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ENABLING YOUNG PEOPLE TO BECOME PIONEERS OF CHANGE

MENTOR GUIDE

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Defining...

MENTORING



Scripture hosts a myriad of examples of mentoring:

- Jesus and his disciples
- Paul and Timothy
- Elijah and Elisha
- Moses and Joshua
- Barnabas and Paul
- Naomi and Ruth
- Jethro and Moses
- Deborah and Barak

Although the word "mentoring" might not be found in Scripture, the above examples, and others, paint a picture of what mentoring can look like - setting a Biblical precedent for one-on-one, intentional relationships with a focus on personal and spiritual development.

A number of contemporary understandings of "mentoring" exist, leaving some confusion regarding what mentoring is. We have found the following definition from John Mallison helpful in understanding Christian mentoring:

"Mentoring is a dynamic, intentional relationship of trust, in which one person (mentor) enables another (mentee) by sharing their God-given experience and resources to maximise the grace of God in their life, and in the service of God's Kingdom purposes."

Over the following pages, we will unpack this definition...

“Mentoring is a dynamic, intentional relationship of trust”

Mentors and mentees must develop a “relationship of trust”, from where the mentor is able to speak into the mentee’s life. As with any other relationship, this will take time and effort. We’d encourage mentors to find ways to intentionally build relationship - whether that is doing something practical together or meeting for a coffee.

We believe that mentoring is powerful, and can make a real difference to the lives of both the mentor and mentee. However, to be “dynamic”, mentoring must be intentional. This relationship is not about “just” meeting for a coffee, or aimlessly meeting and chatting, but about intentionally seeking the development of another.

We recommend using the resources in this guide to help make your meetings more intentional. We encourage everyone to work through them at a reasonable pace, and not to give up at the first hurdle.

“in which one person (mentor) enables another (mentee) by sharing their God given experience and resources”

Mentoring is about “enabling” - not just giving answers or opinions, but helping the mentee to develop by asking questions, prayer, Bible study and listening more than speaking.

We want to recognise and affirm that God has given us all experience and resources which we can share to mentor others. Please be encouraged by knowing that God has already equipped you for this role by way of your experience. There will be more to learn, and support where needed, but be confident in sharing your own experience and resources.

“to maximise the grace of God in their life, and in the service of God’s Kingdom purposes.”

Finally, mentoring is about helping the mentee to make the most of what God is doing in and through them. You have an immense privilege as a mentor to be alongside them, encouraging them, and helping them pursue God’s calling on their life.

MENTORING DYNAMICS

Each mentoring session may look different, but some key points to include are:

Praying Together

Catching up on how their week has been

Time in reflection
(on their week, or the resource)

Setting Goals

Bible Study

Plan next meeting
(put a date in the diary)

The grid below has been added as a reminder of what mentoring should and shouldn't involve. It is wise in any mentoring relationship to consider healthy boundaries and our limitations. It may be that during your mentoring your mentee might need signposting to someone else in a specific area.

Always involves:

» Intentionality
» Development
» Listening
» Reflection
» Direction
» Friendship and Trust

Sometimes involves:

» Parenting
» Coaching
» Apprenticeship
» Counselling

It is never:

» All about you!
» You playing God!

Getting started...

BEGINNING MENTORING

On the following pages you will find a number of questions that we hope will be a helpful resource for you as you help your young person to grow in faith, character, and leadership potential. Don't forget that silence can be a powerful tool, and is not something we should be afraid of.







As we go through the mentoring process, we hope that you will hold this in mind about your Young Person:

"I believe that you are a person of influence: that you have unique opportunities to make a credible difference where you are."

Our prayer for you is that you will be encouraged as you see the next generation of leaders rise up and take their place. Thank you for your time and commitment, and don't hesitate to get in touch if you have any issues! – We would love to hear your story!

START-UP QUESTIONS

These questions may be helpful in starting to build a new relationship at the beginning of your mentoring journey. Feel free to pick and choose – you don't need to use them all.

Think through your life up to this point and list the things which have helped to make you the person that you are today.

What aspects of your work/ school/ college do you really enjoy?

What aspects of your work/ school/ college are you finding difficult at the moment?

Where would you like to be in five years time and ten years time?

Apart from God who or what is the most important aspect of your life at the moment?

What would you like to get from the mentoring sessions?

List any issues that you would like to talk through; it can be anything you want.

Here's a selection of questions that you are welcome to add into your mentoring session to help start a discussion...

- Tell me the 5 best things about you?
- If you were trapped on a deserted island and could pick on famous person to be with, who would it be?
- Which of your friends do you like the most? Why?
- What profession do you want to be when you're older?
- Who was the best teacher you ever had? Tell me why?
- What time of the day would like to be alone, and why?
- If you could change 3 things about yourself, what would they be?
- What are the qualities that make a good friend?
- Name 2 things we should do for a fun activity?
- If you could visit any place in the world, where would it be?
- What have you done that you are most proud of?
- Tell me 3 things you remember about Primary School?
- Do you think it's bad, okay, or good for guys to cry at movies? Why?
- Have you ever had a dream that really scared you? What was it about?
- Tell me about your favourite movie of all time and why you like it so much.
- Do you feel you are as intelligent as most of your friends? Why or why not?
- Have you ever gotten really lost? If so, tell me about it. How did you feel?
- What are the first 3 things you would do if you were elected Prime Minister?
- If you could trade lives with somebody you know, who would it be?
- What would you do if you were invisible for a day?
- If you could give £1 million to a particular charity, which would you pick?
- Who do you think you are most like in your family? Why?
- What is the most enjoyable thing your family has done together in the last three years?

LISTENING SKILLS

"If I were to summarise in one sentence the single most important principle I have learned in the field of interpersonal relations, it would be this: seek first to understand, then to be understood."
Stephen Covey

Active Listening

Active listening involves listening with all senses. As well as giving full attention to the person speaking, it is important that the 'active listener' is also 'seen' to be listening - otherwise the person speaking may conclude that what they are talking about is uninteresting to the listener.

Extra interest can be given to the speaker by using both verbal and non-verbal messages such as maintaining eye contact, nodding your head and smiling, agreeing by saying 'Yes' or simply 'Mmm hmm' to encourage them to continue. By providing this 'feedback' the person speaking will usually feel more at ease and therefore communicate more easily, openly and honestly.

Global/Empathetic Listening

Global or empathetic listening, is not about agreeing with somebody. It's about understanding them emotionally, as well as intellectually. It is listening until the person speaking feels understood. It's listening with your eyes, your ears, and your heart. You are also listening for feelings and meaning. We are also listening to God.

Four keys to empathic listening:

1. Mimic/Mirror the content: repeat what the other just said. This makes sure that you are listening and that the other person knows it.

2. Rephrase the content: tell the same story, but in your own words. You do not only show that you are listening, but also that you understand what the other is (literally) saying.

3. Reflect on feelings: focus on the emotions that lie behind what is told, not on the words that try to express these emotions;

4. Rephrase the content and reflect the feeling: this is a combination of the second and third form of empathic listening. It shows that you are really listening and understanding what message lies behind the words.



What am I frustrated about?

What am I happy about?

What am I sad about?

What am I anxious about?

SMART GOALS

Step 1: Make it specific

What do you actually want to achieve? For example, "Get closer to God" is vague. What exactly does that look like?

Specific: "I want to know my Bible better than I do now or I want to consistently spend more time regularly in prayer".

» It helps if: You can picture it clearly.

Step 2: Make it measurable

How precisely will you know when you've reached your goal?

Measurable: I'll read the whole Bible this year.

» It helps if: There's an objective, defined point

Step 3: Make it achievable

Here you run a reality check. Are you prepared to make the commitment your goal will take? If you currently aren't reading the Bible every day will you realistically be able to read 3-4 chapters everyday?

Achievable: Spend 10 minutes every day reading part of the Bible.

» It helps if: Your goal and your commitment level are well matched.

Step 4: Make it relevant

Make your goal 'relevant' to your life and other priorities. If it's a 'should' inherited from someone else or out-of-date thinking, ditch or revise it. For instance, if someone else thinks your goal should be to become an expert in theology but you don't enjoy academic study very much. Make it relevant to you or you'll run out of steam early on.

Relevant: I will understand the big story of the Bible better.

» It helps if: You aren't fighting with yourself to reach your objective

Step 5: Make it time-framed

What's a reasonable date for achieving your goal? Strike a balance between being so ambitious you never expect to succeed and aiming so low you lack incentive to try. You can tweak the date as you make progress.

Time-framed: I will be reading my Bible each day by next month.

» It helps if: The time-frame is close enough to energize you (sometimes you need a series of sub-goals)

To really boost your likelihood of reaching that outcome, here are some extra questions to ask yourself during goal-setting activities. These move you from planning and strategising to action.

What resources do you need?

Make a list of all the things, people and information you need to achieve your objective:

- Ask Sally to be my goal buddy
- Download the Bible app and start a Bible plan/devotional

What needs to be scheduled in your diary?

Most goals need time and activities – make sure you have these allocated in your diary:

- Schedule 10-15 minutes at the start of each day to read your Bible
- Set a reminder on your phone or trigger notifications on the Bible app

What are the important milestone?

It helps keep up your motivation if you mark your progress along the way with rewards. Start by deciding which milestones to reward:

- Reading the Bible 3 times a week, every other day and every day

What rewards will you give yourself for reaching those milestones?

Next, choose your rewards:

- Reading 3 times a week – Go to a Café.
- Reading every day – Get your favourite takeaway

Follow these steps and you'll be well on your way to achieving your goal!



HOLISTIC MENTORING

Mentoring needs to have a holistic approach. The following questions focus on the young person's personal, spiritual, and physical development. These questions aren't supposed to be all encompassing, but should help begin conversations that focus on holistic development.

Personal

How are you/how have you been personally?

- Family
- Finance
- Life in general
- Struggles/Concerns
- Highs/Lows
- Relationships

Goals & Prayer

- What short-term goals you would like to set?
- What longer-term goals you would like to set?
- Have you achieved any goals that have been set?
- Do you have any prayer areas?

Spiritual

How are you/how have you been spiritually?

- What does your daily time with God look like?
- What has God been saying to you over the past week?
- What are you reading (or listening to) in your Bible?
- What have you been praying for/ about?

Goals & Prayer

- What short-term goals you would like to set?
- What longer-term goals you would like to set?
- Have you achieved any goals that have been set?
- Do you have any prayer areas?

How should I use these questions?

Feel free to use these questions however you like!

You might want to select one or two questions from each area to ask in a mentoring session. Alternatively, you could take three sessions, looking at one area each time.

Physical

How are you/how have you been physically?

- How are you looking after yourself? – Eating, Exercising, being outside, etc.
- How would you describe your eating habits?
- How much exercise do you get each day?
- How do you feel about yourself?

Goals & Prayer

- What short-term goals you would like to set?
- What longer-term goals you would like to set?
- Have you achieved any goals that have been set?
- Do you have any prayer areas?







Going Deeper...

THE JOHARI WINDOW

Open Things about you that you know and everyone else knows too.	**Blind Spot** Things about you that you DON'T know but everyone else does
Secret Things about you that you know but no one else does.	**Unknown** Things about you that you don't know and no one else does either.

ASK
Get feedback on your weaknesses and blindspots.

TELL
Be open about your failings and weaknesses, thoughts and feelings.

DISCOVER
Share experiences as you journey and work with others.

Going Deeper...

STICKY FAITH

The Fuller Youth Institute in the USA has carried out extensive research (the 'Sticky Faith' project) into why up to 50% of teenagers in US churches give up on faith before reaching adulthood. They found two important reasons were:

1. Misunderstanding about what it means to be a Christian. Many teens equated being a Christian to just doing good works; they didn't understand it is about belief, faith and trust.

2. Misunderstanding about the Christian Gospel. Many teens thought the Gospel was only about how sin is dealt with on the 'outside'; they didn't understand it is about inner transformation.

In addition to a clear understanding about the above two points, Fuller Youth Institute discovered five things that together seem to provide teens with the best foundation for faith to grow and become established:

- Teens wanted more time to find out how to apply the Bible to everyday life, discuss difficult issues and find answers to their own doubts.

- Involvement in (participation and helping to run) all-age worship is more consistently linked with mature faith than any other church-based activity.

- The more teenagers serve and build relationships with younger children, the more likely it is that their own faith will stick.

- Teens in the survey said that the best way they felt welcomed was when the congregation showed a real and genuine interest in them.

- When churches develop 'Sticky Webs' (where at least five adults of all ages speak into the lives of every young person) then faith seems to thrive. Teenagers said they wanted MORE interaction with adults, not less!

SWYM
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TAG | Transforming a Generation

Important Links

TAG Online Learning Platform:
www.tag.swym.org.uk

South West Youth Ministries
www.swym.org.uk

Safeguarding advice
www.thirtyoneeight.org