

Mentor Helps & Forms

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Greetings Pastor and Men's Ministry Leader,

Today in America we face an epidemic – Fatherlessness. Men of faith are desperately needed to reach the boys and young men that do not have a dad in the home. They are not only out there in our cities, towns, communities and neighborhoods...**they are in our churches**. Every Sunday there are moms in my church and your church who are hoping and praying for men to step into their son's lives and be a mentor, a role model...and she is hoping that man would be a Christian man from her church.

We want to help in any way we can, that is why I have put together **Helps and Forms**. These are to help you start a mentoring program in your church. You need to reach out to the fatherless in your churches; these fatherless boys and young men are part of your church family and you cannot let them down – this is a ministry to the fatherless who come regularly with their moms and grandparents as well as those who only come to youth group during the week. Men can make a big difference.

One of the most reliable predictors of whether a boy will succeed rests on a single question: Does he have a man in his life to look up to? Too often the answer is no. Pastor...Men's Ministry leader, **we must change that no to a yes**.

I pray that these will help you start a mentoring program. It really is not that hard -- the hard part is finding men who will take the challenge.

We can help by coming to your church with a:

- Presentation that will challenge and encourage your men and helps them see the problem, the solution and how they can help meet the need right in your church.
- Three to four hour training session that will prepare and equip men to become mentors to young men.

Contact us for more information or to schedule for 2014 – 2015.

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MENTORING PROGRAM STRUTURE

OVERALL MANAGEMENT

Pastor/Men's Ministry Leader

MENTORING TEAM LEADER/COORDINATOR

The goal is to build a strong team. The team leader needs to have the heart, passion and vision for this ministry. He needs to oversee the ministry and encourage the team's involvement. Have a committee of 2 to 5 men depending on the size of the church. "Remember that mentor leadership is all about serving (Tony Dungy, The Mentor Leader: Secrets to Building People and Teams That Win Constantly). Jesus said, "For even the Son of Man came not to be served but to serve others and to give life as a ransom for many" (Mark 10:45).

CREATE A MISSION STATEMENT

Example: The mission of Church is to assist boys and young men of our church to become the man God made them to be. We will accomplish this by providing encouragement and direction. We will offer personal, social, spiritual and practical support. We will strive to be a living example of what it means to be a Christian. Both mentor and mentee will become stronger Christians because of the relationship.

WHAT DOES A MENTOR DO?

- Commitment to mentor relationship for one year
- Meet or make contact once a week face to face, phone, text or email
 - Coordinate any outing with parent/guardian
- Always good to meet in public area or where other adults are present
- Attach copies of receipts to your Monthly Update to leader/coordinator
 - Basic content/objective of meeting/activities
 - Be adult role model/friend (have fun)
 - No parenting
 - Reinforce moral values
 - Help establish a relationship with God
 - Highlight Biblical principles to life experiences
 - Monthly Update to program leader/coordinator

WHO CAN MENTOR?

- An active member of Church
- Meets Churches youth volunteer requirements including criminal background checks
- Agrees to adhere to Program Name purpose/mission statement
 - Fully supported by spouse and family

The following are some other points to consider when starting a program and putting together the structure to build on:

1. Gear the program to fatherless boys within the church first with a goal to eventually reach outside the church into the community as God opens those doors.
2. Choose boys and young men on basis of need; those who have little or no contact with their fathers or other male family members go to the top of the list.
3. Only one mentee per mentor and one mentor per mentee. Focus on building one-on-one relationships. Consistency is essential in dealing with kids from broken homes.
4. Mentoring relationships should last for at least one year. A number of mentoring relationships turn into lasting friendships.
5. Mentors should commit to spending time each week connecting with the mentee he's mentoring. Face-to-face visits can be one per week and may vary from month to month. Great thing about mentoring someone from your church is you will probably see him every Sunday. Phone calls are also important and don't forget cards on special days or notes to just tell him you're proud of him, even if it is for a small improvement in his grades.
6. Single moms should have limited involvement with the mentor. It is important to remember that these relationships are for the mentees. Moms should be involved in approving the mentor and kept informed of the activities and places they are going. However, she should not call the mentor, ask him to come over or go out with them. If there are problems, they should be handled through the Mentoring Program Team Leader who will get the Men's Ministry leader and/or pastor involved if necessary.
7. There must be an extensive screening process for each mentor, including background checks and character references, and his willingness to be involved in training sessions

The Mentors In My Life

- List below the men in your life who had a positive influence on you while you were a teen and describe the influence they had on you.

Name: _____ Influence: _____

Name: _____ Influence: _____

Name: _____ Influence: _____

Name: _____ Influence: _____

- Looking back, why do you think these men were such a positive influence on you?

- Why do you think they took an interest in you? Which man had the most powerful influence on you and why?

- From the list of qualities below, which do you think are important for men who want to make a positive influence on our boys and young men?

KEY: Place # 1 next to each one you think is extremely important; a # 2 next to each one you think is important but may not be necessary; a # 3 next to each one you don't think is important or necessary.

An effective mentor...

has patience
has a strong family
has a lot of connections
is intelligent
has money
is courageous
is compassionate
is cool
understands youth culture
is mature

is caring
has high moral standards
is respected by others
likes rock music
is a good communicator
has his life together
is young
loves kids
is honest
loves Jesus Christ

is outgoing
is unflappable
has time to give
is athletic
believes in prayer
knows scripture
has a sense of humor
loves God
is good-looking
is forgiving

CHURCH NAME
MEN'S MINISTRY MENTORING PROGRAM

HELPFUL HINTS FOR VOLUNTEERS

The role of the volunteer in the program is to provide a close friendship with the young man you are mentoring. The following suggestions may be helpful in developing your relationship.

AT THE BEGINNING

Be consistent. It will build trust in your relationship, which is the key to all success.

Get to know the young man you are mentoring gradually and naturally.

Do not make any commitments you will not be able to keep.

Do not include others too soon in the relationship. Make sure you both feel comfortable with each other first.

Respect him as an individual. Allow him to express thoughts and feelings.

Do not push him to discuss personal problems. As he begins to feel comfortable with you and to trust you, these things will come out naturally.

Do not hesitate to set limits.

If you make a promise, keep it.

He may be hesitant to contact you in the beginning of the relationship. Be patient and reach out to him. As he feels more comfortable in the relationship and does not fear rejection from you, he will begin contacting you. Do not think there's a lack of interest in the beginning.

AS THE MATCH PROGRESSES

Try new activities, share your own interests, and ask him for suggestions. Do not underestimate the range of his interests. All kids can learn new things when encouraged.

Don't always go out, share "home" activities such as repair work, crafts, music, working in the yard, etc.

Avoid situations where the parent criticizes him in your presence. Do not become the mediator between him and his parent(s).

Help build his self-confidence. Let him know what you like about him, and provide opportunities for "successes."

Do not be critical. Set a good example and he will probably tend to learn by association. If a moral issue is questioned, try to communicate your own feelings and a biblical standard in natural conversation, without it sounding like a lecture.

If you are out of town, write or send him a postcard. Everyone loves to get mail, and it will let him know you are thinking of him. A phone call would also mean a lot.

THROUGHOUT THE MATCH

If he has difficulty in expressing appreciation or in showing feelings, be patient. When he does show appreciation make sure he knows how important this is to you. At risk kids tend to push mentors away for a while to see if "this time" it will be different, or if you too will become another name on his rejection list.

Maintain a friendly and understanding attitude.

Consider the relationship important. Always let him know when he can expect to see you again. If you must break an appointment always give an honest explanation and immediately reschedule. Face to face contact is important, maybe once a week; however, phone calls in between are also extremely important.

REMINDERS AND GUIDELINES

1. **Be consistent and dependable.**
2. **Always call before you pick him up. When you make plans, get the parent's approval of the day and time before you hang up. Try to give him some idea of what you will be doing so he can dress appropriately. Always bring him home on time; if you are running late, call to let them know.**
3. **If something happens and you can't see him one week, make sure you call him to keep in touch. Remember, this may be the only important time he has all week. It's important to have weekly contact by phone or face-to-face. Be dependable and consistent.**
4. **Don't spend an exceeding amount of time with him; if you have to cut back on time in the future, he will be disappointed. You want sincerity not dependence. And don't forget your own family.**
5. **Don't try to be Santa Claus, a taxi service, a probation officer, a "child saver," or a "parent rehabilitator."**
6. **The mentor usually pays for activities, but it is best not to spend a lot of money. Plan free or low cost things to do most of the time. Limit your spending; he needs a mentor, not a wallet.**
7. **If you need to discuss a problem with a parent, it is best to do it over the phone. Never do it in the boy's presence. It would also be advisable to call the Men's Ministry Mentoring Program Director to inform him about what is going on before you call a parent.**
8. **It may be necessary for you to correct misbehavior or set limits, but it is never appropriate to use physical punishment.**
9. **Feel free to say no to any inappropriate request.**
10. **You are required to send a Mentor Monthly Report to the Program Director each month. Feel free to call anytime you have a question.**
11. **Be a friend and role model, not a therapist, social worker or substitute parent. The most important thing for that boy is the time you give him to talk, listen and share. Be an encourager and a good Christian role model.**
12. **When you must end the relationship, give as much consideration as you did in the beginning. A bad ending will ruin the whole experience.**
13. **Encourage him and his family to attend church. If his family has no interest in attending church anywhere, you may want to ask the boy you're mentoring to attend your church or visit occasionally. Try to get him involved in a good youth group, preferably not too far from his home. Make sure you have his parent's permission before you bring him to church or set him up with another youth group.**
14. **Share your testimony with him, what your relationship with Jesus means to you. You may be the only "Jesus" he ever sees.**

THE 7 KEYS OF SUCCESSFUL MENTORING

1. BE CONSISTENT

Be dependable and trustworthy as a mentor. Honor your commitments and keep your promises. Be there for the boy you're mentoring on a regular and consistent basis for as long as you need to be.

2. BE YOURSELF

Be thankful for who you are, for your talents, gifts and abilities that God has given you. God knows you, loves you, and has called you to serve as a mentor. Let Him use you just the way you are, don't try to be something you're not.

3. BE A LISTENER

Take every opportunity you have to be a good listener. Don't judge and lecture, listen because you care and because you desire to treat the boy you're mentoring with dignity and respect. You will learn much by listening and be able to help him with his problems better.

4. BE HONEST

Tell the truth always, even when it hurts. Inspire the boy you're mentoring to be honest no matter what. Build integrity.

5. BE PATIENT AND FORGIVING

Do your best to demonstrate unconditional love in every circumstance by being gracious, understanding, slow to anger, patient and forgiving. Don't allow failures to destroy the relationship. Be realistic about the expectations you have for the boy you are mentoring.

6. BE ENCOURAGING

Bring the best out of him by being generous with affirmation, encouragement, gratitude and praise. Inspire him to dream dreams and to recognize the potential he has in Jesus Christ.

7. PRAY HARD

Don't become frustrated or discouraged because of your ability to change his life. Instead, pray daily for him, intercede for him, and trust God to do what you cannot do.

Do's & Don'ts of Mentoring

Do's

Share Yourself
Notice Signs of Growth
Listen to What He Has to Say
Be on Time
Set An Example
Show Interest
Be Honest
Be Positive
See Their Views and Values
Have Fun

Don'ts

Think You Are Going to Change Him Overnight
Jump to Conclusions
Be Judgmental
Forget Listening is Part of Communication
Use Poor Language
Get Talked into Things
Settle for Rudeness or Foul Language
Forget You Are Being Watched
Be Negative

Conversation Starters

Don't be afraid of a little silence. There will be times you will need to have a backup plan such as one or two conversation starters in mind. Not just questions to fill the void, but ones that will help you gain insight to who your mentee is and what is going on in his head. Once a conversation gets going, generally you won't have a problem keeping it going. Sample starter questions below:

- Sometimes when things are quiet you might ask, "So what is going through your mind right now?"
- What scares you the most about your future?
- Someday when you get married and have kids, what is one thing you'd want each of them to know?
- If you could ask your dad a question, guaranteed he'd answer it truthfully, what would you ask.
- If God would give you anything you prayed for right now, what would you ask for?
- Can you think of a time you did something really good for someone?
- How did it make you feel?
- Imagine yourself at 21. What kind of a man would you like to become?
- If I could change one thing about myself, I would change.....?
- If I could undo one mistake I made in the past, I would change....?
- Tell me about your best friend. Your, tell me about the guys you hang with.
- Tell me about your dream....
- Tell me about your favorite part of school? What you dislike?
- What is one thing you know you should do, but you've been putting it off?
- What is one thing you'd like to learn to do?
- Tell me about the time when you really felt good about yourself.
- Tell me about the kind of dad you'd like to be someday.
- Tell me about the kind of girl you'd like to marry someday.
- What do you think most young men your age worry about? (This is often a good way to find out what they worry about.)
- When I do _____, I really feel good about myself.
- Name an adult you respect and why. (Not you)
- Name somebody your age you respect and why.
- What do you think is the greatest temptation kids your age face today/
- What do adults/parents do that really bothers you?
- What really makes you angry? What makes you happy?

WHAT CAN WE DO?

There are a lot of things you can do together, things that don't cost money and things that do (From Mentoring Boys 101 in Fatherless America and the Church). I am sure there are other things you can add to this list, but here are some suggestions:

- Bowling
- Watch a video
- Walking around the mall
- Playing video or Wii
- Washing your car
- Walking in a nature reserve
- Fishing
- Visiting a museum
- Swimming
- Hitting a bucket of golf balls
- Teach him how to swing a golf club
- Playing miniature golf
- Riding bikes
- Going to an amusement park
- Going to a movie – make sure parent is okay with the movie
- Going to a ball game – MLB or local high school game
- Going to a local high school football or basketball game
- If mentee is involved in a sport, go watch him play
- Mowing your lawn
- Having devotions together
- Praying together

FUN THINGS THAT BOYS NEED TO LEARN FROM A MAN

Here are some fun and some important things that fatherless boy needs to learn from his mentor...I'm sure you can add more. (From Mentoring Boys 101 in Fatherless America and the Church book.)

- They need to learn important stuff like how to spit properly, with all the different forms of spitting and their varied nuances.
- They need to be taught how to sharpen a knife and the importance of a sharp knife.
- They need to know that you never point a gun at someone (even a toy gun) unless you intend to use it. They need to be taught how to properly and surely handle a gun, including how to shoot it and clean it.
- They need to learn the proper way to chop wood and light a fire.
- They need to be taught how to use a compass so they know they will never be lost again.
- They need to be taught how to throw and catch a baseball and a football.
- They need to know how to dribble and shoot a basketball.
- They need to be taught how to fix a flat tire and change the oil in a car. And how to find and repair a leak in a bicycle tire.
- They need to learn how to pound a nail with a hammer and drive it straight. They also need to learn how to properly saw a board

CHURCH NAME
MEN'S MINISTRY MENTORING PROGRAM
MENTOR MONTHLY REPORT

Name _____ Phone Number _____

Address _____

Mentor's Name _____ Phone Number _____

Month covered by report: _____ Report due no later than _____

Date of mentor contact	Type of contact	
	Phone	Face to Face
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Special activities

Remarks

Mentor's Signature

Date

CHURCH NAME
MEN'S MINISTRY MENTORING PROGRAM
MENTOR APPLICATION

Name _____
Address _____
City, State, Zip _____
Phone _____ Cell _____ Work _____
EMAIL _____
Spouse _____

Present Employer _____
Address, City, State & Zip _____
Years Employed _____

Education:
High School Year Graduated _____
College _____ Years Attended _____
Degree _____

Why do you want to be a volunteer in the (Church Name) Mentoring Program?

Any past experience with children and/or youth program? Yes () No ()
If yes, where and when _____

References:
Name _____ Relationship _____
Phone _____
Address, City, State & Zip _____

Name _____ Relationship _____
Phone _____
Address, City, State & Zip _____

Explain your present use of alcohol or any other drugs.

Do you have a valid driver's license? Yes () No () State _____
Do you have your own transportation? Yes () No ()
Please describe your driving record and offenses.

Do you have sufficient auto insurance to cover injuries sustained to passengers?
Yes () No ()

Have you ever been involved in, investigated for, arrested and/or convicted of a crime?
Yes _____ No _____ When _____ Explain _____

What attitudes and beliefs are of special importance to you?

Please list interests, hobbies, and activities you enjoy?

This information is true and accurate to the best of my knowledge.

Signed _____ Date _____

Church Name

Men's Ministry Mentoring Program

Mentor Liability Release

I understand and agree that I will be the one actually spending time with _____ and that I must exercise care in supervising him while we are together. I also understand and agree that I am not a (Church Name) agent, and that I am responsible for choosing and conducting all activities with _____.

I therefore agree that (Name of Church) will not be liable for, and I agree to hold (Name of Church) harmless from any and all liability, causes of action and losses imposed on it in any way relating to or arising out of this mentoring agreement, including, but not limited to, liability for personal injuries, whether the liability, cause of action, or loss is caused by my negligence, or (Church Name) negligence or otherwise.

I further release (Church Name) from any and all liability, claims, demands or actions or causes of action whatsoever arising out of any damage, loss or injury I might incur while participating in any of the activities contemplated by this mentoring program, whether such damage, loss, or injury is caused by the negligence of (Church Name), its officers, agents, servants, employees or otherwise.

Mentor's Signature

Date

CHURCH NAME

Men's Ministry Mentoring Program

Permission Agreement

Date: _____

I, _____, give my permission for my son _____ to participate in the (Church Name) Men's Ministry Mentoring Program. I have met with him and agree to have him serve as my son's mentor.

I understand my son's mentor will be making weekly contact by taking him on outings or by phone. If it is an outing, the mentor will discuss with me the time and date he will pick up my son and bring him home. I agree to be home when they return.

_____ has my permission to take my son in his automobile on these outings. I do hereby agree that when my son is on an outing with his mentor, I release this individual and (Church Name) from any liability that may occur during the outing.

Signature of Parent

Date

Signature of Parent

Date

Mentor's Signature

Date

Mentoring Program Director's Signature

Date

CHURCH NAME
MEN'S MINISTRY MENTORING PROGRAM
STUDENT APPLICATION

Date _____

Name _____ Age _____ Date of Birth _____

Mother's Name _____

Father's Name _____

Address _____

City, State & Zip Code _____

Home Phone _____ Work Phone _____

Attend Church? () Yes () No

If yes, where? _____

Address _____

Pastor's Name _____

Youth Pastor's Name _____

Things I like to do (interests and activities I enjoy) _____

Hobbies _____

Comments _____

Signed _____ Date _____