



# *The Roles of COACH, MENTOR and TFR*

In order to deliver our vision to mobilise mission volunteers across the Eurasia Region of the Church of the Nazarene M+Power will rely on three helpers for each volunteer:

- 1. The Coach** lives near the Service Site in the host country where the volunteer will serve. They will be part of the welcoming team and initially will have weekly conversations with the volunteer.
- 2. The Mentor.** The volunteer and the mentor will have monthly Skype conversations. The mentor lives in the sending field, but has experienced ministry in a cross-cultural setting. Mentors with M+Power will be subject to a training process approved by the Eurasia Region.
- 3. The Task Force Representative (TFR)** is a member of the Eurasia Mobilization Task Force. The TFR will have responsibility for a geographical area, and will assist candidates from their area in the process of becoming missionary volunteers.

**The COACH** is appointed by the DS or FSC of the host culture, and is accountable to them. They are responsible to

- Make welcome and initial housing arrangements.
- In partnership with the Service Site Leaders they will give orientation into the host culture, the ministry setting, and the assignment role and functions required.
- Offer practical guidance in coping with life on placement (eg: language study, local customs, shopping and transportation).
- Help the volunteer in the development of needed skills aptitudes and abilities.
- Continue to give local support as the volunteer missionary adjusts to the ministry setting. Coaches will be asked to hold a weekly meeting with the volunteer for at least the first two to three months after deployment, and then biweekly. They shall however seek to be available to meet at any time at the request of the volunteer or the ministry leader.
- The coach will complete an evaluation form after 3 months, 6 months and 1 year, and discuss this with the volunteer. The evaluation form will be sent to the host FSC, the mentor, the TFR, the RPC and the M+Power director.

**A MENTOR** relationship is a requirement for all Volunteer Missionaries and is set in place by the M+Power Director, in consultation with others.

The Mentor will work in 4 vital areas:

1. Most important of these is to help the mentee to grow in a discipling relationship with Jesus, and a deepening life in the Spirit.
  2. Second is the self-acceptance of who the individual is in terms of identity, aptitudes and abilities.
  3. Third is the range of relationships of trust within a team as each one learns to appreciate the others and the partnership they share through complementary roles.
  4. Lastly comes an understanding of the group to whom the volunteer is called to minister, recognising the image of God in each person, and the possibility of helping them in their journey into salvation and holiness.
- A Mentor's input in these four areas is to help the missionary volunteer uncover and resolve areas where there is room for spiritual growth and effectiveness in service. They will encourage their mentees during times of conflict or uncertainty, and offer resources for growth in Christian character. Mentors will endeavor to keep within their remit as outlined in this leaflet, referring the volunteer missionary to their Coach when asked for an opinion on a method or process from the ministry context.
  - The Mentoring relationship is one of mutual learning, and will include challenges to the mentor to live in the fullness and grace of God.
  - The assigned Mentor will meet with the volunteer on a monthly basis from the time that a relationship is established and until the volunteer has been on location for six months. Thereafter the frequency will be adjusted to suit the situation, but should be at least 3-monthly. Exchanges between the mentor and the volunteer are covered by a covenant of trust and confidentiality. No formal reports will be filed by the mentor with M+Power, other than the dates when meetings have taken place, and their sense as to whether the volunteer is in a good fit and has a learning attitude. Should a concern arise that cannot be resolved in the mentoring relationship, the Mentor will seek the volunteer's approval for a discussion with the coach or the M+Power director, with or without the volunteer's participation.
  - When a Mentor or volunteer requests, the M+Power Director or FSC will investigate, and may make a change to the assigned mentor relationship.

**The TASK FORCE COORDINATOR** is assigned by the Region and is accountable to the Director of M+Power. Their focus is to communicate with volunteer missionary candidates from their assigned field(s) to

1. Investigate each candidate's call to ministry, and to assist them in discovering their place of service in the Kingdom, wherever that might be.
2. Help them to discover their personal ministry skills and leanings.
3. Guide them in understanding the purpose and opportunities of a range of service sites with M+Power, and
4. Lead them through the application process, preparing and qualifying the candidate for formal assessment at a Eurasia Mission Orientation (EMO).
5. Collaborate with the M+Power Task Force in issuing an invitation to an EMO, ensuring travel plans are set in place.
6. Assist the assigned Service Site team in determining appropriate options for their placement, and assisting in the volunteer's preparation for their deployment, working towards the time of arrival at their missionary assignment.
7. The TFR of the sending field shall communicate with the FSC, Mentor, Coach and Service Site Director times for the periodic assessment of each volunteer. The TFR shall chair conference calls, and ensure that a summary consensus report is filed with M+Power Director, with copies sent to the volunteer, the Regional Personnel Coordinator and the host FSC.

**The VALUES** that are vital to Task Force Coordinators, Mentors, Coaches and Volunteers characterize our commitment to the growth of both individuals in the relationship. As Coaches and Mentors we will sacrifice ourselves to those we serve to the extent that we prioritise preparation and time to lift the volunteer to a higher level of personal balance and effective ministry. Thus we will be examples of these values, both in our personal lives and in our teaching and mentoring.

1. **Honesty:** We will speak the truth in love and gentleness.
2. **Confidentially:** Issues and concerns will not be shared outside this relationship without permission.
3. **Vulnerability:** We will openly share both life and ministry issues with each other.
4. **Punctuality:** We will be prompt for all appointments and calls in respect of each other.
5. **Preparedness:** We will prepare questions in advance of each appointment.
6. **Initiative:** We will contact each other about scheduling conflicts and the need to reschedule with as much notice as possible (24 hours minimum).
7. **Prayerfulness:** We will support one another regularly in prayer and will pray together as we meet.