



Best Practices For Supervisors

- **Provide some initial orientation during the student's first few days at your congregation.** Providing a brief history of the church and reviewing a specific, yet flexible, job description are important parts of the orientation. Review the student's goal sheet during this time and feel free to offer suggestions and feedback. (More details about the goal sheet are listed below.) Do not forget to orient student to your congregation's pictorial directory and safe sanctuary/child protection policies, and introduce him or her to conference leadership.
- **Introduce the student to the congregation** during the first worship service after s/he arrives; briefly explain his/her role as an MIP participant, invite the congregation to see this as a learning experience for them and offer a blessing on the summer together. Often times, using a ritual can be meaningful (presenting student with the keys to the church office, or a coffee cup, etc., as a way of marking this transition).
- **Plan to meet with your student**, formally and informally, at least once per week to help develop your mentoring relationship and allow her/him to ask questions. When they are scheduled for a public aspect of ministry your role is to help assure a positive experience for them and everyone involved.
- **Tailor this experience to the student's interests and passions.** Care was taken during the placement process to ensure that students will be serving in a congregation where they can explore their particular interests; it's fine for them to focus in on a few specific areas of interest.
- **Be intentional about ending.** Just as you took care of introducing your student to the congregation at the beginning of the summer, be intentional about the ending and closure. Again, use of blessing, ritual and/or gift can often be very meaningful.

What Makes for a Good Mentor/Mentee Relationship?

- **The mentor/mentee relationship is key to the success of the program.** Talking and connecting with you will be important for the student to gain insight and have an intimate look into the structure of the church.

- **Encourage your student to talk, vent, process and celebrate with you.** Ask big questions such as: “What joys/challenges have you experienced so far?” and “What are you learning about yourself?” Give guidance, when appropriate.
- **Spend time practicing a spiritual discipline together and/or prayer.** These can often spark excellent conversations and/or deepen relationships. Allow your student the chance to minister to you! Students should be working on their prayer life during their MIP experience, especially regarding questions that arise related to vocation and faith. They should reserve regular time in their work schedule for prayer and Scripture reading.