**EM2 Review – Ministry Mentor Role Description**

The purpose of the EM2 Ministry Mentor is to:

* Provide pastoral support and practical advice in the first years of ministry at a local level, arranged by the Synod, until EM2 is complete
* Establish a process of reflection with the EM2 Minister, helping them to consider all the aspects of their work, including relationships, roles, responsibilities, spirituality and personal development as they continue on their journey of ministerial formation
* Encourage the use of the Learning Journal to help EM2 Minister incorporate personal reflection in a structured way and to use such reflection to indicate future learning needs
* Encourage good working practices with the EM2 Minister, including time and priority management, developing appropriate systems of support, continuing to read and keep theologically informed
* Help the EM2 Minister take full advantage of EM2, encouraging them to find training appropriate to personal needs and ministerial context

Role description

* able to make time
* open to new learning
* non-judgemental
* able to allow for other perspectives than their own
* able to challenge assumptions without creating conflict
* see the value of continuing professional development
* able to reflect theologically and apply this to the practice of ministry
* able to listen and mirror back what is said
* self-aware
* experienced in the church and thoughtful in their own faith
* Ministry Mentors are usually, though not always, experienced URC ministers, CRCWs or an experienced minister with a Certificate of Eligibility.

The duration of EM2 is normally 3 years.

The relationship and tasks carried out between each EM2 Ministry Mentor and each EM2 Minister will be different in each situation. The relationship needs to be built on trust and mutual respect, with a healthy mix of companionship and distance.

While the work in the place of ministry may well be discussed, the focus is on the role of the person in post and their experience of ministry

It may be however, that in rare circumstances such a key relationship does not always work. In order to prevent such a situation developing Synod EM2 Officers are asked to contact the EM2 Minister six months after the appointment of their EM2 Ministry Mentor in order to check with both parties if the relationship is working and, if necessary, seek a new appointment.