

Mentors for CLPs and CLP Candidates

The Book of Order (G-14.0801d) stipulates that a minister of Word and Sacrament be assigned by Presbytery as a mentor and supervisor for each commissioned lay pastor. Albany Presbytery's responsibility for oversight of the commissioned lay pastor is handled by the Pastoral Care Subcommittee of the Committee on Ministry. The job description for the Commissioned Lay Pastor Task Force specifies that the task force is responsible for designing a system of supervision and mentoring for candidates.

1. The mentor should be a minister member of the Presbytery, other than the CLP's or candidate's pastor. No mentor should have responsibility for more than one CLP or candidate.
2. The mentor is assigned for three years (renewable) and is selected by the Pastoral Care Subcommittee, with input from the CLP or candidate and the CLP Task Force.
3. The mentor should be a good role model for the CLP or candidate. **For example**, the mentor should demonstrate the openness and caring that the CLP or candidate is expected to develop. The mentor should be approachable and non-judgmental, respecting confidentiality, **and demonstrate a healthy awareness of boundaries**.
4. The mentor should seek to help the CLP with perspective on tasks of ministry. This would include:
 - reviewing the CLP's responsibilities in the congregation/agency and successes or frustrations encountered
 - providing feedback on yearly goals the CLP has set for himself/herself
 - offering resources for addressing challenges the CLP faces
5. The mentor should encourage the CLP's or candidate's participation in the Commissioned Pastors Formation Group. The Formation Group, a context for professional and spiritual formation, will provide instruction in a number of areas, including leadership and administration, conflict management, evangelism, stewardship, and professional ethics.
6. The mentor should meet face-to-face with the CLP or candidate regularly, at least once each quarter **the first year and annually thereafter**. CLPs or candidates **who preach regularly are** expected to supply a sermon **recording** quarterly **during the first year in order to receive** feedback from the mentor. If the CLP or candidate has not contacted the mentor in **the first** three months **of the first year**, the mentor should initiate contact. The Pastoral Care Subcommittee or the Dean should be contacted if this problem persists.
7. The mentor should report to the Subcommittee on Pastoral Care at least annually on the overall progress of the CLP or candidate.
8. The Subcommittee on Pastoral Care shall provide training for mentors and will review the effectiveness of the mentoring relationships annually.

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CLP Task Force
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