



**Christian Association
of Youth Mentoring**



First Steps

**Starting a
mentoring ministry**



A faithful mentor for every youth

Welcome

Mentoring ministry is a calling. It may seem fairly new due to the emphasis on mentoring in government, schools and many agencies, but mentoring is ancient, especially in the church. Jesus set the example for us as he walked with his disciples. Centuries later believers are still following his example. As a result, most Christians can point to at least one person who served as a mentor by caring enough to invest in their life.

First Steps is designed to guide you through the process of starting a mentoring ministry in your church or through a nonprofit organization. As you will see, this is an endeavor that takes teamwork. Since 2005, we have seen hundreds of mentoring ministries start under the leadership of pastors, nonprofit leaders as well as lay church leaders.

The **Christian Association of Youth Mentoring** (CAYM) helps in three ways:

- **Design:** Our staff will help you develop a plan that will enable you to effectively mentor the kids and families you feel called to reach.
- **Implementation:** CAYM's *Core Training* gives you the knowledge and tools to start and sustain a safe and effective mentoring ministry. After the training, we will match you with an experienced coach who will guide you through the process.
- **Evaluation:** Our *Quality Assurance Program* helps to keep you on track through regular consultations and evaluations. Programs that follow the best practices of mentoring are awarded the CAYM seal of approval.

We look forward to serving you as you follow God's leading into mentoring.

May Christ be with you,

Peter Vanacore

Executive Director



**Christian Association
Of Youth Mentoring**

43 Hopkinton Road, Suite C • Westborough, MA 01581
info@caym.org • 508-870-0876 • www.caym.org

Vision

A faithful mentor for every youth who needs a role model.

Mission

To train and support churches and ministries in developing safe and effective mentoring for youth.

God's Call

Defend the cause of the fatherless, plead the case of the widow.

Isaiah 1:17b



First Steps



Mentoring ministry is a calling.

There are many issues to consider if you looking to start or further develop a ministry.

- ▷ Do we have the expertise?
- ▷ Who will lead the effort?
- ▷ How much will it cost?
- ▷ And most of all you ask, “Is the Lord calling us to do this?”



Two of the basic values that we hold at CAYM are that we are **Christ-centered** and **church-driven**. We are looking to follow and honor our Lord in all we do. We also believe that all ministry should flow through the local church. We emphasize using church-based teams who follow the basic principles of safe and effective mentoring that can be sustained long-term. If you are in a nonprofit ministry, we will show you how you can empower local churches in a way that will help kids and families become part of the congregation so that they can continue to grow in Christ throughout their lives. This will also help you reduce costs and build a closer alliance with churches.

This booklet will help you with the decision making process. Here is what we will cover:

- ▷ What is mentoring ministry?
- ▷ Should you start a mentoring ministry?
- ▷ First Steps
 - Getting a church on board
 - Building a ministry team
 - Finding mentors
 - Finding youth who need mentors
- ▷ Next steps
- ▷ Getting support

> What is mentoring ministry?

Mentoring is all about relationships.

God's plan is for His children to know Him. The Incarnation -- the Word became flesh and dwelt among us -- is the key. Person to person, hand-to-hand, the Bible tells us the story of God revealing himself to us through his Son, and then sending us to bring his message to the world. Yes, Jesus preached to many, but he made disciples through personal engagement. There is no other way. It is incarnational ministry. Mentoring brings hope to others through the hope that God placed in us. That hope is transmitted through our lives to a person in need. Jesus lives in us and sends us to be his ambassadors. As mentors we bring Him into the relationship by living out the gospel in our daily lives.

Christian mentoring is not preaching, although the Gospel is proclaimed. It is not proselytizing, although hope is communicated through the relationship that will point the mentee to Jesus. Paul said "...we were delighted to share with you not only the gospel of God but our lives as well..." It is simply building a friendship, a role every follower of Jesus is capable of fulfilling. We need not be a preacher, counselor or professional of any kind. We need to be faithful to God and a faithful friend to someone in need.

An important component of mentoring is the one-to-one relationship. Kids need someone to confide in, a person who will listen to their fears and encourage their strengths. This can be done as a stand alone mentoring ministry or as part of a group program. The end result is the establishment of a trusting relationship that transforms lives.

Should your church start a mentoring ministry?

Evaluate the potential

The best place to start is on your knees – not just you, but a team of people who will faithfully ask God to give your church or organization direction. Once the prayers have started, here are some simple questions that will help you evaluate your potential to start a mentoring ministry.

- △ Do your leaders understand the value of a mentoring ministry? If not, you may need to help educate them.
- △ Are there individuals who can join a leadership team to run the ministry? It may take time to develop the people who can help the ministry flourish. The section on building a leadership team will help you find the right people.
- △ Are there individuals who will be good mentors? Most churches are filled with people who can mentor. Our screening guidelines will be helpful during this selection process.
- △ Are there youth in the church who need and desire to be mentored?
- △ Are you willing to connect with needy youth and families in your community who want to be mentored? CAYM can help you find connections.
- △ Do you have the expertise? Mentoring is a specialized ministry that requires skills and knowledge in order to be safe and effective. If you answer "no" to this question today – don't worry CAYM is here to help!

Now we will take an in depth look at these issues.



> Getting your church on board

Have you caught the vision for mentoring?

Whether you are the pastor, member of the church or a parachurch ministry, you may need to explain to the board or leadership team why mentoring is right for you.

Do you need this type of ministry?

The CAYM program is beneficial for all young people, but a major focus is on fatherless and motherless kids as well as those from broken homes. These kids are the most vulnerable in our world, and God has proclaimed: "A father to the fatherless, a defender of widows is the Lord in heaven" Psalm 68:5. By God's command, the fatherless and their mothers need caring adults to help them navigate through life.

Does it work?

An emphatic, "YES"! Over and over again studies prove that any mentoring program helps kids in school, at home, and with their self-esteem. Mentored youth do better in those areas key to development and growth.

Is mentoring safe?

CAYM teaches principles that are proven to be safe and effective. Our program promotes the best practices of recruiting, screening, training and supervising.

Do we have enough people for this ministry?

You will be surprised how many people in your congregation care about the well being of our future! Many people feel called to help kids in need.

What about insurance?

Your church liability insurance typically covers youth mentoring just as it does any other ministry in the church. If there are additional questions, CAYM is happy to recommend insurance resource contacts to help meet your needs.

We can connect you to other churches and ministries that have successful youth mentoring programs so you can see how our training and coaching have been applied in various communities and contexts.



> Building a ministry team



Mentoring with good supervision and the right program assures that the relationship will last a long time.



Why do you need a team?

While it is true that mentoring is fairly simple, running a safe and effective mentoring ministry takes work. A single leader will be quickly overwhelmed while a team can thrive by keeping each other on track and encouraged. A Team Leader is needed to get things going and keep the ministry on track. This person needs to have initiative along with the ability to direct a team. There are five tasks the team needs to fulfill to keep mentoring safe and effective. You only need two people to start the team, as the ministry grows, you may need to add others. Here are the tasks:

Recruiting: This is often seen as the hardest task in mentoring. CAYM teaches simple recruiting methods that have proven to be successful in moving faithful people from the pew and into the lives of kids.

Screening: Once you have recruited, there are systematic tasks that need to be performed in order to determine who will be a good mentor. Discernment and wisdom are two of the main characteristics needed to be a screener.

Training: At our Core Training, we teach teams how to train their mentors. This training is used in churches and ministries around the country. Our mentor training DVD lets you bring the best mentoring teachers in the country into your sessions.

Supervision: The mentor supervisor ensures the long-term effectiveness of the ministry by helping mentors and their matches stay connected. Often challenges arise that require guidance. Mentoring with good supervision has proven to be very positive and creates a high probability that the relationship will last a long time. A supervisor needs to be able to contact people regularly and provide a listening ear and encouragement.

Prayer: We encourage every ministry to have three people pray for each match. Some churches and ministries assign someone the task of getting prayer requests from mentors and mentees to faithful people of prayer.

We strongly suggest that you include youth from the church on your team, especially if you are going to be matching kids from your own congregation. They can help you by recruiting youth and adults for the program as well as advise you on the needs and desires of their age group.

> Finding mentors

God calls Christians to develop mentoring relationships. The Apostle Paul explains: “And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.”

Here are some ideas that can help when recruiting mentors:

Prayer for wisdom, diligence and perseverance. Be confident that God will provide! People will step forward!

Encourage the congregation to embrace the value and positive attributes of having intergenerational relationships. CAYM can supply you with methods, materials and information to help you attract the right people into the ministry.

Be positive at all times when asking people to prayerfully consider mentoring. Guilt only provides short-term motivation. Seek to inspire those around you. CAYM has resources to help you.

A personal request will work best. While it is essential for the pastor to endorse the ministry from the pulpit and suggest possible mentors, the most effective and efficient way for the team to initially recruit is through a personal invitation to mentoring ministry.

Remain faithful to your mission of building the mentoring ministry. It may not happen immediately. With the right training and support, you will build a ministry that will endure and change lives for generations to come.

*Continue to follow
these guidelines and
God will bless your
efforts abundantly.*



Capacity

How many mentors can we get from our church?

A rule of thumb is that in a congregation with a good mix of age groups you can recruit between five and ten mentors for each one hundred adults who attend. Let's look at some examples:

Example #1: A church in New England with an attendance of one hundred fifty adults began their mentoring program by identifying those they thought would be good mentors. They looked for people with the following characteristics:

- △ Growing relationship with God
- △ Able to build friendships
- △ Faithful to God, family and work
- △ Consistent
- △ Dependable

The team prayerfully reviewed the church directory and identified potential mentors. These people were approached personally and asked to “consider mentoring”. The individuals were honored to be asked and out of seventeen people identified as potential mentors, only one declined the task.”

Example #2: A large church in the Midwest had similar results with the people they first identified as potential mentors. However, in their church of 700 people and multiple services, the team didn't personally know enough people for the large number of interested youth both in the church and community. By asking past mentors to help, and through a well thought out public relations campaign, mentors were found and stepped forward. Also, the pastors got involved and were able to contact potential mentors as well. The results were that enough mentors came forward to meet the church's need.

So what is your church's capacity?

Sit down with your team and identify the people you think would make good mentors. This will give you an indication of your capacity. Don't ask them to mentor until you are ready to train and match them with youth.

CAYM's Core Training helps your team identify and screen people who would make good mentors. This training covers many aspects of recruiting, especially methods to find good male role models. We can help you determine the program size that fits best for your church.



Finding youth to mentor

Outreach

Every community has youth who need mentors. They are often sitting in the Sunday worship service. Many churches have single mothers or even grandparents who are struggling with children who do not come to church. CAYM recommends that you seek to match half of your mentors with youth in the church and half with those from your community.

Youth in the Community

Mentoring has the potential of being an effective outreach to unchurched families in your community who are struggling with their children. The question is, "How can we get in contact with them?" The first place to find youth outside the church is through those in your church. Local schools, group homes, Social Services agencies and Prison Fellowship's Angel Tree program are great local partners. CAYM can teach you how to connect.

Youth in the Church

Every kid needs a mentor. We use the term *Godfriending* to describe mentoring in the church. Mentoring serves two needs within the church. Kids who are in single parent homes need that extra role model. This can also be true of kids who have been adopted or live with foster parents. Overall, every kid can benefit from an intergenerational relationship that can keep them connected to their faith and the church during those often turbulent teen and young adult years. Some parents in church may be reluctant to seek a mentor for their children because they do not want the child labeled as "troubled." The term *Godfriending* (or another name that you may choose) is used as a way to alleviate this concern.

"Mentoring is essential for reaching the fatherless youth in our church and community. CAYM has given us the training and support to effectively reach these young people who need one-on-one ministry."

Randy Pope

Pastor,

Perimeter Church,

Johns Creek, Georgia



The Next Steps

Your ministry team needs to be carefully chosen. They don't need to be psychologists, social workers or pastors. Wisdom and faithfulness are critical character traits to seek out. While the team does not have to have a professional background, it can be helpful to have a person from a social service/counseling background to advise the team.

Core Training

CAYM's **Core Training** trains churches and organizations to establish safe and effective mentoring outreaches to children and families who are "at-risk" of falling well short of their God-given potential. Our two-day training provides the tools and skills for the following:

- △ **Organization:** How to get your ministry up and moving
- △ **Recruiting:** How to motivate God's people to mentor
- △ **Screening:** How to determine who will be a good mentor
- △ **Training:** How to prepare your mentors for ministry
- △ **Supervision:** How to keep your mentors on track
- △ **Evaluation:** How to keep the ministry on track
- △ **Management:** How to keep your ministry going for the long-haul

Core Training graduates leave with the knowledge, materials and tools to start and maintain a productive ministry. Our support system of experienced 'coaches' help you with implementation.

Mentoring Checklist

This will help you track your progress along the way, but remember that the **Core Training** will give you the information and skills to move along in the process.

- △ Begin discussions with church leadership
- △ Begin building your ministry team: team leader, prayer coordinator, screener, supervisor
- △ Evaluate: Ability to recruit mentors
- △ Evaluate: Access to youth to be mentored
- △ Counting the cost: Assess your funding needs and prepare a budget

Sample Mentor Job Description

As a mentor I will maintain the highest standards and agree to the following:

- △ Meet with my protégé once a week for a minimum of one year.
- △ Seek to please God in all areas of my life with my words, reactions and actions.
- △ Live by scriptural principles as set forth in Ephesians 4:17-5:21.
- △ Share my life and words in a way that reflects the Gospel.
- △ Make choices that will reflect an excellent example and avoid being a stumbling block.
(For example, many children struggle with drugs, alcohol and sexuality. It is essential to set positive examples and avoid confusing messages. In the area of sexuality, it is imperative to set the example of Biblical purity, including abstinence until marriage. See Corinthians 10:23-11:1.)
- △ Grow in my relationship with God through prayer, scripture reading, fellowship and involvement in my church.
- △ Refrain from any activity that may cause any physical or emotional harm to my protégé.

Support for your ministry

CAYM Associate Program

Our **CAYM Associate Program** provides you with the best training, materials and support to start and maintain your mentoring ministry. CAYM Associate churches or organizations receive the following benefits:

- △ Pre-training consulting to help prepare and organize your ministry team
- △ Two-Day **Core Training** teaching the best practices of safe and effective mentoring
 - Recruiting
 - Screening
 - Training
 - Supervision and Evaluation
- △ Templates for ministry materials and forms
- △ A CAYM coach is assigned to each Associate Ministry for help in starting and maintaining their program
- △ Webinars on important mentoring ministry topics
- △ Online **Core Training** review sessions
- △ Full access to website downloads of materials and resources
- △ Discount on CAYM materials
- △ Training packet including training DVD and teacher's guide
- △ Advanced Training sessions at regional sites
- △ Discounts on eMentorLife software, an online mentoring management tool, and background checks

Visit www.caym.org for information about training dates and costs

*We're here to assist and encourage you!
Give us a call so we can help.*

**A father to the fatherless,
a defender of widows,
is God in his holy dwelling.
Psalm 68:5**





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