



THE GUILD OF TEMPLE MUSICIANS MENTORING PROJECT

COVENANT AND GUIDELINES

Vision

Guild Cares: Make for Yourself a Teacher ([*Pirkei Avot 1:6*](#))

Finding a teacher whom you can trust to guide you is one of the most important keys to your growth as a musician working in Jewish spaces and as a person. Being such a teacher is a gift to the next generation.

Our goal is to match mentors and mentees in a mutually beneficial partnership designed to help each other come to a deeper understanding of their paths in healing the world--*Tikkun Olam*—through music. We do this to sustain the continuity of the Jewish people from one generation to the next—*L'dor Vador*. It is a sacred task.

The mentors have been carefully chosen for their expertise in cantorial work, directing choirs, accompanying, composing, singing-songwriting, or other skills. They have also been chosen for their abilities to be good listeners, empathic people, and good advisors.

We begin with a Covenant which the mentoring partners make with each other.

Covenant

As a participant in the Guild of Temple Musicians Mentoring Project, I make the following promises to my mentoring partner:

- As a mentee, I promise that I will listen with respect, be open to my mentor's questions and suggestions, and work with my mentor to grow my ability to help the congregations and audiences I work with to enrich their spiritual lives through music.
- As a mentor, I will do my best to help my mentees negotiate this period of their professional lives. I will listen with compassion, ask questions, share ideas, offer encouragement, and challenge my mentees to think more deeply about the choices they can make.
- I will maintain the confidentiality of what is said in our meetings. I will not share what I hear in the sessions except with the express permission of my mentoring partner.

Our aim is to provide a safe space for you to be able to share what's happening in your professional life. Your mentor will not share what is said unless you agree to allow the mentor to consult with others in order to help you with a specific issue.

On the other hand, you need to be able to share what's discussed with your life partner or trusted friend, and that is allowable with the permission of your mentor. You should not, however, quote something your mentor said as part of a negotiation. You need to protect your mentor and the Guild.

Guidelines

- At your first meeting, take some time to get to know each other, and then go over the Covenant and Guidelines.
- Schedule all three of your meetings with your mentor in advance at your first meeting, put them in your calendar and set reminders for yourself and your mentor.
- Agree in advance on the parameters for contacting your mentor at times other than your scheduled meetings, especially in case of an emergency.
- Keep the meetings to no more than an hour. You may need less, but you should not go longer unless dealing with a crisis. Respect each other's time.
- Keep the relationship professional rather than personal. The goal, during the mentoring period, is for the mentor to be helpful, not to become a close friend.
- Be open with your mentor, and listen carefully to their responses. They will not tell you what to do, but they will ask you to think about your choices and explore alternatives.
- Your mentor is a musician, not a lawyer or a therapist. They will know if your issues require assistance which they cannot provide and may advise you to seek professional help.
- At the end of each meeting, discuss what you and your mentor may share with others and what should remain confidential.

Questions for Exploration

Explore the following questions with your mentor. Choose the ones that are appropriate to your situation:

How is your career going?

How are you handling the balance of your personal and professional life?

If you are working with synagogues:

- How is your relationship with clergy (including the cantor if applicable) and senior staff?
Are you respected and acknowledged?
- How is your relationship with lay leaders?
- How is your relationship with the congregation?
- How is your relationship with your choirs and other ensembles?
- Is there a formal review system in place for you?

If you are an independent musician:

- How do you go about finding Jewish gigs and how is that going for you?
- Do you work in non-Jewish settings and how is that going?

What support systems have you put in place for yourself?

How has your family responded to the pressures of your work?

What goals have you set for yourself?

Have there been any things that have taken you by surprise?

Is there anything specific that the mentor can help you with?

Evaluation

At the end of the 6-month mentoring period, the Mentoring Committee will contact you to see how it went. Thank you so much for your participation in the GTM Mentoring Project!

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Guild Cares: Helping Each Other, One Breath at a Time