

Mentor – Mentee Protégé) Rough Draft – For Came To Believe (CTB) Retreats

Definition: “An experienced and trusted adviser.”

Mentor Experience: **Required**

Presently lead or retired leader of a Came to Believe Retreat

Mentor Experience: **Preferred**

Has a cooperative relationship with multiple (CTB) retreats

Developed or developing a team at own retreat

Possible recognized leadership outside of (CTB)

Mentor Qualifications:

Completed 1st nine steps and actively maintains steps 10 - 12

Recognized by Came to Believe Board

Mentor’s Strengths:

Ability to assist protégé into understanding their gifts and strengths

Sees the best in others, or desires to see others succeed

Creates success opportunities

Mentor identify your personal strengths: _____

Mentor identify your weaknesses: _____

Protégé’s Strengths:

Ability to describe help needed

Describe vision for CTB retreat

Protégé identify your personal strengths: _____

Protégé identify your weaknesses: _____

General Rules to Remember

Each mentee should be able to make progress toward meeting unique goals, and each mentor should be able to use his/her strengths. No two people will get the same benefits. Every mentoring relationship, structured or informal; senior, peer, or team should abide by a few simple rules:

1. Confidentiality

If you want to build a trusting relationship with your mentee, it is critical that you maintain confidentiality. If the mentee gives you permission to share information, this is not an issue. You must remember that anything you are told in confidence cannot be shared.

2. No-Fault End of Relationship

It is rare that people want to end a relationship. Try to resolve concerns and conflicts early on, so problems that can derail your progress don't have a chance to fester. If you do have to end the relationship, be professional and discuss the termination. It may be slightly uncomfortable, but it is important to honor and respect each other.

3. Participation in Monitoring and Evaluation Process

Mentors and mentees should create simple benchmarks for evaluating the success of your mentoring relationship. Check in with each other, and don't assume that if things are working for you, everything is fine with your mentor/mentee.

4. Who we all are

Initially the mentee should disclose if they have other people in their development process. If the mentor is comfortable with a multiple relationship, the mentor and mentee should discuss the reasons for the other people and what areas they are requested to be part of. If this process moves forward, the mentor should be granted the privilege of discussing the effects of the team arrangement as they progress. The mentor and mentee are encouraged to arrange a meeting with all involved and agree upon the terms of the relationship and the lines of communication.

Worksheet planner for retreat

Desired input from Mentor:

Preferred form(s) of communication _____

Preferred communication intervals _____

Comfort with impromptu communications and advice from mentor _____

Needed help with:

Choosing retreat site _____

Selecting speakers _____

Taking people through the steps _____

Registration _____

Promotion and marketing _____

Developing schedule _____

Sunday morning _____

Sunday Came to Believe _____

Post retreat Sunday prayer _____

Retreat opening _____ and closing remarks _____

Printed and recorded materials at retreat _____

Desired feedback from Protégé:

Agreed follow-up review timeline _____

Needed prayer items _____

Overview of progress _____

Additional worksheet if mentee has additional members

Who: _____ CTB Retreat experience: _____

Responsibility for this retreat: _____

Decision making without mentor/mentee agreement: _____

How will actions with mentee and this person be reported back to mentor? _____

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