

Mentoring

If you are moving into your first incumbency in Newcastle Diocese, you may benefit from the experience of a mentor.

Your mentor is a more experienced minister to guide and support you through the first year in your new role.

He or she will support your learning and development especially at this time of changing role. Your mentor can give you lots of useful information and advice, dependant on your situation, as and a when issues arise.

Your mentor is an experienced clergy person who can pass on their knowledge, experience and information at this time of taking up a new role. They are someone other than your Area Dean or Archdeacon that you can turn to for wisdom and perspective, expertise or advice in your new situation.

Your mentor will be suggested by your Archdeacon and the arrangement will be made by the CMD officer.

If you are new to the Diocese you might like to speak to the CMD officer about being linked with a mentor.

Work Consultancy

Your Work Consultant will use a collaborative approach. (S)he will focus on your presenting issue, where change, review or assistance is needed for you to be more effective within your context.

Work Consultancy is;

- A peer relationship
- Not part of a formal accountability process
- Linked to your own priorities and goals
- Determined in scope by the individual
- A continuing relationship, the length of which is determined by the two parties.

The aims of the Work Consultancy scheme are:

- To provide an opportunity to reflect upon your ministry
- To provide encouragement and support
- An opportunity to appraise your own strengths and weaknesses
- A means to help you plan, implement, and evaluate your aims and objectives.
- A means to help you identify your needs for further learning and development.

Coaching

Coaches are available to work with you on your personal learning. Coaching enables you to learn and develop by asking powerful questions.

The aim of coaching is to unlock your potential to maximise your performance, especially when you feel 'blocked'. Along the way you will develop your skills to achieve your personal objectives.

Coaching is very much future-oriented and pragmatic. It is not to be confused with counselling and a good coach will know when to suggest that there are prior issues to be dealt with through that kind of methodology. Nor is it work consultancy as it is for a limited period and the coach may not, in fact, know much about the overall 'job' that you do. However, coaching can be like a bus journey with those being coached discovering their need for, say, a particular bit of training or maybe some counselling before the process resumes.

People will have coaching for different reasons. Some to help them with a major new challenge, some to help them refocus after a time of stress, some to help them function even better or prepare for a more senior role in the future.

Unlike Mentoring and Work Consultancy which are provided in-house by clergy and lay people who work in a voluntary capacity, the diocese pays for coaching from Project North East. There are a limited number of coaching spaces available in any one year. Normally, the CMD budget will fund 6 sessions per person.

You already do so much to lead God's people to become more fully his church, a transforming presence wherever they are.

We want to support you to continue to do this now and into the future.

Please explore these options to:

- Increase your day-to-day capacity and wellbeing and so increase your job satisfaction
- Achieve positive outcomes in your parish and personal life resulting in realisation of your personal annual Ministerial Development Review objectives
- Build your resilience for current and future changes

If you haven't tried these approaches before please talk to someone who has, and if you have a positive experience please pass it on to your colleagues, or feedback to the CMD officer if it could have been better.

Access to Mentoring, Work Consultancy and Coaching

Please contact the CMD officer,
Revd Catherine Pickford on
c.pickford@newcastle.anglican.org
01670 785 606 (H) 07468604339 (M)

Other Support and Development

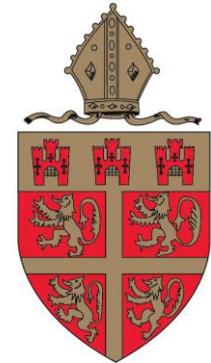
Other opportunities and support available for licenced clergy in Newcastle Diocese:

- Spiritual Direction
- Retreats
- Reflective Practice Groups
- Counselling
- Sabbaticals
- Women's Accompaniment in Ministry
- Self Supporting Ministers Steering Group
- Training Opportunities – Diocese and external courses

For details of who to contact for each of these resources, and for the forms for grant applications please see the Continuing Ministerial Development page of the diocesan website at:

www.newcastle.anglican.org/mission-and-ministry/continuing-ministerial-development.aspx

The Diocese of Newcastle



Support and Development for Clergy

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