

OMA MENTORING PROGRAM

Purpose

To provide support and encouragement, accountability, and training to persons serving for the first time in an outdoor ministry position within the Church of the Brethren during their first three years.

Program Structure

1. A Mentor/Mentee relationship can be initiated in two ways. First, a camp or outdoor ministry center can request a Mentor to be assigned to new staff persons when they begin their duties. Second, the OMA Steering Committee (OMASC), after becoming aware of a new staff member, can make contact with a camp or outdoor ministry center and offer to assign a Mentor to them.
2. Once a request is received or the offer accepted, the OMASC will discern who a good Mentor might be and invite that person to serve. The OMASC will continue to work until a suitable Mentor agrees to serve.
3. The OMASC Chairperson will contact the Mentee to let them know who their Mentor will be and that they will be in touch soon. A copy of this Mentoring Program information sheet and the current OMA to Z document will be sent to both the Mentor and Mentee by the Chairperson.
4. After accepting the position, Mentors will carry the majority of the responsibilities for the program.
5. The OMA Steering Committee Chairperson will connect with Mentors and Mentees approximately six months after beginning the program to ensure that the relationship has been established and to identify any issues that need to be addressed.
6. Mentors and Mentees will be requested to complete an evaluation form at the 1 ½ year and 3 year marks to help assess the mentoring relationship and program.

Mentor Qualifications

1. Be a current, active member of the Outdoor Ministry Association.
2. Have served in a position similar to that of the Mentee for at least 3 years.
3. Willing to commit to a 3-year Mentor term and accept the Mentor Responsibilities.

Mentor Responsibilities

1. Within two weeks of agreeing to serve as a Mentor, make an initial contact with the Mentee to make introductions, provide an overview of the program, share contact information, and begin the relationship.
2. Maintain regular contact with the Mentee by phone, e-mail, or mail. (Regular contact is understood to be, minimally, monthly during the first year, every other month during the second year, and quarterly for the third year.)
3. Arrange an in-person visit with the Mentee during the first year, as feasibility allows. (This visit should, ideally, take place at the Mentee's camp; however, it could also happen at the OMA Annual Retreat, Annual Conference, the Mentor's camp, or another designated location.)
4. Be available and open to discuss questions, concerns, or issues from the Mentee related to outdoor ministry.
5. Encourage OMA membership for both the Mentee and their camp.
6. Invite Mentee to attend OMA events including the Annual Retreat, Luncheon and Insight Sessions at Annual Conference, and National Conference (every 3 years).
7. Share about professional growth opportunities available through OMA, including financial assistance from the Four Horseman Fund.
8. Promote participation in OMA programs including nominating persons for Staff and Volunteer Awards, submitting proposals for the Environmental Grant program, and recruiting young adults to apply for the Youth Peace Travel Team.
9. Assist in other areas of the OMA Mentoring Program as needed.