

TOOL BOX a Resource for Mentoring

INTRODUCTION

Congratulations! You have committed in mentoring as a volunteer. This tool box will be a general resource guide for you as you take this opportunity in mentoring a young man. Use this only as a guide so in some cases, this will not apply as you venture in the area of discipling young men. Three categories will be used in developing and allowing the mentoring relationship to grow. These categories include Cultural knowledge, Spiritual formation, and Life skills. Again, welcome to this exciting venture and keep in mind what Jesus mentioned in **Matthew 28:19**, “**go out and make disciples of all nations baptizing them in the name of the Father, Son, and Holy Spirit.**” May God bless you in this journey as you disciple young man to become mature believer in Jesus Christ.

➤ Getting Started

- You must be committed
- You must be committed to support mentee
- Must be accountable (report on progress to church, board member, or CYAK)
- Find an activity hobby of your interest
- Select a young person that likes that activity
- Mentee must agree to be part of program
- Mentee must show commitment also
- Mentee must show willingness to grow in Christ
- Introductions of both
- Avoid the word “mentor” “mentee”
- Establish rapport for commitment of the mentee
- Establish trust
- Establish boundaries
- Ask what would you like to “get” from the relationship
- Establish ground rules for commitment
- Reveal meeting with mentee will be confidential (to gain trust)

- Establish times of meeting (Day of week and time)
- Ensure youth has rides to meeting place and back home (yourself or arrange someone)

➤ Do's & Don'ts

- Do listen without interrupting
- Do respect young person
- Do provide positive feedback
- Do provide safe environment during meeting
- Do provide constructive feedback in cases of negative situations
- Don't judge
- Don't create an environment of not trusting each other
- Don't criticize
- Don't use vulgar language
- Don't ridicule comments

CULTURAL KNOWLEDGE

These are a few ideas in the area of cultural knowledge. Raising a family in a community is important. Taking responsibility of providing for the family has been a cultural value that has been passed down through many native generations. Seeing the societal changes today in terms of teen pregnancy, unmarried couples living with parents, these are some issues of concern in the areas of building the confidence in taking responsibility for young males situated in these conditions. Native identity is crucial in allowing young men understand who they are as they continue to live in a “mixed” society (western and what is left of their culture). Traditional dancing is a huge cultural piece many native groups have begun to bring back. This may be an opportunity to explore more in depth. Subsistence living in the community is also a huge piece for which these young men would need to be aware of. Living off the land of what God has provided is an important historical and cultural component for cultural values. Survival skills in the elements are also important knowledge that must be addressed. Keeping the Cup’ig language alive is also a huge cultural aspect for their very existence and young Cup’ig men.

- Raising a family
 - What they need to know
 - Responsibility
 - Respect
 - Teaching
 - Support
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- Native Identity
 - Living in two worlds (western culture)
 - Understanding of respecting culture
 - Respecting elders
 - Providing for elders, hunting and fishing
 - Doing chores
 - Listening

- Listening to stories
 - Listening to advice
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- Traditional dancing
 - Dancing was an activity in celebration of provisions given (historically)
 - Focus on good dancing (for fun)
 - Explanation of importance (physical activity)
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- Subsistence living
 - Hunting
 - Fishing
 - Gathering
 - Preparation of food
 - Proper butchering methods
 - Proper methods in cleaning fish
 - Proper methods in storing meat and fish
 - Knowing the seasons in hunting, fishing , and gathering
- Survival Skills
 - Respect of environment
 - Knowledge of weather conditions
 - Knowledge of what to do in storms (snow, ocean)
 - Knowledge of edible plants
 - Knowledge of camping
 - Land markers
 - Rivers
 - Using technology (GPS, Compass)
- Language
 - Keeping Cup'ig language alive
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SPIRITUAL FORMATION

The Holy Spirit will guide a person in being spiritually formed; you are not going to form a person spiritually. You will encourage and support your young man in allowing the Spirit to work within them to become spiritually formed. The discussions will guide and encourage your mentee.

- What is a Discippler/Mentor?
 - Teaches and guides a mentee in following Jesus Christ
 - Developing your own inner self requires a spiritual discipline practices such as;
 - Reading scripture
 - Prayer
 - Fellowship
 - Worship
 - Developing spiritual habits are necessary
 - How is this done?
 - Knowledge tells you what to do
 - Skill answers the question, how do I do it?
 - Desire provides the answer, why do it?
 - “Identifiers” of a disciple are biblically formed
 - John 8:31-32, “Hold to Christ’s teaching...obeying his word in daily living and decisions.”
 - John 13:34-35, “Loving others...as Christ loved his disciples.”
 - John 15:8 and 16, “Bearing much fruit...that glorifies God...fruit of the spirit in you and through your labors.”
 - Luke 14:27, “Surrendering to Christ’s will and following Him in each area of your life.”
 - Suggested growth habits;
 - Devotions
 - Scripture reading on a regular basis
 - Prayer

- Word
 - Scripture must be learned from the teaching of others and personal reading
 - Apply the Word in practical life today
 - Obedience
 - Acknowledge the Holy Spirit to work through ones life
 - Relationships
 - Recognition of other believers
 - Attend worship together
- Developing Trust
- Establishing a safe environment
 - Create an environment that is welcoming, safe, and open for the mentee
 - Create an environment for confidentiality, boundaries, structure, and guidance
 - Create an environment where questions, struggles, emotions, and doubts are welcome
 - Create an environment that supports ideas, curiosity, wonder, and joy
 - For the relationship to grow in developing an intimate trust, both mentor and mentee must acknowledge the struggles with sin, pin, and questions relating to life as a believer
 - Mentee must take initiative of suggestions given by mentor if changes are going to formulate as time persists
- Spiritual Mentoring
- What is spiritual mentoring?
 - Spiritual mentoring is relational
 - Spiritual mentoring is a relationship with mentee
 - Whether it is formal or structured
 - Informal or casual
 - Consistent or sporadic

- The heart of spiritual mentoring is a relationship with mentee
- Spiritual mentoring is Autobiographical
 - Getting to know your mentee
 - Sometimes it is difficult for a mentee to bring issues to the “surface”
 - Establishing the trust to bring light to the issues is a foundational starting point for both the mentor and mentee
- Spirituality is a partnership with the Holy Spirit
 - Proverbs 8:1-6 reveals wisdom comes looking for us (read text)
 - Wisdom is God’s Holy Spirit creating a partnered relationship in the work of spiritual formation
 - Spiritual mentoring invites us to discover the holy ground that is around us and within
 - We must acknowledge the movement of the Holy Spirit
 - Spiritual growth will be given by the Holy Spirit, not by the mentor
 - The initiative for spiritual growth comes from God, not from the mentor
 - The ministry of spiritual mentoring is a ministry of discernment, acquiring information and providing attention to mentee
 - Helps us to discover what God desires for us and helps the mentee through the power of the Holy Spirit
- Spiritual Mentoring has biblical foundations
 - Based from biblical examples mentoring is
 - Encouragement (Deuteronomy 31:7-8)
 - Discernment (1 Samuel 3:8)
 - Accountability (2 Samuel 12)
 - Reminder of spiritual identity (1 Samuel 25)
 - Wisdom (Ruth)
 - Empowerment (2 Kings 2)
 - Explanation and correction (Acts 18)
- Spiritual mentoring requires listening
 - Mentor’s must “come along side” mentee’s

- Mentors must acknowledge the Holy Spirit that works in the life of the mentee, by nurturing his/her life
- Mentor's must listen, encourage, empower the life of the mentee
- Mentor's must have an open heart in supporting the mentee
- Spiritual mentoring requires adaptable discernment
 - Mentors may ask questing such as:
 - What is God up to in this situation?
 - Where is God's hand in this relationship?
 - What is the text to share in the moment at hand?
 - Mentee's bring many "raw materials" to the relationship such as:
 - Questions
 - Issues
 - Struggles
 - Ideas
 - Hopes
 - Information
 - Misinformation
 - No two mentor's will provide a same relationship with any one mentee/every relationship will be different
 - The goal is to discern through the Holy Spirit wise pathways for the relationship to evolve
 - There will be no "right" pathway

➤ The Ten Commandments of mentoring

- Relationship
 - The stronger bond developed the greater empowerment
- Purpose
 - Expectations between the relationship should be discussed
- Regularity
 - Establish regular times to meet preferably once a week
- Accountability

- Agree together how mentoring tasks will be done
 - Tasks must be completed
- Communication
 - Some relationships may bring issues of concern
 - Ask the mentee, “if I see a need to address a concern in the mentoring relationship, how do you want me to communicate with you?”
 - Ask the mentee to point out concerns or issues as well to you also
 - It is important that communication is open, concise, direct, and positive for a fruitful experience
- Confidentiality
 - Both mentor and mentee must agree that meeting discussions stay between both
 - a mentor should not discuss a meeting with a close friend or visa versa, a mentee should not discuss issue with his/her friend
 - Trust must be established to initiate confidentiality
- Life cycles
 - When entering a mentoring relationship, do not expect it to continue forever
 - Develop a time limit of the mentoring relationship
 - Develop exit options where one can leave without having a bad experience
 - Develop an “open door” where one can re-enter the relationship
- Evaluation (Mentor)
 - Both mentor and mentee may develop a evaluation process
 - Mentor may review the entire process to see where progress has been made
 - Mentor may create a process such as (but not limited too):
 - Tasks given to mentee, were they relevant
 - Did mentee complete tasks
 - Was the communication clear throughout the relationship
 - Was the time adequate
 - Was accountability a concern

- Did the meetings help the mentee
- Starting of meetings, were they beneficial such as prayer?
- Was an utmost attention given to the mentee?
- Expectations (mentee)
 - Consider the context of the mentee, they are younger (in most cases), in establishing realistic expectations after the mentoring relationship
 - What establish realistic goals for the mentee (mentee should be better equipped to live life)
 - Ask the mentee if he/she is better equipped to live life
 - Mentors cannot change the life complexities of younger generations, so expectations may seem difficult to achieve
- Closure
 - Bring the relationship to a satisfactory closure
 - A relationship should be started with the relationship closure in mind
 - A future friendship will evolve (just because you close the relationship doesn't mean you have to "cut them off" from your life)

LIFE SKILLS

This will guide you and the mentee in discussing living in the community. A few young men within the community have either dropped out of school or not sure what to make of their life. Allowing the young men to hear from you as a mentor is essential in caring for the young men. You may discuss skills and character development.

➤ Skills

- Peer pressure
- Budgeting
- Education
- Healthy relationships
- Boundaries
- Communication
- Listening

➤ Character Development

- Choices
- Honesty
- Responsibility
- Study skills
- Respect
- Chores
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