



Face to Face Ministries SCIO (Charity Number SC051358)

Mentoring and coaching new pastors in small and medium sized community churches

Impact Report

2022-2023

Our Mission and Vision



Our Mission

To provide face to face mentoring and coaching to pastors in their first 10 years of ministry

Our Vision

To see mentoring and coaching of church leaders become the norm in the Scottish Church

David Anderson



We have one employee, Rev. David Anderson. David is married and lives with his wife Janice in Currie. He was a church pastor for thirty years.

It was while he was a pastor at Carrubbers Christian Centre in Edinburgh that his aptitude and calling to mentor young Christian leaders became apparent. He started Face to Face part time in 2019 and moved to a full-time basis in February 2022.

Our Approach to Mentoring and Coaching



Mentoring:

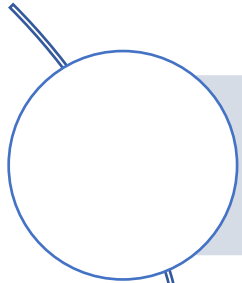
Relationship focused form of guidance, advice and help, that is conducted over a longer time period (at least 12 months).

Coaching:

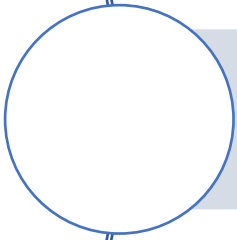
Structured training focused on skills development and improvement, that is conducted over a shorter time period.

Our Mentoring and Coaching are intentional, relational and, wherever possible, provided on site – face to face.

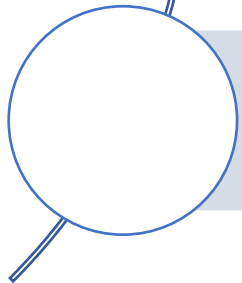
Why is it necessary?



There is ample academic literature on the risks of burnout, depression and other factors negatively affecting clergy and other Christian workers* and we believe that these risks can be significantly ameliorated by the provision of the type of support that we offer.



The church in the United Kingdom is changing. Whilst many parts of it are in decline, growth is often being seen in new and smaller churches which are often being led by younger pastors.



Thus, our goal is to focus on pastors in the first ten years of their ministry, to support them through those early years when they are growing and learning in real time as they minister to their congregations.

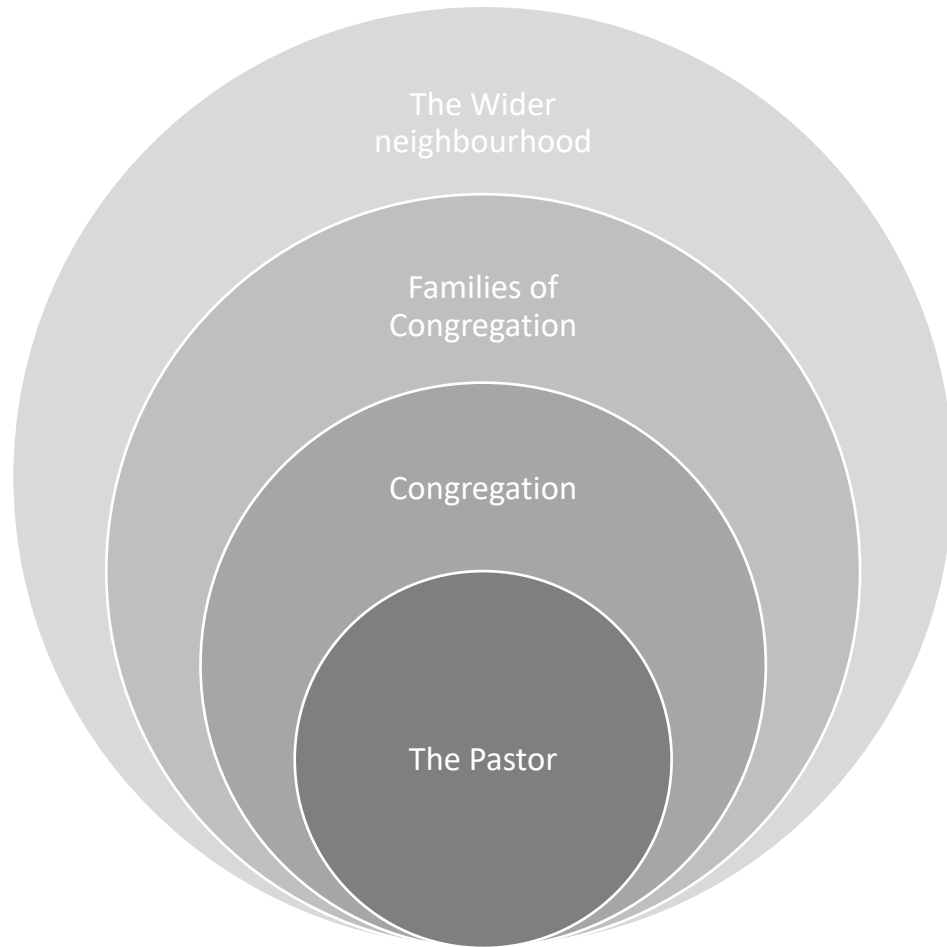
*(see for example the Church of Scotland's Resilience and Wellbeing in Ministry report:

https://www.churchofscotland.org.uk/_data/assets/pdf_file/0008/56825/Resilience_and_Wellbeing_in_Ministry_-_full_report.pdf. In

addition, the latest UK national ministry survey found only 31% of pastors receive mentoring and 93% find it useful. Of the other 69%, 50% would like to receive mentoring <https://nationalministrysurvey.org>

“I hope to see you soon, and we will talk face to face.” 3 Jn:14

Social Impact



- Our conviction is that, if a pastor is functioning well and in good mental and spiritual health, that will have a knock-on beneficial effect on others.
- As of March 2023, David was mentoring and coaching 25 Christian leaders (average 20 for the year). The average church role in their churches ranges from 10 to 200 with an average of 70.
- However, given the influential role a pastor has in both the church community and the wider community, supporting the pastor can have a multiplier effect which benefits a far wider group than simply the congregation.

Our Impact Study



- In the year to March 2023, David supported an average of 20 mentees in approximately 120 mentoring sessions and 40 follow up discussions.
- In August/September 2023 the trustees issued 24 questionnaires to active mentees to understand better what impact the charity is having – a 70% response rate was achieved.
- Respondents were asked about the key challenges they faced and how Face to Face helped them.
- A summary of the results follows.

Key Challenges Facing Mentees

Key findings were:

- Personal challenges with mental health and well-being along with significant ministry challenges stemming from a perceived lack of support for their ministry.
- Limited access to regular and dedicated one-to-one support from their networks (excluding Face to Face).
- New Pastors are often left to develop their own support networks and obtain mentoring from other church leaders who are also in full time leadership roles and lack the time (and mentoring expertise) to dedicate to the task.

Some Mentee Feedback:

“Consistent with life in an urban-priority area, pastoral situations tend to be both complicated and consequential. David helped me out of a wide range of difficult pastoral and congregational issues”.

“David’s support has been a lifeline. It’s hard to speculate, but I do have my doubts as to whether I’d have handled things as I have without his regular mentoring and coaching, or whether indeed I’d still be in leadership at our church”

“I have discussed a lot of relational and spiritual challenges in the church family, and also talked through personal, marital challenges, which I have found invaluable in very dark times”.

How did Face to Face Help Pastors?



Key findings were:

- Face to Face bridges the gap between the support pastors receive from wider networks (formal and informal) and the need for tailored and dedicated one-to-one mentorship.
- Respondents highlighted that one of the main advantages of the mentoring sessions is the provision of a safe environment for the mentees to:
 - Express concerns and formulate ideas for their ministry and
 - Equip them with the skills needed to navigate difficult and challenging circumstances in their ministry and personal lives. It helps them to thrive not just survive.

Some Mentee Feedback:

"David's support has been a lifeline..... At points I was ready to throw in the towel, and I'd drive down to meet David and he would faithfully listen and then speak into my situation with wisdom and discernment. His input each time has lifted my eyes from discouragement to see that being in ministry is not as idealistic... it is a spiritual battle, and would focus me back in on the things which I am called to do by God in His word".

"Hugely helpful to confide in a wise and independent counsellor with substantial experience of ministry. At least as valuable in current role as when a pastor."

The impact on wider congregation/ community



Key findings were:

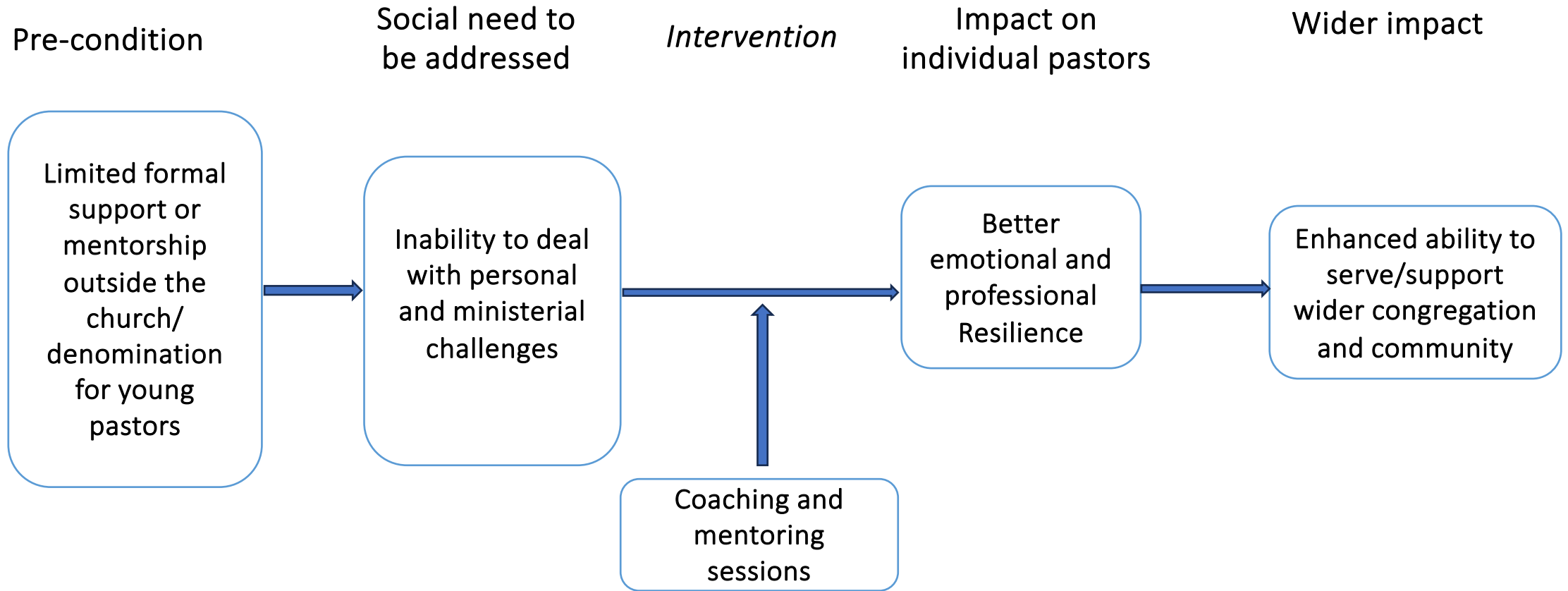
- Respondents highlighted the significant impact mentoring and coaching sessions had on their ability to serve their congregations through:
 - Enabling them to become more patient and confident in their ability to support and help different generations in the church.
 - Having a better understanding of congregation specific needs/challenges
 - How to navigate difficult situations that arises where formal training is absent
 - Finding best way to approach pastoral and theological challenges

Some Mentee Feedback:

“The mentoring sessions have helped me to have more patience with people, especially with older members of the church plant and to think through how best to care for them”.

“David’s sessions have given me confidence to lead more assertively. As a first-time pastor it is tempting to question whether you are overreacting to certain issues, and to know the best way to approach pastoral and theological challenges. David has often helped me weigh the right approach in pastoral ministry.”

Social Impact Map



“I hope to see you soon, and we will talk face to face.” 3 Jn:14

How are we Promoting the Vision?



The charity recognises the importance of spreading awareness of the need that pastors have for access to a mentor from outside their own church/denomination who has the time and experience to support them. We have done this through:

- Participating in four pastoral training and support conferences to speak about mentoring.
- David has had around 50 networking conversations over the course of the year.
- Engaging with key stakeholder within relevant denominations in parachurch organisations.

Our Governance and Staff



- Face to Face is a Scottish Charitable Incorporated Organisation, Charity Number SC051358.
- We have one employee – Rev. David Anderson
- We have three charity trustees:
 - David Whitmey (Chairman) who runs a number of businesses in Edinburgh
 - Duncan Minto (Treasurer) who is a chartered accountant
 - Douglas Whyte (Secretary) who is a retired solicitor

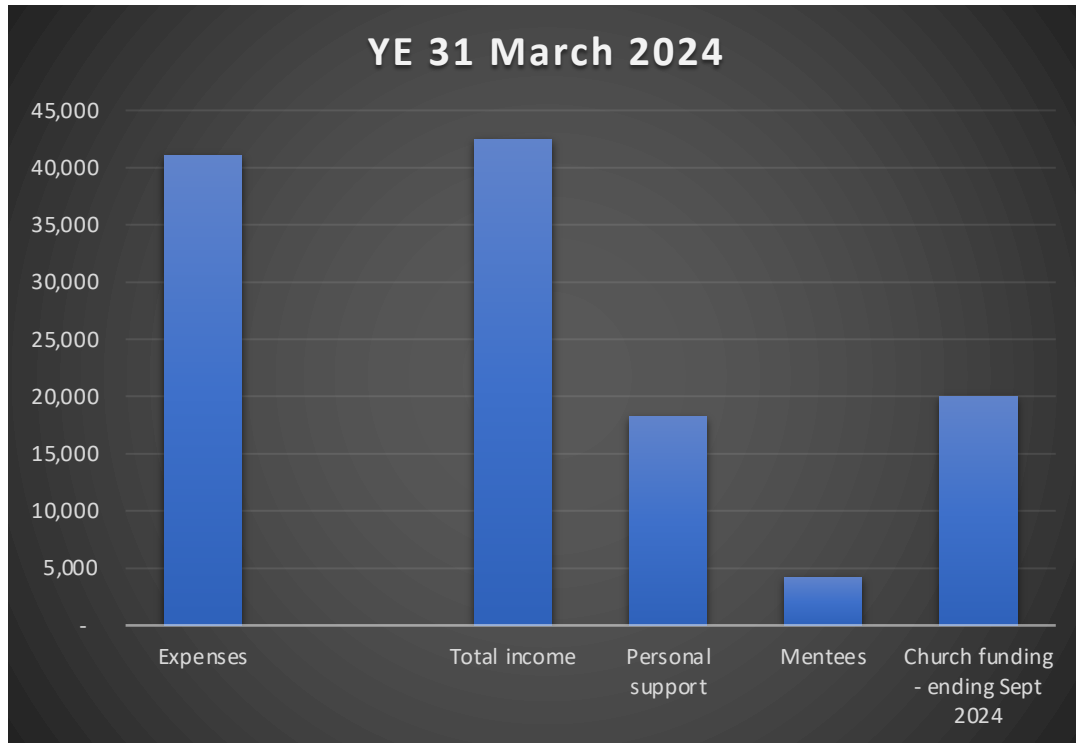
Our Council of Reference



We are privileged that the following individuals have agreed to serve on our Council of Reference:

- John MacKinnon, Director of Evangelism for The Word One to One and A Passion for Life.
- Craig Dyer, Training Director for the Christianity Explored Ministries.
- Trevor Archer, Director for Fellowship of Independent Evangelical Churches and an elder at The Globe Church in London.
- Neil McMillan, former Moderator of the Free Church of Scotland and pastor of Cornerstone church plant in Morningside.
- Andy Hunter, Scotland and North of England Director for Fellowship of Independent Evangelical Churches.
- David Meredith, Mission Director of the Free Church of Scotland.
- William Philip, Minister of The Tron Church in Glasgow and Chairman of Cornhill Scotland.

Our Funding



- During the financial year 2023-24, our total projected income will be £42,500 with expenditure of £41,100
- This is met with £22,500 from personal donors and the mentees themselves and annual funding of £20,000 as a donation from David's former church which will stop in the middle of next year.
- We will therefore have a deficit of £8,600 for the financial year 2024-25 and £18,600 for 2025-26 are seeking additional funding

Contact Us



- For Mentoring or Coaching requirements: David Anderson
(davidanderson@facetofacescotland.org)
- For help with Funding: Duncan Minto (Treasurer)
(duncanminto@facetofacescotland.org)
- For any other questions: David Whitmey (Chairman)
(davidwhitmey@facetofacescotland.org) or Douglas Whyte (Secretary)
(dougwhyte@facetofacescotland.org)
- For more information see our website
<https://www.facetofacescotland.org/>