

## **GMSAM Youth Training Mentor Roles and Responsibilities**

You have agreed to serve as a leader bringing your unique passions, gifts, and abilities to the church. When the leaders focus on the church's purpose—*its mission of making disciples of Jesus Christ*—and link that purpose to the passions of the people, amazing things can happen. Effective leaders keep the whole of the primary task in their sight, working to keep all of its aspects in concert.

***Leaders in the church must be first, and foremost, spiritual leaders*** who model and embrace Biblical discipline and teaching. *By practicing the means of grace*—prayer, fasting, studying Scripture, corporate worship, celebration of the Lord's Supper, Christian conversation, and acts of mercy—*church leaders stay tuned to the mission of the church and live out the primary task.* Members and potential members should be able to look to a congregation's leaders for spiritual example and direction, because true leaders are known by their fruits. People's lives are changed through their influence.

***Leaders use their gifts and talents to enable others to use their gifts and talents to the fullest potential.*** The flow of information, inspiration, guidance, and vision from leaders is an encouragement to others on their spiritual journey. Leaders help others to see new possibilities. When leaders are focused on the vision of the church, community is built and ministry occurs. The church focused on God is alive with creative energy aimed at transformation.

### **Christian Mentor - Principles for Successful Mentoring**

There are several significant principles that Christian mentors and coaches must follow.

***Give designated assignments.*** Whether you initiate a mentoring relationship or a potential protégé initiates it, it is wise to give a simple assignment to establish the seriousness of the relationship and test your potential protégé's level of commitment. Additionally, you are to provide guidance and direction for each assignment as warranted.

***You are not a parent or a counselor.*** Your goal as a mentor is not to take the place of a parent or to solve a person's emotional or psychological problems. Be discerning about the proper ground for mentoring. You are to include the parent in any concerns relative to needed counseling. Counseling is provided via the local church office.

***Your goal as a mentor is to minister.*** Mentoring is not a way to meet your needs for significance, but to walk with others as they grow and become like Christ. Your goal as a mentor should never be to shape your mentorees into your image, but to encourage them to bear God's image more fully.

***God brings about change.*** Mentoring is not your opportunity to implement your agenda in the life of another person. It is your opportunity to walk with another person as God shapes him into His image.

**Leaders take responsibility.** Both the mentor and protégé should take responsibility to meet on time, be prepared, and commit to growth. Ask your protégé to take responsibility for contacting you, changing meeting times, and setting goals for the relationship.

### **Christian Mentor - Sharing Truth with Someone Who Doesn't Want to Hear It**

When some people think of passing the baton to the next generation, they say, "But the next generation doesn't want to hear it. They're not open to wise counsel. *The mentor has four objectives:*

- (1) Help people discover the current reality in which they live;*
- (2) Bring together the congregation's understandings of current reality and desired reality into a shared vision;*
- (3) Develop guidelines and plans to help the community move from current reality toward the reality of its shared vision; and finally,*
- (4) Monitor the whole work of the church as the congregation moves with God's guidance toward its vision*

### **Christian Mentor - Why Should I Follow You?**

As a Christian mentor, that's a legitimate question being asked by everyone you're trying to influence. The answer depends on your credibility.

Credibility comes from the word "credo" or "trust." More than two thousand years ago the philosopher Aristotle wrote that a person's credibility isn't built-in. Rather, potential followers give leaders credibility depending on how well those leaders answer three questions:

**Ethos:** Will you treat me with dignity and integrity?

**Pathos:** Are you capable of going to bat for what is really important?

**Logos:** Do you know what you are talking about?

How can you build credibility with your followers?

- Be authentically interested.
- Communicate with integrity.
- Never passively accept what is in your power to change.
- Follow God's leading.
- Draw on the experience of others.
- Seek out opportunities for training and networking.
- To love youth where they are,
- To encourage them in developing their relationship to God,
- To provide them with opportunities for nurture and growth, and
- To challenge them to respond to God's call to serve in their

**Remember this:** your followers will rarely raise the bar for themselves any higher than you have raised the bar for yourself.

## **Relational Skills**

Leaders (both adult and youth) are likely to be in several types of relationships—sometimes several types with one person in the group.

- ***Person-to-person.*** Adult and youth are both children of God. The only real difference is that one is older in experience than the other. Each has unique abilities and talents to contribute to the other and to the group. Each one needs to accept the other fully and with caring.
- ***Adult-to-youth; youth-to-adult.*** The adult is not a youth, and the youth is not an adult. Each should act his or her own age, with no apologies and with no resentment toward the other. Furthermore, nothing is phonier than an adult trying to act like a teenager.
- ***One-to-one.*** The GMSAM is a fellowship of individuals. A leader relates to a group best by relating to the individuals in it. All relationship building in youth ministry requires several skills. The adults may need to develop these skills and help the youth to do the same.
- ***Peer to Peer.*** The Youth Training ministry will focus on peer to peer mentoring of our males and female youths. Additionally, each mentor will be asked to establish communication with the respective parents to ensure primary educational objectives are not compromised.
- ***Listen.*** For true communication, the speaker needs to feel that a leader is actively listening to what he or she has to say. When we truly listen, we use not only our ears but also our eyes, emotions, wisdom, and heart.
- ***Respond.*** After listening comes response, for it is only through a response that the person is sure he or she has been heard. *Respond* is an active verb, and we can respond through encouragement, affirmation, and nonverbal gestures. This opens the door to new ideas and new relationships.
- ***Speak.*** Sharing is opening and giving of oneself to someone else. The leader should never hold back appropriate sharing of ideas, concerns, and feelings with youth. However, this sharing should be done in the person to-person mode and never as colonel-to-corporal.
- ***Affirm.*** Youth need to be appreciated for who they are and what they do. Such affirmation comes in the form of both individual and group acknowledgments (congratulations), sharing information with others who in turn affirm the youth, and recognition through use of their leadership skills, special interests, and talents.
- ***Encourage.*** Leaders can help youth grow by encouraging them to stretch their experiences, to try things they have never tried before that will deepen understandings, sharpen skills, and open doors into new worlds of discovery. The act of encouraging requires perception about where persons are in their development, sensitivity to their feelings and self-perceptions, and the willingness to be present with them in their ventures.
- ***Enable.*** Enabling means to assist youth by helping them see, act out of, and grow through their own abilities. Adults can best enable when they

**Ministry Standards**

As a mentor, I agree to follow the following standards I agree to...

- Meet with my mentee 4-6 hours twice a month for minimum of 1 year
- Seek to please God in all areas of our life i.e. words, reactions, choices of entertainment.
- Live by scriptural principles. Please see 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 stumblingblock. (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. Please see I 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, sexual or emotional harm to my mentee.

**I have read and agree to abide by the above ministry standards throughout my involvement as a mentor. If there comes a time when I cannot fulfill this, I will notify my mentor supervisor.**

**Additionally, parent consent is required to ensure a mutual understanding between both the mentor and the parent.**

**Mentor Name** \_\_\_\_\_  
**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Parental Consent: Name** \_\_\_\_\_  
**Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Ministry Staff Signature** \_\_\_\_\_