



Mentoring Young People



A practical resource for parishes

Diocese of Christchurch



The Purpose of Mentoring

Mentoring as envisioned by the Diocesan Youth Forum and agreed to by the Christchurch Diocesan Synod 2009 has the following outcomes in mind:

1. Assist the young person to grow personally and as a disciple of Christ.
2. Build fellowship across the generations within parishes.
3. To identify areas of mission and ministry in which the young person can participate.

Anglican and Cooperating Parishes are encouraged to formally consider adopting a Mentoring Programme as part of their ministry to young people, aligning it with existing goals of the youth ministry and church and involving all stake-holders (youth leaders, parents, parishioners, church leadership) in the process of establishing the Mentoring Programme. The Diocesan Youth Adviser can assist with this.

The Key Resources for Mentoring are:

- Jesus Christ as our prime mentoring model
- The young person's reflections on their experiences
- The mentor's faith and willingness to take an interest in another's personal & spiritual growth
- The Bible.
- A good set of questions (See Appendix II.)

"Because we loved you so much, we were delighted to share with you not only the gospel of God, but our lives as well."

1 Thessalonians 2:8

Though mentoring relationships are a mutual blessing the focus is on the young person. The mentor provides guidance, fellowship, teaching and support to facilitate the young person's:



- learning about Christ and Christianity,
- development of healthy spiritual practices e.g. prayer, Bible Study and Christian fellowship
- growth in theological awareness and recognising God in their life
- development of inter-generational relationships in your faith community
- understanding of the ministry of all believers, the five-fold mission of the Church and of the young person's potential ministry strengths
- personal reflection and self-awareness

The Mentoring Relationship

Though the word 'mentoring' itself does not appear in the Bible, the practice is woven throughout. In the Old Testament we see it in the relationships of Moses and Joshua; Eli and Samuel; Elijah and Elisha. In the New Testament, Barnabas, Paul and Jesus mentored by walking closely with and investing heavily in a few people.

The Bible shows mentoring to be an *intentional* relationship and a way of sharing not just information, but our whole lives with a young disciple.

Qualities of Mentors

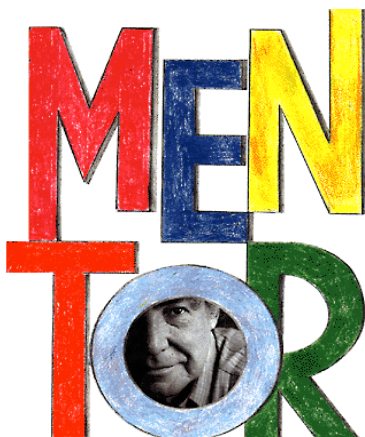
- Faith in Christ
- Good character
- Commitment to teaching the next generation
- Trustworthiness and confidentiality
- Objectivity and sensitivity. Non-judgemental
- Generosity, availability and attentiveness
- Prayerful
- Warm, positive and encouraging.

"You have heard me teach things that have been confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others."

2 Timothy 2:2

Skills of Mentors¹

- Reflective Listening
- Establishing rapport
- Bible Study
- Discipleship – able to nurture faith in others and 'show where God is'.
- Guidance – offering a wider view, options and possibilities
- Coaching – cheering on, reviewing and providing pointers for the way ahead
- Sponsoring – opening doors, ideas and opportunities to which a young person might not otherwise have access.



A Mentor is NOT ... a parent; a counsellor; a buddy. Nor are they merely a teacher, for rather than simply *explaining* or *passing information* to a student, a mentor *shows* their student through their own example and by letting the young person see them living out their faith. As Paul was able to write to Timothy (see 2 Timothy 3: 10, 14 below):

You know all about my teaching, my way of life, my purpose, faith, patience, love, endurance, persecutions, sufferings ... continue in what you have learned ... because you know from whom you have learnt it."

Personal Invitation

¹ Training provided by the Diocesan Youth Adviser. Check anglicanlife.org.nz for details

Nothing beats a tap on the shoulder for recruiting mentors. People won't necessarily have confidence that they can relate to young people or be an effective mentor. Yet when a church leader shows confidence in them, it can go a long way to overcoming uncertainty.

Tips for the Young Person being Mentored

- Take initiative - let your mentor know what you want from mentoring and how you would like sessions to run.
- Prepare for each meeting
 - make a list of issues you would like to talk about.
 - Read through the set Bible passage.
 - Reflect on your goals and ministry strengths
- Bring a positive attitude



Characteristics of Healthy Mentoring



❖ Freedom :

- ✓ to be oneself
- ✓ to express doubt, anger, frustration
- ✓ to love and be loved
- ✓ to take risks
- ✓ to share opinions or feelings honestly

❖ Trust

- ✓ that the mentor has the young person's best interests at heart and will not push their own agenda, be controlling, or to put down, judge or hurt the young person intentionally
- ✓ that the young person will show respect and trust in the mentor

❖ Self-Awareness

- ✓ Being in touch with one's own feelings and responses
- ✓ Being sensitive to the feelings and responses of the other

While mentoring is a mutual blessing, allow the needs of the young person to guide the sessions. The young person should set the pace, with the mentor walking *alongside* (not trying to push ahead with the young person struggling to keep up.)

Safe Practice in Mentoring

Jesus travelled about from one town and village to another, proclaiming the good news of the kingdom of God. The Twelve were with him, and also some women ...

Luke 8:1

- Parishes should appoint a **Mentoring Coordinator**. This person could be the CYP SO (Child and Young Persons Safety Officer) or the senior youth leader or Youth Minister. If no one from the parish is available, the Diocesan Youth Adviser can fulfil this role temporarily. The Mentoring Coordinator helps with recruiting, keeps a record of mentoring matches and their regular time of meeting, ensures safe practice, and is a reference and guide when issues of concern arise.
- The Diocese of Christchurch’s ***Keeping Them Safe***² policy applies to mentoring relationships. It encourages healthy and appropriate relationships between adults and young people while providing protection for both.
- Mentors will be required to consent to police vetting.
- *Keeping Them Safe* discourages adults and young people being completely alone together so as to remove potentially compromising situations. Mentoring should therefore occur either in a public place, such as a café, or in a church or home where there are other people around - a place where you can be “**overseen but not overheard**”. In addition, caregivers as well as the Mentoring Coordinator should always be aware of when and where mentoring will occur.
- While at times deeply personal sharing may be part of mentoring, it should be clear that this is **not a counselling session** and mentors should never undertake the role of a counsellor. Let the young person know that whatever is shared in mentoring will remain **confidential** except where there is a concern that someone may be at risk of harm.
- **Gender matching** is advised. It is generally less complicated and more conducive to the role-model dimension of mentoring.
- In mentoring, a close relationship forms. This is important but should be balanced with care to maintain **appropriate boundaries** – e.g. avoiding overdependence by the young person on their mentor or the mentor developing inappropriate involvement with friends or family of the young person. Consider this balance in the stern warning of Christ in **Matthew 18: 1-14**.



Getting Started

² Available from your parish CYP SO’s or at anglicanlife.org.nz . In particular the *Keeping Them Safe* Best Practice section has guidelines on Confidentiality, Personal Safety, Abuse, Complaints Procedures, Code of Ethics, Communication with Caregivers, Cultural /Disability Awareness, Conduct of Workers, Mental health, Privacy, Responsibility, Sexual Harassment, Spiritual Well-being and a section on Recruitment of Leaders.

1. **Matching.** While most people are able to mentor, not everyone is a good match for anyone. There should be a natural rapport and warmth between the mentor and the young person.



- a. Start by prayerfully considering adults/young people you already have a relationship with or whom you feel drawn to. You can either approach them directly about forming a mentoring relationship or ask your church's Mentoring Coordinator to do so on your behalf. An initial Getting Acquainted session (see 2 below) is then held.
- b. If you don't yet have this rapport, the church can run an event designed to introduce lots of adults and young people to each other over a short period. See [Appendix I](#) for an outline of such an event called "Speed Matching"! The event ends with young people and adults filling in a form naming 2-3 people they met during the evening whom they feel they could form a good mentoring relationship with. The Mentoring Coordinator collates these forms and pairs people up for an initial Getting Acquainted Session.

2. **Getting Acquainted.** An initial Getting Acquainted session is held, after which a final decision by both parties is made as to whether this is a good match. Both parties understand that this is a one-off session that may or may not lead to an ongoing mentoring relationship, with no hard feelings if not. To get better acquainted, both parties share their:

- i. life story - naming significant people or events along the way.
- ii. interests, work/study
- iii. goals for the future.
- iv. Spend some dedicated time sharing each other's faith journey.

Sharing should always be at a level that feels comfortable. How the mentor in particular handles this sacred time will build the basis for trust and openness in the relationship. In particular they should show **attentiveness**, be **non-judgemental** and tune in to how the young person **feels** about the things they are sharing.

3. **First Mentoring Session.** If both parties agree that this is a suitable match, the Mentoring Coordinator arranges for the pair to meet. The pair meets and openly shares with each other their hopes for the mentoring relationship. In particular, the mentor should listen carefully to what the young person expects from mentoring. Go through *The Mentoring Session* outline (see



