



EAST JAMAICA CONFERENCE
Family Ministries Department

Mentoring Moments with our

BROTHERS of EXCELLENCE ATTAINING MORALS & STANDARDS

HANDBOOK

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Acknowledgement

Preface

Seventh-day Adventists Vision

Seventh-day Adventists Mission

What advice do you have for your church regarding the program?

B. Mentoring Experience Assessment

How satisfied were you with your experience as a mentor?

Very Satisfied Satisfied Slightly Satisfied Dissatisfied

How effective do you feel as a mentor?

Very Effective Effective Not Very Effective Not at All Effective

Please indicate the reasons for your feelings:

What is the single most important thing you got out of the program?

How did mentoring affect you personally?	To a Great Extent	Some-what	Not At All
<i>(please check all applicable responses)</i>			
I learned new things about myself.			
I found it easy to be a mentor.			
I have a better understanding of youth issues			
I felt more motivated at church			
I was able to keep up with my mentee			
I feel more productive after doing activities with mentee			
I would want to be a part of the programme next year			

Adapted from: The Connecticut Mentoring Partnership, *Business Guide to Youth Mentoring*.

MENTOR EVALUATION FORM

(MENTOR IMPACT)

Thank you very much for taking a few minutes to provide this information. It will help us strengthen

our program and provide data to demonstrate the effects of mentoring on mentors and mentees.

All the individual data from this survey will be kept anonymous.

Date: _____ Name of Mentor: _____

Company/Organization/Independent: _____

Church: _____

Name of Mentee: _____ Age: _____

A. Program Assessment

What is your general assessment of the Mentor Program Very Successful
 Successful Moderately Successful Unsuccessful

How satisfied were you with your mentee match?

Very Satisfied Satisfied Dissatisfied

Did you receive adequate assistance from leaders at your church?

Yes No Please Explain:

Please rate each of the following program components:	Not Enough	Just Right	Too Much
Information about the program at the launch session			
Information about the mentee			
Mentor training			
Regular mentor support			
Interaction with the program coordinator			
Networking with other mentors			

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Some Good Questions/Prompts

If you didn't have to worry about making money, what job would you like to have?

As closely as possible, describe the person you hope to marry. What are three things your parents say or do that you hope you never do if and when you have children?

What are three things that your parents say or do that you will say or do with your kids? —from A Smorgasbord of Questions

by John Cutshall and Mikal Keefer

Journal Entry Ideas

What was the best thing that happened this week and why?

What was the worst and why?

What was your scariest moment? Tell about your most embarrassing moment.

What is something people need to know about you?

Who or what is the most important influence in your life?

Sample Praises to Give Youth

General: Comment on a general **ability** or **trait**.

You're a generous person.

You're quite a writer!

You're an exceptional friend.

Outcome: Comment on something he/she **did** or **produced**.

What you said to your brother was very encouraging.

Your short story has a great plot and intriguing characters.

The way you hugged your mom must have made her feel good.

Behaviour: Comment on the **specific behaviors** or **actions** performed.

I liked the way you stopped to listen to him, then looked right into his eyes, and said 'You can do it! Your tone was really sincere, and you didn't let him play it down.

Comments about Interacting with Others

"You really handled that sticky situation well."

"Who taught you how to get along with people so well?"

"When I heard you say that, I wondered if you really meant it."

"I like what I see in your friendship with _____. What makes him/her such a good friend to you?"

Background: The 'Alpha' of BEAMS

The idea of creating a formal structured mentorship ministry for our young males came to life April 2013. It was born out of a need to partner with; encourage and motivate our young males to be more decisive in attaining and raising their standards of dress, speech, academic attainment and morals. The appellation, Brothers of Excellence Attaining Morals and Standards is uniquely peculiar to Jamaica Union and was conceptualized in East Jamaica Conference.

Its name was coined to provide a unique branding meant to reflect the image that every young male should emulate, conjure and seek to portray.

The name BEAMS was suggested by Bro. Dave Allen of the North Street SDA Church. Using architectural terminology; his thinking was that, just like a 'beam' should give support to the roof or floor of a building, in the same way young males should be mentored for that role of being "sturdy timber or metal" that will give support to the family.

The 2014 launch took place at the Half-Way Tree SDA Church, under the direction of Pastor Glenville Carr, the then Family Ministries Director, and Pastor Devon Osbourne, Executive Secretary of EJC, as the guest speaker.

Introduction

Mentorship

“A one-to-one, non judgmental relationship in which an individual voluntarily gives time to support and encourage another. This is typically developed at a time of transition in the Mentee’s life, and lasts for a significant and sustained period of time.”

The Value of Mentoring

At its most basic level, mentoring helps because it guarantees a young person that there is someone who cares about them. A child is not alone in dealing with day-to-day challenges.

Think back. Did you know how to study for a test or make plans for college? Do you remember wanting your first car or looking for a part-time job? Simple things that seem easy or straightforward to you now may appear to be a complete mystery to a young person.

Mentors provide their mentees with an experienced friend who is there to help in any number of situations.

Mentors help young people set career goals and start taking steps to realize them.

Mentors can use their personal contacts to help young people meet industry professionals, find internships and locate job possibilities.

Mentors introduce young people to professional resources and organizations they may not know.

Mentors can help their mentees learn how to seek and keep jobs.

Taken from: http://www.mentoring.org/about_mentor/value_of_mentoring

“Step by Step” Mentoring Covenant

We will make a _____ (time) commitment to our mentoring relationship.

We will contact each other once a week and meet a face-to-face a minimum of once a month.

We will pray for each other and ask the Lord to deepen our bond of friendship.

We will spend time together, walking together through spiritual disciplines, involvement in various ministry events, or enjoying other activities together.

We will make an effort to keep our relationship ongoing, consistent and fun; we will always ask God to be a part of it and bless it.

We will make our relationship a priority, sharing openly and honestly, and set aside time for it in our schedules.

We will keep our sharing confidential – just between the two of us – unless we agree that it is OK to share with someone else. We will talk only about ourselves and our personal journeys.

We are committed

(Mentor)

(Mentee)

adapted from <https://bible.org/article/step-step-mentoring-ministry>

Mentee Information Sheet

Name: _____

Address: _____

Phone #(s) _____ email: _____

D.O.B. _____

Career Interest(s): _____

Hobbies: _____

Favourite Song: _____

Favourite Bible Text: _____

Colour Food etc.: _____

Mentor Request: _____

Describes self as: _____

Spiritual Mentor _____

Career Mentor _____

References: (Pastor, Teacher, Civic Leader, Justice of the Peace, Police, Spiritual & Professional Mentor, Good Friend, Small Group that share your values, Guidance Counsellor, Career Consultant, Family Members) _____

BEAMS Overview

BEAMS is a program projected to create channels to encourage young males (Mentees) 12 years and over to reach for their full potential and give expression to their values and beliefs. More importantly, to enhance their spiritual support base, so they will be empowered to witness; especially by lifestyle to at least one non-SDA daily.

In essence BEAMS:

Is a Ministry geared to reaching and addressing the needs of young males (mentees) 12 years and over.

Principles are derived from the word of God where boys gain Kingdom knowledge and are nurtured and empowered to apply Biblical truths in governing their lives.

Assist young boys in recognizing and utilizing their innate abilities while celebrating and affirming their journey from childhood through to manhood and brotherhood.

Is designed to help mentees to gain knowledge to

Grow spiritually- i.e. to strengthen your faith in Christ and loyalty to our church

Recognize the link between church and work

Improve academically – i.e. improve their abilities to set and achieve life goals

Improve their self- esteem- i.e. Gain self –respect through acquisition of new skills

Discover their strengths and skills and build upon them.

Develop self-confidence and interpersonal skills.

BEAMS encourage brothers, especially at the adolescent stage, to think about how to use their talents and their passions in life, and ultimately, to think about what they can contribute to others. "Even boys that have been in lots and lots of trouble, I've learned, really care about the future and care about others. We just need to take the time to find out (Barry MacDonald).

BEAMS also seeks:

- ⇒ To establish strong communities of Christian young brothers who can live empowered lives and impact the world for Christ.
- ⇒ To enhance the status of young brothers who are already doing well.
- ⇒ To teach social skills, modesty, purity and respect for adults/parents and abstinence.
- ⇒ To demonstrate to our males how to lead others to accept Christ.
- ⇒ To teach young males how to employ strategies to remain pure in Christ?
- ⇒ To impact mentee's speech and morals.
- ⇒ To witness to un-churched individuals.
- ⇒ To involve mentees in community service, and other youth oriented events.
- ⇒ To have a cadre of mentors who will spend time working and praying with our young males re: their individual needs.
- ⇒ To have mentors who will present a wide range of activities to enlighten and enrich the lives of their mentees.

The Making of a BEAM

*Pro. 22:6 Start children off on the way they should go,
and even when they are old they will not turn from it.*

Below are guidelines to consider as part of the GEM making process:

- * Be regular in attendance for morning and evening worships at home
- * Attend Sabbath school and church regularly and on time
- * Learn to obey and not always complain
- * Learn to be humble, not arrogant nor proud
- * Learn to respect the rights of others
- * Love to communicate with God through prayer and personal Bible study
- * Respect Holy things: Bible, Sabbath, Tithe, church
- * Cultivate a love for people
- * Be involved in church activities
- * Grasp every opportunity to participate in church
- * Be open to constructive criticisms without being offended
- * Listen to the counsels of your parents
- * Be a wide reader of useful articles
- * Keep close to God especially in your private and personal free hours

26. E-mail your mentees, ask questions they can respond to, and share news about yourself. If they don't have computers, help them find places where they can have e-mail privileges.

27. Encourage your mentees to try something new—food, a sport, or hobby. Jointly plan a “reward” if they pull it off.

28. Ask them to teach you something. If it's difficult for you, admit it.

29. Ask for their pictures for your wallet or desk.

30. Go to a college fair together .

31. Help them fill out job or college applications. Discuss different ways they can present themselves on paper.

32. Have them look into a mirror while you tell them four things you like about them. Be sure to include character qualities, not just looks.

33. Listen to their favorite radio stations and music list, and mention artists and songs you liked.

34. Teach your mentees how to make one of your “secret family recipes.”

35. Do volunteer work together.

36. Let them know what you're thinking, feeling, and observing about a particular situation or challenge you're facing.

37. Praise them in front of others, but don't overdo it.

38. Help your mentees set up a financial goal, and coach them toward achieving it.

39. With their parents' permission, help your mentees set up a checking or savings account, and guide them on how to use it.

40. Wash and wax your vehicle, theirs, or somebody else's.

Culled from: <http://www.iowamentoring.org/>

Goal

Our ultimate goal is to bring souls to Christ. Keeping in mind the mandate; “I must work the works of Him who hath sent me while it is day. The night cometh when no man can work” John 9:4 KJV.

Objectives

This program is intended to:

- 1) Raise the mentees social, mental and spiritual bars
- 2) Train mentees to witness
- 3) Assist the mentees in giving expression to their talents, mental and physical abilities



www.bigloraincounty.org .

Mentoring Moments

Ideas for you and your mentee

1. Download apps/software together
2. Take photos
3. Go fishing together
4. Set up PA System in church
5. Plan a programme at church
6. Teach your mentee how to tie a tie
7. Learn a new game together
8. Start an exercise challenge
9. Have mentee make a list of the goals you would like to achieve to help you become more mature
10. Create a budget together
11. Do a Bible study together
12. Plan a one night camp out.

Talk about:

1. Getting a driver's licence
2. Talk about dating, relationships, and love-lives, including your failures and successes. Traits that are most important in friendship choices
3. Traits you admire in your role models
4. Careers of interest
5. Achieving high Grade Point Averages (GPA)
6. Scholarships

<i>MENTORING PROVIDES</i>	
<i>For Mentees</i>	
SUPPORT	...through a critical time of change ...with relationship building
GUIDANCE	...through practical matters the Mentee finds difficult ...through issues of the Christian life
ENCOURAGEMENT	...to rebuild life ...to recognise and avoid pitfalls that may lead to re-offending ...to make changes
BUILDING	...self confidence and self esteem ...trust in others ...motivation ...sense of direction
CHALLENGE	...to widen horizons ...to achieve goals
PRAYER SUPPORT	...through issues
<i>For Mentors</i>	
FULFILMENT	from helping others grow and
SELF-DEVELOPMENT	improving interpersonal and communication skills and improving self-awareness.

http://transitiontocommunity.com/Potters_House/Board_files/files/MENTOR_MANUAL.pdf

Mentoring Brothers

Males have unique needs; and mentorship can help to understand why boys struggle to express emotions and how to talk to boys so they'll listen and how to help boys become courageous, caring and ethical men.

Mentors Goal

To provide holistic, quality mentorship for our young males, 12 and over to be led by God to be assets to society and to by God's grace be ready for the life hereafter.

To create channels to encourage Mentees to reach for their full potential and give expression to their values and beliefs.

Mentors' Pledge

By the grace of God we will remain faithful to our assignment to assist in nurturing you our mentees, so that you will be assets for the society and BEAMS for God's Kingdom.



12. Call to sing or wish "Happy Birthday."
13. Simple call to ask, "How are you, and what's the *spiritual weather like?"
14. What is your talent? Could you make a simple memento for your mentee?
15. Give a bookmark you made or bought with a scripture or spiritual thought.
16. Share a favourite dessert while discussing the scripture of the day.
17. Meet for tea, breakfast, lunch or dinner as an opportunity for praying or sharing plans for the day or events that occurred during the day.
18. Share a normal activity: a walk, sporting activity, errand, meal, etc.
19. Attend a Bible study together.
20. Plan an outreach activity together?
21. Visit an elderly to do chores, Bible study or fun activities together.
22. Do a spiritual gifts inventory together
23. Play a Bible trivia games or colour Bible characters, creatures or features together.

Creative Ideas for Building Spiritual

Relationships

(How to mentor and be mentored)

1. Share a time when you were aware of God's presence, help or timing in your life.
2. Read a chapter in the Bible every day; share once a week what the verses said to you.
3. Read the same book, a chapter a week, and discuss what you have learned.
4. Keep daily journals describing how you have seen God in your life that day. Share some highlights with your partner each week.
5. Pray daily for your partner. Initiate praying together.
6. As you pray about specific problems, discuss how God has been answering your prayers.
7. Write a simple note or poem expressing your love or appreciation for your mentee's willingness to be your friend.
8. Give a heart-felt hug or touch.
9. Could you give an encouraging word? (Proverbs 17:22)
10. Drop off a surprise gift of two mugs you have made or bought.
11. Give a simple green plant – to grow as your friendship grows

Implementing a Mentoring Program

Jesus chose 12 people from humble walks of life, and taught them everything He could for 3 years. Then He left the awesome challenge of sharing the plan of salvation in the hands of these disciples. Today, our task is similar. Jesus is our role model for mentoring potential church leaders. (Ardis Stenbakke).

Expectation

There is a progression. Our boys and boys twelve years and under, "Jewels", are being given extra nurturing by the 'Aunties' and 'Uncles' of the church; our young males (mentees) 12 years and over will benefit from their female mentors and our males 14 -19 will be mentored by the males. All of these mentors will be carefully selected to maintain the spiritual and moral standards of the church.

Resource Persons

The programme will be driven by a cadre of Christian adults of good moral standing who have a vested interest in the growth (especially spiritual) of the mentees. They will train the BEAMS how to invite their friends to fellowship, to introduce their friends to Jesus and to model Christian behaviour to others by their life style.



Setting up a Church Mentoring Program

The church mentorship program will achieve the following:

Engage Christian adults of good moral standing, especially those who have a vested interest in:

1. The spiritual growth of young males.
2. Pair experienced Christian adults with young males.
3. Pair career Mentors with college Mentees.
4. Pair college Mentors with high school Mentees.
5. Ensure that there is equal opportunity and commitment for all.
6. Build the opportunity for spiritual support and prayer.
7. Find ways to promote self-esteem without cost



Pic-

ture from: www.resourcesforleading.com

A Good Mentee

Characteristics of good mentees

- Being respectful of mentors' time.
- Being respectful of mentors' privacy.
- Being respectful of mentors' trust.
- Following up and checking in.

Benefits of being a good mentee:

- Getting the most out of a mentoring relationship.
- Expanding professional network.
- Get advice on how to achieve career goals.
- Establishing allies.
- Finding opportunities.

Adapted from: galleryhip.com

RESOURCE CORNER



Picture from: www.mediafly.com

The Stages of Mentorship

Stage 1: Getting to Know Your Mentee

Getting to know your mentee is a critical step towards building a great relationship. However, there is no specific formula to create a successful mentoring relationship. It is important that mentors (i) do not pre-determine the mentee's response and (ii) avoid allowing preconceptions to dictate your approach. .

The following suggestions will facilitate relationship development:

- ⇒ Introduce yourself to your mentee and let him/her know how to address you.
- ⇒ Be confident and smile!
- ⇒ Learn how to pronounce your mentee's name. Write it down!
- ⇒ Give your mentee the confidence that you will be dependable and will
- ⇒ keep in touch.
- ⇒ Tell them the method of notification to use if either of you is unable to attend a scheduled appointment
- ⇒ Accept your mentee as he/she is. Be nonjudgmental and maintain
- ⇒ composure if he/she initially acts in a shocking manner.

The mentee may try to test your limits.

- ⇒ Use positive reinforcement:

"It has been fun getting to know you through this exercise. I will be looking forward to next week."

⇒ Ask open-ended questions that cannot be answered simply with a “yes” or a “no.”

Let your mentee specifically know when the next meeting will be.

Help your mentee to understand the rationale for and value of goal planning. Get them to think about a long- or short-term goal that they would like to plan for the next meeting.

⇒ End every session on a positive note.

Adapted from *VIPS Youth Motivator Program*, Volusia [Florida] County Schools [13].

Stage 2: Establishing Goals

Once the relationship has been established and trust and confidentiality created, mentor pairs will begin to outline goals for the relationship and the year ahead.

Mentor and mentee will create a “contract” for their relationship that will outline personal, social, and educational goals for the year.

Each month the pair will assess their successes and failures, chart their results, and reaffirm the value of their goals.

For each level of accomplishment, mentors and mentees can reward one another in any way they choose.

Mentors must know:

A mentee’s goals must be his/her own defined goals, not the goals that the mentor would set for them. It does not matter how outrageous

plain hard. Your book can be your guide. A great book is *Messages to Young People* among others.

Pictures from: destinypride.org www.newsalescoach.com menstep-pingupblog.com www.fws.gov



You do, I watch.

It will look different in each relationship, but mentors must find ways to encourage and develop godliness in the younger men. Whatever purpose brought you together; challenge him in that area of life, and encourage him to step out in faith and wisdom gleaned from you and others, trusting the Lord for everything.

Pray with them

Don't just pray for them, pray *with* them. Have you ever denied prayer? I know we all want it and need it, but unfortunately, something about praying out loud for someone on the spot scares us. However, although it sometimes feels awkward, nothing means more than the men that never let their mentees leave their sight without praying for them. Not only does this teach them how to pray, how to love, and what it looks like to be disciple; it also gives them a chance to receive that prayer and those blessings first hand and to hear what you are praying. There is power in prayer. There is power in praying out loud. And there is certainly power in praying with the boys.

Go through a book together

Sometimes as a high school boy, an older mentor; whether it be in college, just out of college or older, can be intimidating. Because of the intimidation, they're less likely to speak up and just be themselves around you. The book you read together gives you an opportunity to approach certain conversations or topics that could otherwise be awkward or just

these goals may seem. It is not the responsibility of the mentor to evaluate the goals of the mentee, but to help them decide for themselves how to attain written goals, or whether their goals are even feasible.

Outlandish goals give great opportunities for present-day planning. If the mentee wishes to live in a condo in a ski resort in the Swiss Alps, then the mentor can show the mentee how valuable an education will be so that the mentee can make enough money to afford the condo. This encouragement can be linked to lessons in studying foreign languages, learning how to ski, and observing foreign cultures.

Stage 3: Setting Personal Growth Goals

The following model is designed to assist the mentor with a step-by-step approach in formulating effective individual goals. Once individuals have decided upon their values, self-identity, and future ideals, then they will need to establish the goals to carry them on the way to success. Given most students have not assessed themselves in such depth, defining values will be a continuous exercise throughout the relationship. Through goal setting, mentees will discover their values. To set effective goals, it is important to observe the following guidelines. Goals must be:

Stated with No Alternative:

The mentee should work toward only one goal at a time. Research shows that a person who says he/she wants to do one thing or another seldom gets beyond the "or." Even though the mentee may set out for one goal, he/she can stop at any time and drop it for a new one.

Always discuss why the original goal did not work. But when the mentee changes goals, the new goal must be stated with no alternatives.

Measurable: There must be some standard of measuring the progress achieved on a goal. Goals are measurable when they are broken down into intermediate steps with deadlines. Have mentees taken steps to complete their goals, and have they completed them in the expected time?

Achievable: The goals that one sets must be accomplished within his/her given strengths and abilities. To determine the mentee's strengths and abilities, set a goal, and then look at the individual components of that goal. Does the mentee have what it takes is believable, it is not always achievable.

Realistic: In addition to being consistent with one's own personal value system, one must believe that he/she can reach the goal. If the mentee has a low self-concept or is from an economically disadvantaged area, this may affect their goal setting.

Conceivable: One must be able to conceptualize the goal and clarify what the first step or two will be.

Controllable: Sometimes goals involve others. If the others do not care to participate, then the goal is not controllable.

Desirable: It may sound obvious, but a goal must be something that

ways spend an hour in the word each morning, (iv) you get mad and irritated with your family, (v) you have friend issues and (vi) you are struggling to survive just like them. It means you speak these things to them. Obviously, there is wisdom and discretion in what you share and to what extent and how many details, but that doesn't mean you can't own up to your crud, too. Take that rare opportunity to learn from them as you share how Christ turned your weakness into strength through His grace.

Be an example

"Do as I say, not as I do," is as infamous in mentoring as it is in parenting. Mentors must show their trustworthiness, demonstrate their love for God, and actually pray when they say they will. Words alone are empty. Let's be like Paul, who encouraged the Corinthian church to do as he did: "Follow my example, as I follow the example of Christ. I praise you for remembering me in everything and for holding to the teachings, just as I passed them on to you" (1 Cor. 11:1-2).

Be a teacher

Certain mentoring situations call for teaching. Encourage mentees to attend Bible studies at church and teach them how to give these studies as well.

From the mentor's perspective, the process seems something like this:

I do, you watch

I do, you help.

You do, I help.

impact our mind-set, way of acting, talking and living in general. A misunderstanding of the doctrine of Jesus, or a corrupted 'DNA' would result in negatively impacting not only the cognitive beliefs, but also negatively impact on the relationship with God and the spiritual growth of the person being mentored.

retrieved from: <http://upetd.up.ac.za/thesis/available/etd-12192012-135029/unrestricted/dissertation.pdf>

Tips for Spiritual Mentorship

Be purposeful

What is this younger boy seeking from a relationship with you? A better understanding of the Bible? Then decide upon what sort of study you want to focus on... and go for it. But what if he really wants a prayer partner, someone who will help him establish a better devotional life? Don't feel compelled to do a Bible study; pray with him. Maybe this young man needs parenting help because he didn't grow up in a Christian home and has no model to follow. If you have older children, you may be the perfect match for him. Mentoring is not always Bible study.

Be Real

You may think because of their young age that boys don't pick up on if you're faking it or not...they know. They pick up on it. They can smell a fake a mile away and they want nothing to do with it. So what does this mean? It means that although you might be their mentor and they the mentee, they want to know you! They want to know that you are not perfect; (i) you do not have it all together (ii) you sin, (iii) you don't al-

the mentee absolutely wants to accomplish. Often, mentees set goals merely to meet the expectations of others.

Conducive to Growth: The goal should never be destructive to the mentee, others, or society.

Adapted from the *Resource Manual for Campus-Based Youth Mentoring Programs* (81–82).

Stage 4: Redefining the Relationship

Closure in the relationship occurs in two major places. Naturally, closure occurs when the relationship is redefined (Stage 4) at the end of the mentoring term. But, proper closure needs to be achieved after each meeting with the mentee.

Periodic Closure

The following steps should be taken during or after each meeting with the mentee:

- ⇒ During the first meeting, mentors should let their mentees have a good idea of the next contact.
- ⇒ Before ending each contact, mentors should discuss achievements and give some positive feedback to their mentees. Mentees need positive closure to make them feel upbeat, to look forward to the next contact, and to motivate them to work harder during the week to please the mentor.
- ⇒ Both the mentor and the mentee should keep a mutual calendar that shows the mentee when the meetings will take place. Their

calendar should include vacations, business trips, holidays, and other events that would disturb the normal routine. The mentor should remind the mentee once again, a week in advance of departing, and should then if possible send a emails while away.

- ⇒ Mentors should not overstay their welcome by trying to fill extra time if they do not have activities to last throughout the duration of the meeting.

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Spiritual Leadership Mentoring

Likewise, teach the older men to be reverent in the way they live, not to be slanderers or addicted to much wine, but to teach what is good. Then they can train the younger men to love their wives and children, to be self-controlled and pure, to be busy at home, and to be kind, so that no one will malign the word of God." Titus 2:3-5 (modified)

A Spiritual Mentor

A Christ-like leader whose "head" [a wise leader], "heart" [a Spirit-led leader of sterling character], and "hands" [a skillful servant-leader] are functioning in harmony' with God is needed for mentorship (Tutsch, 2008). 'A good mentor provides opportunities that require application of all concepts associated with the work'. The result of this is that there would be a larger number of persons trained to do the work of ministry... a holistic spiritual mentoring must be the basis for all mentoring, to have a well-rounded balanced Christian leader who has broad experience (Foreman, 2004).

Teaching Christ in Mentorship

The teaching of Christ was the means of character modification and mind transformation. His teaching is the content of what needs to be reliably passed on down from one person to another, and from one generation to another. One way to understand the doctrine of Christ is to view it as the 'DNA' for discipleship, since it is these teachings that directly



Picture from: biblicalpatterns.wordpress.com

calendar should include vacations, business trips, holidays, and other events that would disturb the normal routine. The mentor should remind the mentee once again, a week in advance of departing, and should then if possible send a emails while away.

⇒ Mentors should not overstay their welcome by trying to fill extra time if they do not have activities to last throughout the duration of the meeting.

Communication in Stages 2 and 3

Effective verbal and nonverbal communication is paramount to the success of the mentoring relationship. Mentors have the responsibility for effective communication because they are the primary source of support and challenge to the mentees. Because the mentees will most likely be different from the mentors in age, and sometimes culture, race, and gender, the mentors must know the different nuances of communication and interpretation particular to the mentee.

Part of this understanding will be garnered through trial and error in the relationship. The following are factors to consider beforehand:

- ◆ How do I perceive myself in the many roles a mentor will play?
- ◆ How well do I understand my mentee's overall expectations for our mentoring relationship?
- ◆ In general, is my communication with her effective, including my nonverbal and verbal communication?
- ◆ What is my objective in this conversation?

- ◆ Am I too formal or informal?
- ◆ What assumptions have I made in this conversation?
- ◆ What kind of response do I expect from my mentee?
- ◆ Am I prepared for a very different kind of response?
- ◆ If I think I have been misunderstood, can I clarify and paraphrase?
- ◆ Am I willing to set aside my agenda to listen to his/hers at any time?

Points adapted from the Resource Manual for Campus-Based Youth Mentoring Programs [83].

Over time, help your mentees figure out how to get the most from you: what you know how to do, why you want to mentor them, the boundaries you want to set, your pet peeves, and your typical styles of communicating and thinking. Discuss how to “read” each other and give each other feedback. Teach your mentees what mentors usually expect and help them find other mentors besides you. — Linda Phillips-Jones, Ph.D., Psychologist

Creed

The Fellowship of BEAMS

I am a disciple of Jesus Christ and a part of the fellowship of the Brothers of Excellence, Attaining Morals and Standards.

The decision has been made; I won't let up, slow down, back away or be still. My past is redeemed, my present makes sense, and my future is secure. I am done with low living, sight walking, small planning, mundane talking, and dwarfed goals.

"My pace is set, my road is narrow, my way is rough, my fellow brothers are few, my Guide is reliable, my mission is clear because my goal is Heaven. I will stand up for Excellence, Morals and Standards. I will not flinch in the face of sacrifice, hesitate in the presence of adversity, negotiate at the table of the enemy, ponder at the pool of popularity, or meander in the maze of mediocrity.

"I won't give up, until I've prayed up, and stayed up for the cause of Christ. I am a disciple of Jesus Christ.. "Because; the greatest want of the world is the want of men - men who will not be bought or sold; men who in their inmost souls are true and honest; men who do not fear to call sin by its right name; men whose conscience is as true to duty as the needle to the pole; men who will stand for the right though the heavens fall. "

I am a disciple of the fellowship of Brothers of Excellence, Attaining Morals and Standards.

modified from: <http://www.wacmm.org/Fellowship-of-the-Unashamed.html> and Ellen G White' book Education.

Prayer Song

Make Me a Servant : Maranatha Singers

Make me a servant ,Humble and meek
Lord let me lift up those who are weak
And may the prayer of my heart always be
Make me a servant (repeat.)
Make me a servant today.

.+++++

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For Mentees



BEAMS Emblems

Motto

By the grace of God, "I will be an example to my brothers and the world".

Mentees Goal

Through empowerment programs and the support of the church community, Mentees will use their God-given potentials to be assets on earth in readiness for citizenship in heaven.

Theme Text

I have written unto you young men, remember now thy creator in the days of thy youth. I have written unto you again young men because you are strong and the word of God abideth in you. Be imitators of me, as I am of Christ...For we are a chosen generation, a royal priesthood, an holy nation, a peculiar people. (Eccl. 12:1, 1 John 2:14, 1 Cor 11:1, 1 Peter 2:9)

Mantra

Brothers of excellence taking the lead
Standing for Jesus, helping those in need
Growing, learning, training and praying
Brothers together! Forever!

Theme Song