

2025-2026 BWIM Mentoring Cohort Covenant

Baptist Women in Ministry's mentoring program will provide new Baptist women ministers an opportunity to participate in 18 months of intentional mentoring with a group of their peers. The groups will be led by an experienced Baptist woman in ministry, and each mentee will be a Baptist woman who has served in her current area of ministry for less than three years. These mentoring groups will serve as communities of support, encouragement, and guidance.

Participants of the BWIM Mentoring Cohort make an 18-month commitment to learn from and engage with their mentor and their group. The ultimate goal of the BWIM mentoring program is to offer new ministers support, encouragement, guidance, and resources, through personalized mentoring and reflective learning, in order to help them shape a healthy model for their ministry. The task of providing nurture and support for new ministers requires focused commitment from all involved. The foundation of the groups will be a partnership between BWIM, the mentor, and the mentees.

Baptist Women in Ministry will:

- Provide the mentors with curriculum, resources, and support to help them facilitate their groups
- Provide each mentee with six 30-minute coaching or spiritual direction sessions over the 18 month period to be scheduled **as requested**.
- Provide retreats for all participants.
- Underwrite retreat costs for up to two retreats for all participants and provide up to \$5,000 for a self-planned retreat for each group
- Underwrite retreat travel costs for all participants
- Provide a stipend for mentors in the amount of \$1,200/year
- Provide each group with up to \$1,000 for resources such as books or webinars
- Offer support by consistently communicating with each mentor
- Provide Zoom platform for group online meeting use

The Mentor will:

- Attend a Zoom training with BWIM staff and other mentors in December 2024

- Host and facilitate **monthly** group meetings lasting from sixty to ninety minutes beginning in January 2025
- Provide intentional, focused support for the mentees, as they navigate their new roles in ministry during the group meetings
- Set clear and appropriate boundaries
- Select appropriate content for meetings, with input from the group
- Provide periodic feedback and assessment as requested by BWIM staff
- Attend retreats for all participants and guide the planning of an additional retreat for her particular group. The first retreat will be held January 27-29, 2025, in Stoneville, North Carolina (near Greensboro, NC). The small group retreat should be planned by the group before the end of the program in 2026.
- BWIM will host a closing virtual retreat for all participants or offer other resources.

The Mentee will:

- Commit to and actively participate in *each monthly* meeting
- Provide input to the group's content and direction
- Utilize resources as provided, including up to six 30-minute coaching or spiritual direction sessions. Mentees will be responsible for taking initiative to schedule coaching sessions as they desire.
- Pledge to respectful dialogue, supportive conversation, and kind-hearted encouragement of other cohort members
- Provide periodic feedback and assessment as requested by BWIM staff
- Attend retreat for all participants and an additional retreat for their particular group. The first retreat is mandatory and will be held January 27-29, 2025, in Stoneville, North Carolina (near Greensboro, NC). The small group retreat should be planned by the group before the end of the program in 2026.
- Arrange travel to and from retreats and provide documentation to BWIM for reimbursement

Benefits

- Intentional mentoring from an experienced minister

- An 18- month long community of support, encouragement, and guidance
- Resources to help shape a healthy and effective model of ministry
- Restful, renewing retreats with the 2025-2026 mentoring cohort and their smaller group

Expectations

- Participants must be affiliated with a Baptist denomination or fellowship
- Participants must be in the first three years of their current area of ministry
- Participants must commit to a monthly face-to-face or online meetings with their mentoring group
- Participants are required to attend cohort retreats, the first scheduled for January 27-29, 2025, and one retreat with their mentoring group to be planned in 2026 and held before the end of the program in 2026.

I have read the above 2025-2026 Mentoring Program Cohort Covenant and understand the expectations and requirements of the program.