



**Release Ministries**

# **Mentoring**

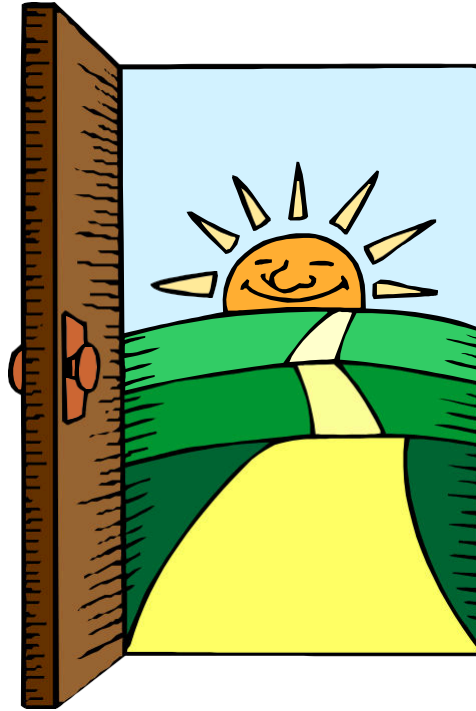
Handprints  
Upon The  
Horizon

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# **Mentoring**

Handprints  
Upon The  
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# **Why You Are Here**



**Is mentoring with  
Release Ministries right for you?**

**What does mentoring do?**

**What does mentoring require?**

## **Mission and Values**

**Our mission** is to provide every youthful offender the opportunity:

- ☐ To hear and respond to the Gospel
- ☐ To grow in their relationship with Christ
- ☐ To become responsible contributing adults

**Accomplishing the mission** involves:

- ☐ Educating
- ☐ Equipping
- ☐ Supporting...the Body of Christ to serve these youth

**Our goal** is for the Body to act as the living presentation of the Gospel in order to achieve the mission.

### **The Problem...The Solution**

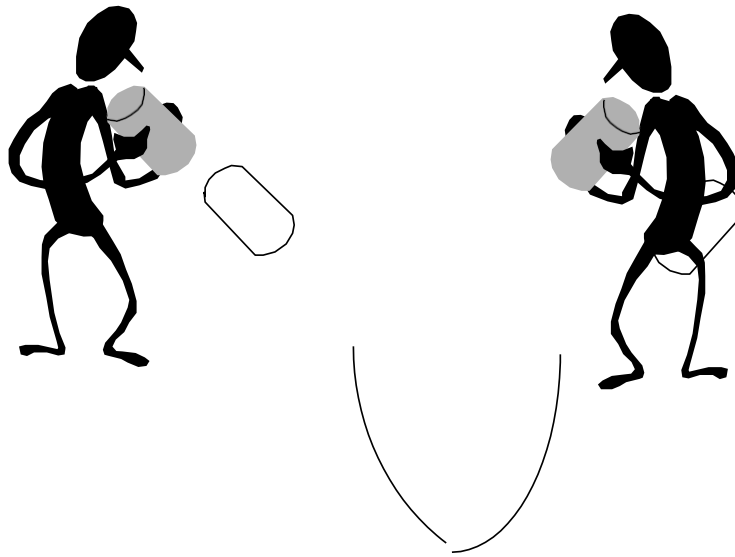
Today in America and across the world it's easy to see the destruction of the family. As God's first institution, it is often the focus of attack. God's Word tells us the solution is discipling. Discipling is God's plan for a healthy and fruitful family, both in the physical family unit and in the spiritual family unit.

"In recent years, every assessment of the best way to confront serious American social ills has included **one-on-one relationships** between young people and caring adults:  
Newsweek Magazine

Matthew 28:19-20  
The **Great Commission**

Deuteronomy 6:7-9; Titus 2:2-7  
The **power of relationship** for sound guidance for life

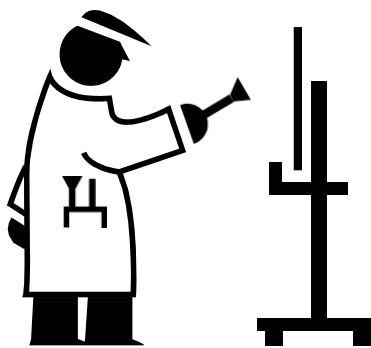
In Mark 9:33-37 Jesus teaches His disciples a lesson on who is the greatest of all by taking a child into His lap and saying, 'whoever receives one of these little children in My name receives me.' The world *receive* does not mean to just *welcome* or *accept*, but also to *meet the needs of*.



**A BROKEN SOCIETY =  
BROKEN RELATIONSHIPS**



*"A mentor is a shelter in  
an unfriendly world for the  
budding artist"*



These youth are ARTISTS looking for expression...

*...and they are God's works of art begging to be completed...*

### By Love

Father, you've called me  
To minister in Truth  
To lay down my life  
For the healing of youth

Who long for a hand  
To be there in need  
When emotions run wild  
And their heart starts to bleed

For its with pure love  
By a well thought out course  
That a life can be turned  
From the path of remorse

So make me that tool  
That is mastered from above  
So that Your works of art  
Would be completed by love



## Mentoring for the Right Reasons

Many people respond to the opportunity of mentoring a youth but end the relationship prematurely, due to wrong motives, selfish expectations, and/or lack of a healthy, strong relationship with the Lord. Some of the wrong motives for wanting to mentor a youth include:

- ❑ To impart their wisdom upon the youth in an attempt to keep the youth from making the same mistakes you made.
- ❑ Pity
- ❑ Friendship
- ❑ Thinking you are fun or a cool person
- ❑ You just like kids
- ❑ You didn't have a dad, etc.

Although most of these motives can facilitate your relationship, if they are your **main motive** for mentoring a youth, there is a strong possibility the commitment won't last and you will leave the youth with one more adult who abandoned him/her.

The only **true motive** for mentoring must be a calling from God to fulfill His Great Commission and to see this relationship as a **ministry**. Our commitment must be to the Lord Jesus Christ to fulfill this undertaking. It is Jesus Christ and the power of the Holy Spirit that gives us the wisdom, strength, and love to disciple a youth. We have nothing in and of ourselves to offer.

## **We Believe...**

- Every youth is valued and loved by God and we are called to love and value them.
- Spiritual nurture and growth is the critical factor for permanent, positive change.
- Every youth needs/deserves the opportunity to hear the gospel in a way they can understand.
- Every youth should have the opportunity to discover and grow in God's purpose.
- The local church is central to God's plan of redemption and so is the wellspring from which all ministry flows. These youth will participate in healthy loving family life as they are enfolded into a local community of believers.
- Ministry is relational. God will minister through called and gifted volunteers who will lovingly care and nurture these youth. To that end, we will provide opportunities for believers to hear, obey, and grow in God's call to help the youth discover and grow in a deeper walk with Christ.
- Ministry is love. As we model unconditional love, the youth will discover God, see a true picture of themselves, and learn effective life and leadership skills.
- Prayer is the foundation of all we do.

Furthermore, we believe that hurting youth, at a crisis stage in life, are at a critical juncture for change for better or worse. Therefore, it is our urgent task to plant and water seeds and trust God to change the life of young people.

**The most powerful way to teach is by example.**

**There is no such thing as easy and instant discipling or mentoring.**

**Giving is always much harder to do when we are giving ourselves.**

**Mentoring requires time, commitment, empowerment by the Holy Spirit, a personal relationship with Jesus Christ, and a life abiding in Him daily.**

## WHAT DOES IT TAKE?

**A HEART FOR GOD** – Luke 10:27: “He answered, Love the Lord your God with all your heart and with all your soul and with all your strength and with all your mind; and, Love your neighbor as yourself.”

**A HEART FOR YOUTH IN TROUBLE** – Mark 2:17: “On hearing this, Jesus said to them, It is not the healthy who need a doctor, but the sick. I have not come to call the righteous, but sinners.”

### BEING REAL

- ☐ **GENUINENESS** – Psalms 32:2: “Blessed is the man whose sin the LORD does not count against him and in whose spirit is no deceit.”
- ☐ **VULNERABILITY** – James 5:16: “Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective.”

(Note: Share about your life in appropriate ways. Don't burden a youth with your problems and don't share things that would embarrass you or the youth. Many things should be kept private. Share only things that will help the youth.)

### BEING THERE

- ☐ **CONSISTENCY** – Hebrews 13:8: “Jesus Christ is the same yesterday and today and forever.” Just as we can trust God to always be the same and keep all His promises, we must strive to be consistent in our words and actions.
- ☐ **LISTENING** – James 1:19,20: “My dear brothers, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry, for man's anger does not bring about the righteous life that God desires.”
- ☐ **FAITHFULNESS** – Matthew 23:23: “Woe to you, teachers of the law and Pharisees, you hypocrites! You give a tenth of your spices – mint, dill and cumin. But you have neglected the more important matters of the law – justice, mercy and faithfulness. You should have practiced the latter, without neglecting the former.”

## WHAT YOU DON'T NEED

- ☐ TO BE COOL
- ☐ TO MAKE PROMISES YOU CAN'T KEEP
- ☐ TO USE CHRISTIAN JARGON
- ☐ TO KNOW EVERYTHING

# **WHAT MAKES MENTORING WORK?**

## **KNOW WHAT YOUTH WANT FROM ADULTS**

In October of 1993, the National Mentoring Institute invited a group of metropolitan Boston street youths to tell the members of the institute what they most needed and respected in an adult. The questions and responses the youth gave are as follows:

### **What do you most respect in an adult?**

1. Endurance/perseverance, despite obstacles.
2. Giving.
3. Being down-to-earth.
4. Consistency and commitment over time.
5. Setting limits and trying to do the right thing.
6. Listening.
7. Expressing understanding.
8. Looking at all sides of an issue.

### **What do you least respect in an adult?**

1. Ignorance – childish behavior.
2. Close-mindedness/inflexibility.
3. Disrespect for others' opinions or feelings.
4. Passing judgment, especially on teenagers.
5. False empathy – saying "I know how you feel" when that isn't true.
6. Comparing the youth to others.
7. Pressuring the youth too much.
8. Giving pat answers rather than helping the youth think through problems independently.

### **How can adults earn your respect?**

1. Be truthful and straightforward; don't sugarcoat the truth.
2. Be honest and willing to share your own experiences.
3. Be loyal, trustworthy, and available to people
4. Show beliefs through actions, not just words.
5. Do what you say you are going to do; follow through.
6. Be persistent and consistent.
7. Help people feel positive, even in a difficult situation.
8. Be a good listener.
9. Share experiences, not just ideas or principles. Work on dialogue and sharing; don't lecture.

### **What helps in developing a relationship?**

1. Having similar interests.
2. Having good listening skills.
3. Learning to understand and speak the other person's language.
4. Sharing experiences rather than preaching.
5. Helping mentee become more independent.
6. Respecting one another's knowledge, experience, and friends.
7. Correctly interpreting body language, expressions, words, etc.

Taken from Mentoring High-Risk Kids by James Becker Johnson Institute – QVS, Inc.
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## **KNOW YOUR STRENGTHS AND WEAKNESSES**

From the above responses from youth, write down five things that you do well:

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Now write down three areas that you struggle with that may hinder your mentor relationship with a youth:

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## A Research Update from Search Institute: Developmental Relationships

Both researchers and practitioners have long embraced the idea that interaction with caring adults is central to young people's development. New research being conducted at Search Institute confirms that conviction, but we are also finding that both *caring* and *adults* are necessary but not sufficient strands in the broader web of relationships that kids need to succeed. In addition to expressing care, young people also need people in their lives who challenge growth, provide support, share power, and expand possibilities. And while relationships with adults can do all of those things in powerful and positive ways, so can close connections with friends, siblings, and other peers.

Search Institute has adopted the term *developmental relationships* to describe the broader conception of relationships that is the focus of our new research and development agenda. Through our work to date, we have identified 20 actions that make a relationship developmental, and we have organized those actions into a framework that is being examined empirically through a national study that will be released in fall 2014. In the most transformative developmental relationships, all of these actions are bidirectional, with each person contributing to and benefiting from them. For the purpose of clarity, however, the framework is expressed below from the perspective of one young person in a developmental relationship.

### The Developmental Relationships Framework

#### Express CARE

Show that you like me and want the best for me.

- **Be Present-Pay** attention when you are with me.
- **Be Warm-Let** me know that you like being with me and express positive feelings toward me.
- **Invest-Commit** time and energy to doing things for and with me.
- **Show Interest-Make** it a priority to understand who I am and what I care about.
- **Be Dependable--Be** someone I can count on and trust.

#### CHALLENGE Growth

Insist that I try to continuously improve.

- **Inspire-Help** me see future possibilities for myself.
- **Expect-Make** it clear that you want me to live up to my potential.
- **Stretch-Recognize** my thoughts and abilities while also pushing me to strengthen them.
- **Limit-Hold** me accountable for appropriate boundaries and rules.

#### Provide SUPPORT

Help me complete tasks and achieve goals.

- **Encourage--Praise** my efforts and achievements.
- **Guide--Provide** practical assistance and feedback to help me learn.
- **Model-Be** an example I can learn from and admire.
- **Advocate--Stand** up for me when I need it.

#### Share POWER

Hear my voice and let me share in making decisions.

- **Respect-Take** me seriously and treat me fairly.
- **Give Voice--Ask** for and listen to my opinions and consider them when you make decisions.
- **Respond-Understand** and adjust to my needs, interests, and abilities.
- **Collaborate--Work** with me to accomplish goals and solve problems.

#### Expand POSSIBILITIES

Expand my horizons and connect me to opportunities.

- **Explore-Expose** me to new ideas, experiences, and places.
- **Connect-Introduce** me to people who can help me grow.
- **Navigate--Help** me work through barriers that could stop me from achieving my goals.

## WHY DOES MENTORING WORK?

In his book *Reclaiming At-Risk Youth* (1991), Dr. Larry Brendtro suggests that at-risk youth are not necessarily in danger because of their negative traits or behaviors, but because of the daily interactions in their lives with other people. Further, he argues that there are four primary hazards in the lives of at-risk youth.

1. Destructive Relationships
  - ☐ Rejection
  - ☐ Unable to trust
  - ☐ Hungry for love
  - ☐ Expects to be hurt in relationships
2. Climate of Futility
  - ☐ Efforts are unrewarded
  - ☐ Feels deep sense of disappointment and loss
3. Learned irresponsibility
  - ☐ Sense of powerlessness
  - ☐ May mask with bravado, indifference, defiance or rebellious behavior
4. Loss of purpose
  - ☐ Desperately searching for meaning as they confront conflicting values

The research on mentoring proves that caring adults can have a great impact on at-risk youth. In terms of the four primary hazards, mentoring works when adults teach a youth:

- ☐ That others (especially adults) are trustworthy and interested in their lives.
- ☐ Sincere efforts will be rewarded, even if not immediately
- ☐ That every person has the power to make choices in their lives
- ☐ That through hard work and perseverance they can accomplish their goals.

# THE MENTOR

A mentor is a coach and model of successful behaviors in all areas of life:

- ☐ **Employment**
- ☐ **Faith**
- ☐ **Community**

Through **guidance** and **demonstration**, the disciple begins to grasp the Christian world view of the mentor and gains:

- ☐ A unique and meaningful friendship
- ☐ Acceptance and support
- ☐ Worth and a sense of responsibility
- ☐ Improved home life, social skills, and better grades in school
- ☐ Eternal life by accepting Christ after hearing and seeing the Gospel through you.

A mentor helps the mentee to:

- ☐ Understand his/her talents and gifts
- ☐ Work through life problems and difficult issues
- ☐ Gain academic success whether in school or through a GED program
- ☐ Explore the world of employment, and may act as a coach in the planning and entry into a possible career. Mentors introduce mentees to the realities of the work place, introducing them to work settings, appropriate work habits and attitudes.
- ☐ Become a disciple by applying scripture to everyday life. What is God teaching US in everyday experiences?
- ☐ Serve others.
- ☐ Learn accountability: A mentor should hold his/her mentee accountable for commitments. This is done understanding the grace and patience God has with all of us.

The mentor gains:

- ☐ A new and meaningful friend in your life.
- ☐ Great joy and satisfaction from being obedient to the Great Commission and seeing God use you to make a difference in the life of a youth.

## **The Mentor's Role**

1Corinthians 11:1- Be imitators of me, even as I also am of Christ.

Philippians 4:9- Do those things which you have also learned and received and heard and seen in me. And the God of peace shall be with you.

Mentoring is....

1. Not about control
2. Not playing God, or god
3. Not playing Dad, Mom, Uncle or Aunt
4. Not playing The Senior Advisor
5. Not thinking you are always wiser than the mentee
6. Not being judgmental
7. Not about self-gratification; feeling better about yourself
8. Not thinking you're responsible for success or failure outcome
9. About letting them make personal decisions
10. Not boasting in mentee's victories
11. Not being crushed because of mentee's failures
12. Holy time that includes actively listening
13. Not being sympathetic
14. Practicing empathy as one sinful person to another
15. Not envying other mentor's successfully maturing mentee
16. Comparatively, it's not about being there for them, but because of and for Him
17. Mentoring is 1Corinthians 13 love affair

Jesus, as in all serving, is the perfect mentor. He leads by example that we may properly follow. Denying himself (Jn. 5:30-31; Heb. 2:7,9), Jesus invites us to follow (Mt. 4:19; 16: 24-26); for only in following can we truly mentor. Christian mentoring is course of action in every respect reliant upon submission to the Lord Jesus Christ.

## **Advice on Communicating with Youth**

Providing praise is a critical part of the communication process. We all need to be affirmed by those we care for. Again, these youth come from a background where praise from adults is very rare. Here is a recipe for the use of praise with your mentee:

Be immediate – Catch them doing something right, right now! We want to look for something to praise them for. It could be the smallest thing.

Be sincere – If you can't be sincere, say nothing!

Be specific – Concentrate specifically on what was done, not on generalities.

Show the benefit – ask yourself “how does this effort help the student?”

State your own reaction – They want to know how you really feel.

### Examples:

“Johnny I love the way you got that homework assignment done on time. If you keep that up you will develop good study habits, get good grades, and graduate from school.”

“Jane, I am so proud of how you remained calm in that situation. As you continue to develop that characteristic, God will use you as an instrument of peace throughout your life.”

## MENTOR GOALS

<b>R</b>	<b>E</b>	<b>A</b>	<b>C</b>	<b>H</b>
E	L	L	O	O
S	E	L	A	N
T	V	E	C	O
O	A	V	H	R
R	T	I		
E	E	A	L	G
		T	I	O
H	H	E	F	D
E	O		E	
A	P	W		
R	E	O		
T	S	U		
S		N		
		D		
		S		
<b>Isaiah 53:11</b>	<b>Philippians 4:13</b>	<b>Malachi 4:2,6</b>	<b>II Timothy 1:13, 3:10</b>	<b>John 12:24</b>

## DO'S AND DON'TS

**Do** take seriously what your match says.

**Don't** overreact when something offensive is said.

**Do** keep the same Christian standards with your teen as you keep in your own life.

**Don't** give into the teen's pressure to do something you feel may be wrong or is against RM regulations. For example, some matches like to view movies. RM does not allow a volunteer to take a youth to a movie that is beyond their age range (PG-13 or R – under 17 admitted without parent) even if the parent gives the teen permission. All movies, videos, plays or shows with explicit sexual scenes or graphic violence are off limits for RM matches. No matter what the regulations, don't attend a movie you feel is offensive just because the youth wants to attend.

**Do** be friendly with the youth's parent.

**Don't** develop a relationship with the parent that may threaten the teen. Keep your role in sight: You are to be a friend to the teen, not the parent. If the parent needs a friendship, contact the RM staff who may be able to find a match.

**Do** share your normal life with the youth.

**Don't** bring the youth to your home (or anyone else's) without:

- ☐ Permission from your RM staff.
- ☐ Someone else being in the room with you at all times.
- ☐ Permission of the youth's parent or guardian.
- ☐ *This policy protects you, the youth and RM.*

**Do** spend individual time with your match.

**Don't** spend that time in places where there are no other people.

**Do** invite your match to church or community events.

**Don't** take your match out of state or away overnight without RM permission.

*Don't have your match to your house without your RM staff's approval.  
Taking your match on vacation or away from the state requires special forms and guidelines.*

## Presenting the Gospel

There will come a time when a youth will say, “I want to go to heaven”; “I want to be saved”; “I do not want to go to hell”: or they might say, “I want to know Jesus”.

A good first response is to make sure they know what that means or to ask if this is what they really want. Depending on their answer you will explain the meaning of what they are asking, or you will present the Gospel

The following is one way to do this.

Begin by having them get their Bible and following along with you as you taken them through these seven verses. **After each verse ask them to explain what the verse means to them.** When they have responded, move on to the next verse. If they have a question, ask them to read it again.

### **Let the Bible Speak to Them; While You Stay Out of God's Way**

- ☐ Romans 3:23
- ☐ Romans 6:23
- ☐ Romans 5:8
- ☐ John 14:6
- ☐ Romans 10:9-10
- ☐ 2 Corinthians 5:15
- ☐ Revelations 3:20

Now ask them the following questions:

- ☐ Are you a sinner?
- ☐ Do you want to be forgiven for your sins?
- ☐ Do you believe Jesus died on the cross for you and rose again?
- ☐ Are you ready to surrender your life to Christ?
- ☐ Are you ready to invite Jesus into your life and into your heart?

**After asking the fifth question be silent and pray while the Holy Spirit does His work.**

When they give you a positive response, lead them in a prayer that will begin their personal relationship with God.

Here is one suggestion:

Dear God, I know that my sin has separated me from You. Thank you that Jesus Christ died in my place and rose again to be my savior. I turn from my sin and trust Jesus to forgive me. Come into my life and lead me. Thank you for giving me a relationship with You forever. In Jesus name, Amen.

This is only a suggestion. If you have your own method that you are more comfortable with, please use it. However, we must be prepared at all times to present the Truth.

## A RELEASE MINISTRIES STORY

Tommy grew up in a one bedroom apartment with his mother, an older sister and a younger brother. His parents never married and his father is a drug abuser who has been in and out of their lives. His mother, Ellen, always says that life is better when his father is not around. He physically abused her and never showed interest in the children. He would promise to visit them or take them away for the weekend, but he rarely followed through. Tommy hardly knows him at all and says that he is “good for nothing”.

His father is now serving a prison sentence for drug possession and sale. All the children are having trouble in school. Tommy, who is fourteen years old, has been cutting classes every week since the fourth grade and he says he has never done homework in his life. They kept promoting him in school, but he can only read and write on a third grade level.

Ellen says that she loves her children, but does not know how to control them. They rarely listen to her and she has given up on trying to guide them. The children say she yells at them often and then goes to her bedroom to cry. Ellen admits to drinking too much, but says she is going to stop soon. She supports the family through government assistance and food stamps.

Tommy went to church once when his grandfather died last year. He did not understand anything that happened except that he knew he would not get to see his grandfather again. Tommy says that church is a ‘waste of time’ and cannot understand why people go there.

Yesterday, Tommy was arrested for assault and possession of illegal drugs. He is now a candidate for the Release Ministries mentoring program.

### Discussion Questions:

How do you think Tommy feels about himself?

What does he think about his mother? Father? About adults in general?

# **CONFIDENTIALITY RESPONSIBILITIES AND LIMITS**

## **INTRODUCTION:**

THE BASIC RULE: Keep the same confidentiality with the youth as you would expect from your best friend.

## **WHERE AND WHEN IS CONFIDENTIALITY VIOLATED:**

Casual discussions with colleagues.

Discussion with family and friends.

Conversations overheard by others.

Talking about youth in restaurants.

Asking for prayer for a teen in your church or among friends.  
(As opposed to our prayer chain.)

## **WHAT ARE THE RESULTS OF BROKEN CONFIDENTIALITY?**

Youth and facility staff lose confidence in RM.

Youth will be less open to sharing personal information.

State can pull RM out of a facility.

Lawsuit.

## **EXAMPLES:**

1. A youth asks to speak to you personally. He/She wants to share something with you but will only do it if you promise never to tell anyone else. How should you respond?
2. A youth communicates to you that he/she is having sex with one of the staff. What would you do?

### Basic guidelines:

1. Never promise absolute confidentiality
2. Always report abuse whether suspected or shared by youth
3. If they start to share details why they are incarcerated let them know you may be required to tell others what they are telling you.

# HAVE A PLAN

## WHAT DO I DO FOR 3 HOURS A WEEK?

*The Mentor has some discretion in how to spend time with their match. We suggest the following approach. We caution you not to get into a boring routine. Not every category below can be accomplished each week, but the essential ones are starred.*

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**1<sup>st</sup> week:** We don't just give you a name of a youth and ask you to go after him or her. Your RM staff will introduce you to the youth and together you will sign a contract to agree to get together weekly for one year. The first week you go out and spend an hour or more together going through the activities work sheet to decide what kinds of fun things you want to do together. Afterward, call your RM staff person to tell them how the first week went.

**\*15 minutes** – Talking (*Your role is more of the listener*)

- ☐ What did the mentee do this week? Did anything happen with school, job, friends or home this past weekend?
- ☐ What does the mentee need help with today? Or, what would the mentee like to explore?

**30-60 Minutes** – Play a game

- ☐ Bring a game from home (Board, chess, checkers, dominoes, etc)
- ☐ Many youth like this type of activity more than sports. Simple card games can keep them interested for a long time.

**\*30 Minutes** – Discipleship

- ☐ Use the RM Discipleship booklets to start.
- ☐ Call you RM staff for other discipleship ideas.

**\*30-120 Minutes** – Some form of physical or creative activity that you both like. Use the activities worksheet as a guide.

- ☐ Play basketball in a park or driveway, etc.
- ☐ Do woodworking, painting, sculpturing, etc.
- ☐ Play catch, throw a football, softball, etc.
- ☐ Go bowling
- ☐ Outdoor activities: Hiking, biking, swimming
- ☐ Visit an art museum
- ☐ Walk, jog or run together around a park or track
- ☐ Read a book together

**Prayer:** It is important that you pray for your match each week before your time ends.

**2<sup>nd</sup> week:** Do something fun, then begin your discipleship and your goals sheets. You may not finish the goals sheet in one week. Be patient and encouraging each time you discuss something.

**3<sup>rd</sup> week and beyond:** Keep following the guidelines. Make your time together interesting, but it doesn't always have to be fun. This week you should plan your first community service project. A local church, even your won church, may have some task that you can work on together.

*While we hope you never have to fact the following issues, you need to understand RM's policy in each situation.*

## **CHILD ABUSE AND MENTORING**

### **IDENTIFYING PHYSICAL AND SEXUAL ABUSE**

Physical Indicators:

**CONSISTENT INJURIES WITH INCONSISTENT OR INCONGRUENT EXPLANATIONS**

#### **Look for:**

cuts, welts or swelling – sometimes in unusual patterns

lacerations or abrasions – on lips, eyes, face

burns, especially if in some discernible pattern, i.e. from cigarettes or an iron

fractures

scars with patterns

bruises

bite marks

NOTE: In most cases of continued abuse, the child/youth will consistently display one of more of these injuries.

Physical signs of SEXUAL ABUSE are difficult to determine and should be identified by a nurse or doctor under supervision. **Do not attempt to inspect a child/youth on your own.** Many times sexual abuse is learned through a verbal disclosure of the child/youth. Sometime the disclosure is intentional where they inform someone of the abuse. Other disclosure are unintentional where a child/youth informs you of abuse while speaking of an unrelated subject.

Emotional Indicators:

**THESE SIGNS VARY AS TO THE CURRENT AGE OF THE CHILD/YOUTH AND THE AGE WHEN THE ABUSE BEGAN.**

#### **Look for:**

nail biting or thumb sucking (in older children/youth)

developmental lags

hyperactivity, short attention span

uncontrolled temper tantrums

overly aggressive

accident prone

sudden changes in sleep or eating habits

sleeping difficulties

Emotional signs of **sexual abuse** may differ with older children/youth in that the child/youth may use their sexuality as a way of receiving attention from men.

Environmental Indicators:

THESE ARE FAMILY AND SOCIAL CIRCUMSTANCES THAT INCREASE THE LIKELIHOOD OF ABUSE

- ☐ Family crises: unemployment, divorce, death, change in health
- ☐ Life Controlling problems: addictions, pornography, mental illness
- ☐ Immature parents: inadequate parenting skills

## IDENTIFYING CHILD MALTREATMENT

*Failing to meet the youth's basic needs for health and development*

### Look For Physical Indicators:

lack of food, clothing, medical care

lack of emotional support or

consistent verbal abuse

### Look for Emotional/Behavioral Indicators:

overly aggressive or passive behavior

developmental lags

rocking habits

speech and learning problems

extreme desire to please, to the point of fear

overly timid

depression and negative self image

## LONG TERM SYMPTOMS OF ABUSE:

In the long term some signs of abuse may surface in older children/youth and adults who were not detected or adequately treated as abuse children. Abused children/youth may show outward signs such as drug and alcohol abuse, sexual promiscuity or criminal activity, or they may show inward signs such as withdrawal, self destructive activities or depression.

**WARNING:** These symptoms, which are not physical, are warning signs for you to be alert for possible abuse. A child who has one of the symptoms may not be abuse or maltreated at all. **BUT**, when a few of these sign are seen it is essential that the worker **BE ALERT** for possible abuse.

## WHAT SHOULD WE DO IF WE SUSPECT ABUSE?

- ✦ Report your suspicions immediately to your RM staff.
- ✦ What should I do if a youth tells me he/she has been abused?

Go to **BAT** for the youth:

**B – BELIEVE** what the youth has told you. Youth do lie about abuse, but it is rare.

**A – AFFIRM** your concern and care for the youth.

**T – TELL** your RM staff immediately. Also tell the youth you are telling this person.

Your RM staff will handle any reports. They are the ones to contact immediately if you suspect abuse.

### DO'S

- ✦ Do treat it seriously
- ✦ Do be actively attending to the youth's non-verbal cues
- ✦ Do ask the youth where they want to go at that point
- ✦ Do try to clearly understand what the youth is trying to communicate, but...

### DON'T'S

- ✦ Don't ask for details
- ✦ Don't smother
- ✦ Don't communicate anger
- ✦ Don't keep secrets
- ✦ Don't prevent the youth from returning home (except in an emergency then call 911 and RM)

# PHYSICAL CONTACT WITH YOUTH

## What kind of holding and touching of children/youth is appropriate?

### ✦ When is it OK to touch a child/youth?

*Here are four guidelines:*

- Ø Always ask yourself “Why?” What are you trying to communicate with your touch? Tenderness, compassion, comfort, love and respect?
- Ø Is touching the best way to communicate that thought?
- Ø Can the touch be misinterpreted by: the child/youth, another person: parent, friend or observer?
- Ø Remember that the way you perceive a touch may be very different from the way another person perceives it.

*\*NOTE: RM volunteers are prohibited from having any sexual or sexual stimulating contact with youth or children.*

### ✦ When is it wrong to touch?

- Ø When the other person doesn’t want to be touched. You can tell by the way they react.
- Ø When your motives are wrong.
- Ø When it goes too far. A hand on the shoulder or a side hug is all that is needed in most cases.

### ✦ What should I avoid?

- Ø Fear! Don’t let the rules destroy your spontaneity.
- Ø One on one: A touch in private can be more easily misinterpreted. Generally avoid this. A side hug or a back pat in public is more natural and acceptable.

## TEN SIGNS OF SUCCESS

Success as a volunteer is not based on how well the youth does. It is marked by your faithfulness and love. Here are some ways that you can measure your success as a one-to-one volunteer with RM.

1. Do I make my best attempt to meet weekly with my match?
2. Do I invest my time and engage my heart with my match?
3. Do I plan activities based on the teen's interest?
4. Do I listen intently?
5. Do I encourage my match and remain non-judgmental?
6. Do I communicate with my RM staff and follow RM policy?
7. Do I always show respect for his or her family?
8. Do I pray daily for the youth and family?
9. Do I attempt to reflect Jesus in my relationship?
10. Am I trusting God for the increase of the seeds I plant?

# THE COMMITMENT

“And let us not grow weary while doing good, for in due season we shall reap if we do not **loose heart.**” Galatians 6:9

1. Make a one-year commitment to your youth.
2. Meet at least once a week for approximately two hours. Show up on time, be reliable and consistent.
3. Love, listen to, and encourage your youth by:
  - Being an adult role model/friend, and having fun.
  - Helping them discover their motivations and to set and attain goals through the Mentor Worksheets.
  - Helping them explore possible career interests by taking them through the Strength Inventory Evaluation and taking them on Vocational Day Visits.
  - Helping them establish morals and values.
  - Helping them establish a relationship with God.
4. Maintain frequent contact with the Program Coordinator to review progress.
5. Record Sessions.
6. Complete and submit periodic evaluation surveys.
7. Attend at least 2 workshops/classes related to mentoring each year.
8. Pray daily for your youth's needs and concerns and also for yourself, that God will give you the grace and wisdom to disciple your youth so that they can mature in the things of the Lord and have a fruitful life in Him. Get a prayer partner to pray for your relationship and the youth's family.
9. Fill out the Background Check Authorization form if you want to continue and schedule a one-on-one interview.
10. Next Step: One-on-one interview with Mentoring Coordinator
  - a. Your interests
  - b. Type of youth you would like to mentor
  - c. Copy of driver's license and proof of auto insurance

## On-Line Mentor Portal

We use Mentor Core as an on-line tool to collect and track data for our matches.

Session Reporting: After each session with your mentee, you will log into Mentor Core and record the requested information:

- ☐ The URL is **mentors.mentorcore.com/release** (do not add www).
- ☐ After log in with your email and password (**release1**); click on blue sessions button then click on Add Entry
- ☐ Fill in following: Session Date; Type; Hours; What Happened? Follow up?; Observations?;
- ☐ Log out when done
- ☐ Can reset password by clicking on Forgot Password?

## Evaluation Surveys

### Mentor Surveys:

- ☐ **Mentor Journal**-after 6<sup>th</sup> and 12<sup>th</sup> month; measures key relationship criteria.
- ☐ **Mentee Impact**-after 6<sup>th</sup> and 12<sup>th</sup> month; Measures mentor's perception of the effect of the mentoring relationship on Developmental Assets.
- ☐ **Youth Education and Job Training**-completed by the mentor with the mentee's input at the end of the 6<sup>th</sup> and 12<sup>th</sup> month or Oct or Apr if the 6<sup>th</sup> & 12<sup>th</sup> month are during the summer.
- ☐ **Post-match** –after match is ended; Measures program and match perspectives.

### Mentee Surveys:

- ☐ **Mentor Impact**-after 6<sup>th</sup> and 12<sup>th</sup> month; Measures mentee's perception of the effect of the mentoring relationship on Developmental Assets.
- ☐ **Youth Late Match Behavior**-completed by mentee, 3 months or longer after being released from detention. Measures decrease in negative behaviors.
- ☐ **Youth Spiritual Growth**-after 6<sup>th</sup> and 12<sup>th</sup> month. Measures the youth's perception of their growth in a relationship with God including ability to trust Him, feeling accepted by Him, and receiving power to change and make better choices.

### Completing Surveys: (Always assist the mentee with their surveys)

- ☐ Option #1: Use the link provided via email (preferred way)
- ☐ Option #2: If no immediate access to computer then use the attachments sent with email, print and fill them out, then enter the answers later through the link provided (2<sup>nd</sup> preferred way).
- ☐ Option #3: Use the attachments sent with email, print and fill them out, and either mail or scan and email back. (least preferred way)