

# The Ipswich Buddhist Centre Volunteer Council

## Mentoring for Volunteers/Community members

### Outline

The purpose of this scheme is to look after all volunteers who help-out at the Centre. This means supporting them in their efforts to realise their personal aims and goals which have motivated them to volunteer at the Centre..

### How it Works

When a volunteer joins the Centre they will be linked to two people – one who offers supervision with their work, the other who offers mentoring and support.

Following a successful interview, a volunteer is invited to work at the Centre. They are notified by letter, at which point they are also offered the opportunity to join the mentoring scheme.

If they accept, a mentor is chosen (see below) and allocated to work with the volunteer for the duration of the agreement. ***The mentoring arrangement is expected to run formally for six months, but may be continued informally at the wish of both parties (Talk about this – jm)***

If either party is unhappy with the arrangement it can be terminated, and a new mentor selected by the manager and the volunteer.

### How Mentors are allocated

For some volunteers the choice of mentor may be clear, based on factors such as similar areas of work, an existing personal relationship, or the ability to offer help in specific areas.

If none of these apply, the volunteer is allocated to the next available mentor on the list (aiming to achieve a roughly equal workload).

### What a Mentor Does

A mentor is a more experienced meditator and Buddhist practitioner. They are a point of contact for:-

- Any questions and problems relating to working at the Centre.
- Deeper engagement with spiritual practice
- Deeper practice of spiritual friendship

They take the initiative and negotiate details of how, where, when and how often contact will take place. This may include regular meetings and ad hoc phone or email support. It is strongly recommended that the mentor keep records (in whatever way they choose) of the interactions.

### How a Mentor is trained

There will be induction sessions and support meetings for Mentors.

(We need to talk amongst ourselves to put more substance into this, the role is seen as being inspired by that of Mitra Convenor but it will be more 'ordinary' than that, and open to Mitras – some degree of Going for Refuge to the Three Jewels will be essential, some experience of going on retreat at one of our larger Retreat Centres)

There may be levels of Mentor – Meditation Mentoring will require a more experienced Order Member who is themselves in a mentoring relationship.