

ForMission Mentors Code of Ethics

Mentors contracted by ForMission aspire to conduct themselves in a manner that reflects positively upon their Christian faith and the role of a mentor; are respectful of different approaches to mentoring; and recognize that they are also bound by applicable laws and regulations.

Part One: Definitions

Mentoring: Christian Mentoring is intentional partnering with others in a Spirit led and creative process that helps them to recognise what God is saying to them as they aspire to maximize their personal and professional potential.

Professional mentoring relationship: A professional mentoring relationship exists when mentoring includes a covenant, agreement or contract that defines the responsibilities of each party.

Mentoring covenant/contract/agreement: a negotiated and mutually agreed document that clearly establishes rights, roles, and responsibilities for both the mentor and the person being mentored.

Part Two: The Mentor and the Self

Personal Growth

Mentors assume responsibility for their own personal growth by:

- receiving some form of mentoring themselves
- following personal and communal spiritual practices and disciplines.

Professional development

Mentors engage in ongoing formation and continuing education through one of more of the following ways: relevant reading, seminars, formal education, seeking feedback on their mentoring, and through reflection on their own experiences of being mentored and of mentoring.

Personal health

Mentors meet their needs outside their mentoring relationships in a variety of ways, especially by:

- self-care, wisely balancing time for spiritual practices, work, leisure, family, and personal relationships
- recognizing and addressing the difficulties multiple roles or relationships pose to the effectiveness or clarity of their mentoring relationships
- removing themselves from any situation that compromises the integrity of the mentoring relationship.

Limitations

Mentors recognize the limits of:

- energy by restricting the number of mentorees
- attentiveness by appropriate spacing of meetings with mentorees
- competence by referring mentorees to other appropriately qualified persons when necessary.

Part Three: Ethical Conduct in Mentoring Relationships

Section 1: Conduct at Large

As a mentor:

- 1) I will not knowingly make any public statement that is untrue or misleading about what I offer as a mentor or make false claims in any written documents relating to mentoring or my credentials or the ForMission Mentoring Service.
- 2) I will accurately identify my mentoring qualifications, expertise, experience and certifications.
- 3) I will recognize and honour the efforts and contributions of others and not misrepresent them as my own. I understand that violating this standard may leave me subject to legal remedy by a third party.
- 4) I will at all times strive to recognize personal issues that may impair, conflict or interfere with my mentoring or my mentoring relationships. Whenever the facts and circumstances necessitate, I will promptly seek professional assistance and determine the action to be taken, including whether it is appropriate to suspend or terminate my mentoring relationship(s).
- 5) I will conduct myself in accordance with the ForMission Code of Ethics in all mentor training, mentoring and mentor supervisory activities.
- 6) If I should conduct and report research I will do so with competence, honesty and within recognized scientific standards and applicable subject guidelines. My research will be carried out with the necessary consent and approval of those involved and with an approach that will protect participants from any potential harm. All research efforts will be performed in a manner that complies with all the applicable laws of the country in which the research is conducted.
- 7) I will maintain, store, and dispose of any records created during my mentoring in a manner that promotes confidentiality, security and privacy, and complies with any applicable laws and agreements.
- 8) I will use ForMission Mentoring Service contact information (email addresses, telephone numbers, etc.) only in the manner and to the extent authorized by ForMission.

Section 2: Conflicts of Interest

As a mentor:

- 9) I will seek to avoid conflicts of interest and potential conflicts of interest and openly disclose any such conflicts. I will offer to remove myself when such a conflict arises.
- 10) I will only barter for services, goods or other non-monetary remuneration when it will not impair the mentoring relationship.
- 11) I will not knowingly take any personal, professional or monetary advantage or benefit of the mentoring relationship, except by a form of compensation as agreed in the agreement or contract.

Section 3: Professional Conduct

As a mentor:

- 12) I will not knowingly mislead or make false claims about what my mentoree will receive from the mentoring process or from me as the mentor.
- 13) I will not give my prospective mentorees information or advice I know or believe to be misleading or false.
- 14) I will have clear agreements or contracts with my mentorees. I will honour all agreements or contracts made in the context of mentoring relationships.
- 15) I will carefully explain and strive to ensure that, prior to or at the initial meeting, my mentoree understands the nature of Christian mentoring, the nature and limits of confidentiality, financial arrangements, and any other terms of the mentoring agreement or contract.
- 16) I will be responsible for setting clear, appropriate, and culturally sensitive boundaries that govern any physical contact I may have with my mentorees.
- 17) I will not become sexually intimate with any of my current mentorees.
- 18) I will respect the mentoree's right to terminate the mentoring relationship at any point during the process, subject to the provisions of the agreement or contract. I will be alert to indications that the mentoree is no longer benefiting from our mentoring relationship.
- 19) I will encourage the mentoree to make a change if I believe they would be better served by another mentor, professional service or resource.

Section 4: Confidentiality and Privacy

As a mentor:

- 20) I will maintain the strictest levels of confidentiality with all mentoree information. I will have a clear agreement or contract before releasing information to another person, unless required by law.

- 21) I will have a clear agreement upon how mentoring information will be exchanged between mentor and mentoree.
- 22) When acting as a trainer of mentors, I will clarify confidentiality policies.
- 23) I will ensure that mentors associated with me, in a paid or volunteer capacity, also make clear agreements or contracts to adhere to the ForMission Mentors Code of Ethics.

Part Three: The ForMission Mentors Pledge of Ethics

As a mentor with the ForMission Mentoring Service, I acknowledge and agree to honour my ethical and legal obligations to those I mentor, colleagues and to the public at large. I pledge to comply with the ForMission Mentors Code of Ethics and to practice these standards with those whom I mentor.

If I breach this Pledge of Ethics or any part of the ForMission Mentors Code of Ethics, I agree that ForMission, in its sole discretion, may hold me accountable for so doing. I further agree that my accountability to the ForMission Mentoring Service for any breach may include sanctions, such as the discontinuance of my involvement with ForMission.

Signature

Print name

Date

This document has been adapted drawing on the International Coach Federation and Spiritual Directors International Ethical Guidelines