understand your partner's needs, and be flexible if one partner wants to end the relationship.
- **Evaluate the relationship** – Set up regular evaluations to be certain that both partners' needs are being met and when the relationship is completed.
- **Review your goals** – Check to see if you are accomplishing what you agreed to accomplish, often and regularly.
- **Integrate** – Apply what is learned and make adjustments to the goals, if needed.
- **Don't assume for the other** – Communicate with each other to stay on track and celebrate your accomplishments.

CRITERIA	MENTOR	COACH
Term for “other” person	Mentee or Protégé	Experienced Minister
Contact methods	Face-to-face, phone, or email	Face-to-face, phone, or email
Characteristics of mentor vs. coach	<ul style="list-style-type: none"> • Best if not supervisor • Role model, but not necessarily in identical ministry position • Communicator of important information • Networker/empowerer into the church or community • Catalyst for development • Advocate 	<ul style="list-style-type: none"> • May or may not be supervisor • Now or previously involved in same ministry area • Inspires or educates, then allows the person to develop independently • Assists in goal development and attainment • Related to ministry responsibilities specifically
Guidelines for the relationship	<ul style="list-style-type: none"> • Partners mutually develop goals that are specific and measurable when relationship is initiated – they should be clearly written with both parties retaining a copy for evaluation periodically • Consider educational experiences, activities, information sharing, and other challenges as goals are developed • Consider timelines and number of contacts as goals are developed • Project evaluation opportunities and modify goals when indicated by the evaluation 	<ul style="list-style-type: none"> • Partners mutually develop goals that are specific and measurable when relationship is initiated – they should be clearly written with both parties retaining a copy for evaluation periodically • Consider educational experiences, activities, information sharing, and other challenges as goals are developed • Consider timelines and number of contacts as goals are developed • Project evaluation opportunities and modify goals when indicated by the evaluation
Coach or Mentor should	<ul style="list-style-type: none"> • Support • Set mutual goals • Create challenges • Mirror development needs and growth • Advocate for and assist in networking and growth in ministry • Share information • Advise when appropriate 	<ul style="list-style-type: none"> • Assist in goal setting • Coach on specific development needs • Monitor as needed • Provide appropriate feedback • Encourage

CRITERIA	MENTOR	COACH
Protégé or new minister should	<ul style="list-style-type: none"> • Ask questions • Take risks • Be open about mistakes • Seek information • Learn from the example of the mentor • Trust • Grow and develop 	<ul style="list-style-type: none"> • Ask questions • Take risks • Be open about mistakes • Seek information • Take responsibility for own progress through reflection and development opportunities
Value to mentor or coach	<ul style="list-style-type: none"> • Development of an assistant or peer • Opportunity to be of service to another • Prepared a leader for the church community or own replacement • Good sounding board for own ideas • Learn by educating another • Rejuvenation of own “fire” • Personal skill development 	<ul style="list-style-type: none"> • Develops better minister (if coach is supervisor) • Opportunity to practice coaching skills • Knowledge have been of service
Value to the “other”	<ul style="list-style-type: none"> • General/specific growth and development • Assistance in pursuit of life dreams • Within an church community, assistance with mobility • Information sharing • Support by mature advocate • Holistic-oriented • Relationship development more long-term • Learning exchange benefits both partners 	<ul style="list-style-type: none"> • Ministry-specific growth • Assistance with goal development, then self-directed • Advice on ministry development • Mirror for goal accomplishment • Training-oriented • Learning benefits “other”

Mentoring Relationship

MENTOR:	PROTÉGÉ:
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BEGINNING DATE:	ENDING DATE:
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GOAL	ACCOMPLISHMENT	DATE BEGUN	DATE END

DATES OF ANTICIPATED MEETINGS:	DATE RELATIONSHIP COMPLETED:
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EVALUATION OF RELATIONSHIP BY MENTOR:	EVALUATION OF RELATIONSHIP BY PROTÉGÉ:
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Coaching Relationship

COACH:	EMPLOYEE:
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BEGINNING DATE:	ENDING DATE:
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GOAL	ACCOMPLISHMENT	DATE BEGUN	DATE END

DATES OF ANTICIPATED MEETINGS:	DATE RELATIONSHIP COMPLETED:
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EVALUATION OF RELATIONSHIP BY COACH:	EVALUATION OF RELATIONSHIP BY EMPLOYEE:
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