



EAST JAMAICA CONFERENCE
Women's Ministries Department

MENTORING MOMENTS WITH OUR

GIRLS OF
ELOQUENCE
MORALS &
S STANDARDS

HANDBOOK

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GEMS

EAST JAMAICA CHAPTER

This booklet was

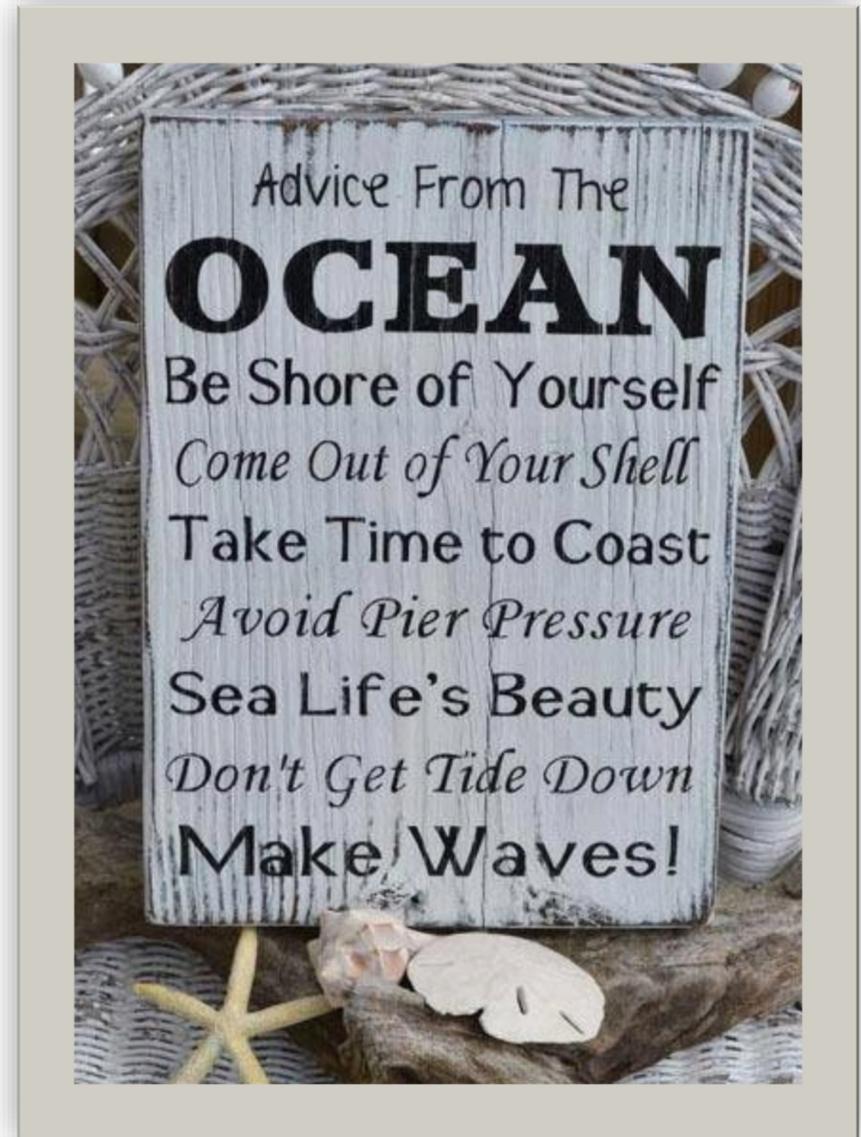
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Girls of Eloquence Morals and Standards handbook is a special compilation for all our Mentees and Mentors .



MANTRA

GEMS! Yes we can; yes we must. Yes we will.

*We will rise higher!
Girls together, GEMS
forever, going to the
kingdom together!!!*

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

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B. Mentoring Experience Assessment

Self-Image Test

How satisfied were you with your experience as a mentor?

___ Very Satisfied ___ Satisfied ___ Slightly Satisfied ___ Dissatisfied

Power points

How effective do you feel as a mentor?

___ Very Effective ___ Effective ___ Not Very Effective ___ Not at All Effective

Ellen G White Quotes

Please indicate the reasons for your feelings:

Mentor Evaluation

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

| How did mentoring affect you personally? <i>(please check all applicable responses)</i> | To a Great Extent | Some-what | Not At All |
|---|--------------------------|------------------|-------------------|
| 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: _____

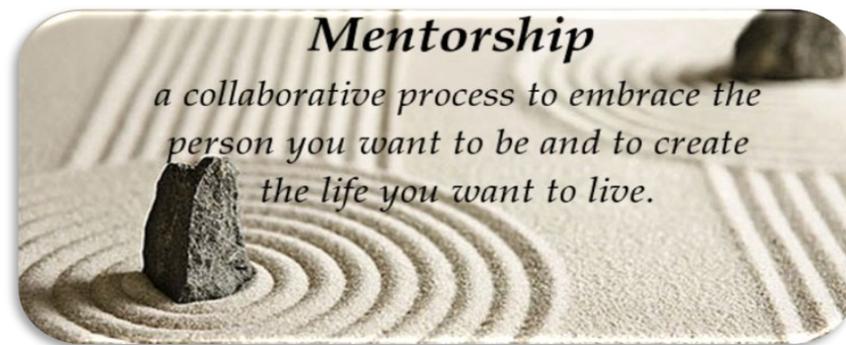
| Please rate each of the following program components: | Not Enough | Just Right | Too Much |
|---|------------|------------|----------|
| Information about the program at the launch session | | | |
| Information about the mentee | | | |
| Mentor training | | | |
| Regular mentor support | | | |
| Interaction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

Acknowledgments

This handbook was made possible by the contribution and suggestions of many persons who gave oral and written suggestions. Grateful acknowledgment is extended to North Bronx Seventh day Adventists Church, New York and Northern Eastern Conference of the Women Ministries Department, Dr. Tez Brown Cotterell, Winsome Clemetson, Pastor Jennifer Daley, Njeri Genas, Kareel Meikle, Dr. Lorraine Ver-nal , Marcia Hylton, Karen Watson and Polly Mitchell-Wiggan.

Special thanks to Tashika Witter Francis for the time and insights she shared. We also acknowledge the work garnered from different sites.

This is still a work in progress.



Goal

Our ultimate goal is to bring souls to Christ., hence we keep 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.

The aged women likewise, that they be in behaviour as becometh holiness, not false accusers, not given to much wine, teachers of good things. That they may teach the young women to be sober, to love their husbands, to love their children, to be discreet, chaste, keepers at home, good, obedient to their own husbands, that the word of God be not blasphemed.
Titus 2:2-5



“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)

Culled 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) _____

GEMS Genesis

Many of us are who we are today because of the strong communal support that we received as children and young people from our church and community. The values implanted and the leverage given by our parents to these adults to 'discipline' us if we were out of line is a legacy to be perpetuated.

It was observed that a large number of young girls were not benefitting from the communal training of a village seeing to the needs of its children and that many of our young people needed guidance to maintain their focus as well as chart the steps needed to positively impact the society. There was a need to lead the way to a brighter future as many persons in the society are disconcerted with what they see as the low standards exhibited by many of our young people. Of concern to many persons in the church and society was the need to establish a focused group of dedicated people that would network their energy and help make a difference in the lives of young females.

It was observed that there was present in a few churches, pockets of persons who had single handedly or in groups taken on the challenge to help the young persons in their church. There was a need to move quickly to pull everyone on board to help mentor our young people.

Later, in consulting with Dr. Lorraine Vernal, our Women & Children's Ministries Director at Jamaica Union (JAMU), she indicated that she was awaiting permission from the North Eastern Conference in New York that had already started a program in their conference, called **Girls Emerging into Mature Sisters (GEMS)** as well as their brochure. The pilot project started at Shortwood SDA Church in 2011, with Mrs. Karen Watson as the EJC GEMS Coordinator. In EJC we also had a name Girls of Eloquence Morals and Standards.

The work of planning the launch of this ministry was put in full gear. On April 14, 2012, at the North Street SDA, the oldest SDA established church in Jamaica, the GEMS ministry was launched by Dr. Lorraine Vernal with the twinned name; '**Girls Of Eloquence, Morals & Standard Emerging Into Mature Sisters**'. Our guest speaker, Mrs. Yvonne Bignall delivered a potent, poignant charge to the congregants of mentors, mentees and supporters. A chain is made stronger with the support of others. Also making their input were Pastors Adrian Cotterell, President, Devon Osbourne Executive Secretary and Dr. Donna Brown, Education Director.

The call to bond together in this communal training for our young people between 11 & 19 years old was about to take on greater momentum. It was echoed by many that a name adjustment was needed. At our anniversary in April 2013, the name was adjusted to **Girls of Eloquence, Morals & Standards' (GEMS)**. A name that readily speaks to the passion and posture of the GEMS ministry.

Cheerfully lift the burden that falls to your share, and so receive the training which will fit you for positions of trust and usefulness. Do all in your power to gain perfection. ..We are not to wait until opportunities come to us. We are to seek for them. When an opportunity presents itself, let no excuse lead you to neglect it.

Some key words:

| | |
|--------------|---|
| Self-esteem | The way you feel about yourself |
| Self-concept | What you see when you look at yourself |
| Emotions | Your feelings |
| Goals | Those things that you want to achieve in Life |
| Character | Who you are in the dark |



Quotes from Ellen. G. White Be Light Bearers

Carry *light* wherever you go; show that you have strength of purpose, that you are not a person of indecision, easily swayed by the persuasions of evil associates. Do not yield a ready assent to the suggestions of those who dishonor God, but rather seek to reform, reclaim, and rescue souls from evil.

Do not hesitate to work for the Lord because you think you can do but little. Do your little with fidelity; for God will work with your efforts.

Your talents will increase as you use them for the Master, and they will be esteemed precious by Him who has bought them with an infinite price.

Do not sit down and neglect to do anything, simply because you cannot do some great thing, but do whatever your hands find to do, with thoroughness and energy...

Choose poverty, reproach, separation from friends, or any suffering, rather than to defile the soul with sin.

DEATH before dishonor or the transgression of God's law, should be the motto of every Christian.

Children and youth should take pleasure in making lighter the cares of father and mother, showing an unselfish interest in the home.

Aim

GEMS ministry is a program projected to create channels to encourage young females (mentees) 12 years and over to reach for their full potential and give expression to their values and beliefs. And to minister to others. More importantly, it aims 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 GEMS:

1. Is a Ministry geared to reaching and addressing the needs of young females (mentees) 12 years and over.
2. Principles are derived from the word of God where girls can gain Kingdom knowledge and are nurtured and empowered to apply Biblical truth in governing their lives.
3. Is intended to assist young girls in recognizing and utilizing their innate abilities while celebrating and affirming their journey from childhood through to womanhood and sisterhood.
4. Is designed to help mentees to gain knowledge and to grow spiritually, to strengthen their faith in Christ and loyalty to our church.
5. Improve their self-esteem; that is to gain self-respect through acquisition of new skills.
6. Discover their strengths and skills and build upon them.
7. Develop self-confidence and interpersonal skills.

Objectives

This ministry 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.
- 4 Develop mentees' personalities.
- 5 To introduce mentees to the ideals, value and goal of wholistic development.

GEMS is needed:

- ◆ To establish strong communities of Christian young women who can live empowered lives and impact the world for Christ.
- ◆ To enhance the status of young women who are already doing well
- ◆ To teach social skills, modesty, abstinence, purity and respect for adults/parent.
- ◆ To demonstrate to our females how to lead others to accept Christ.
- ◆ To teach young females how to employ strategies to keep their petals folded until...to remain pure in Christ.
- ◆ To impact mentees speech and morals.
- ◆ To witness to un-churched individuals.

There is so much good in the worst of us; And so much bad in the best of us, that it hardly benefits any of us to speak ill of the rest of us.

Button up your lip securely 'gainst' the words that bring a tear. But be swift with words of comfort, words of phrase and words of cheer. Do your part to silence gossip — DON'T REPEAT IT!

Worry is like a rocking chair; It gives you something to do, but doesn't get you anywhere.

Useful Tips for Mentees

Report immediately the action of anyone whose body language suggests that they might want to touch your petals.

Engage yourself regularly in self-talk about your hopes, dreams and goals. Live your dreams.

Do not spend long hours with persons who do not respect the values of your parents.

Remember to listen to and follow your parents' advice.

Make sure you have earthly mentors- e.g. spiritual, professional

Run from danger on the first sign... like Joseph, RUN!

Develop the habit of reading character building books apart from your school text

Memorize passages of scripture while you are young, they will help you in times of need.

Do not play with 'FIRE', you will either get scorched or burnt.

Talk to your parents about your concerns, they are your best guide.

Getting to Know Yourself

Ultimately, it will be you and you alone that will determine to what degree you are able to achieve your objectives.

11. How are the goals and values of these groups in line with your overall personal goals and ambitions?
12. What are the similarities and differences?
13. How would you describe your personality?
14. What is it that people like most about you?
15. What do people like the least about you?
16. How do you think your friends, coworkers and relatives describe you?
17. What do people say about you behind your back?
18. What do you like most about yourself?
19. What do you like least about yourself?
20. What is your biggest insecurity?

Power Points

Opportunity is missed by most people because it is dressed in overalls and looks like work.

Too blessed to be depressed!

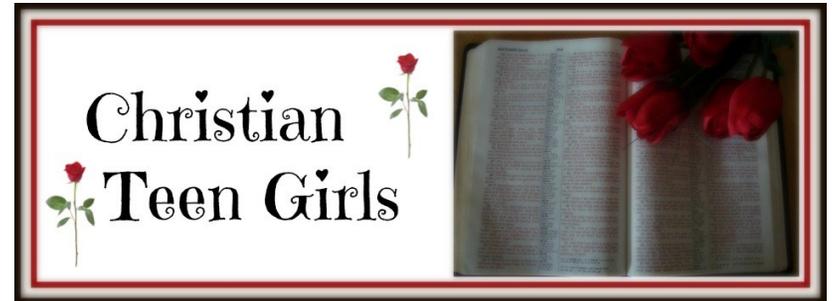
Patience is not the ability to wait, but how you act while you wait

We should seize every opportunity to give encouragement. Encouragement is oxygen to the soul.

The past is history; the future is yours to shape; the greatest gift is now. That is why it is called the present.

Remember do not let what you cannot do get in the way of what you can do.

- ◆ To involve mentees in community service.
- ◆ To have a cadre of mentors who will spend time working and praying with our mentees re: their individual needs.
- ◆ To have mentors who will present a wide range of activities to enlighten and enrich the lives of their mentees.



Seventh-day Adventists Vision

Every member living and ministering in readiness for the second coming of Christ.

Seventh-day Adventist Mission

The Mission of the Seventh-day Adventist Church in East Jamaica Conference is to glorify God, and under the influence of the Holy Spirit, lead everyone to experience a personal and transforming relationship with Jesus, and enable each believer to become a disciple in sharing the Everlasting Gospel.

Women's Ministries Mission Statement

To Our Young People

We desire to nurture and to educate our children and youth in the ways of Christ, teaching them of His love and of their worth and value to Him. We are role models to our girls and examples to our boys as we endeavor to guide them to use their talents for God...Our ultimate goal is to bring souls to Jesus Christ.

For as a (mentee) thinketh in (her) heart, so is (she)."

Proverbs 23:7

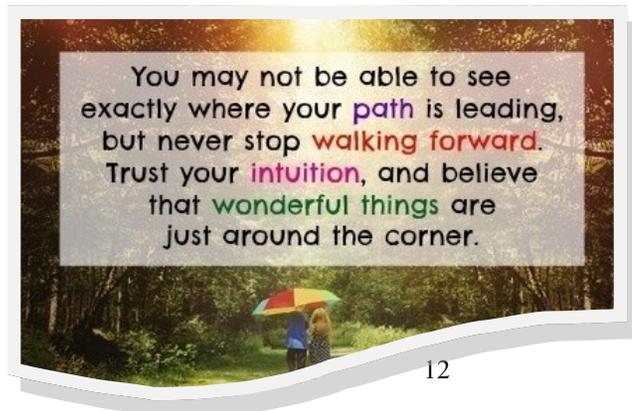
Mentors Goal

To provide holistic, quality mentorship for our females, between 11 & 19 years of age 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.

Motto

By the grace of God, "I will set my eyes on things above".



What have you done with your life up until now?

Take a look at your life. What are you most proud of in terms of your accomplishments? With what aspects of yourself are you disappointed? Answer the following questions that relate to your personal life:

Where are you now ... personally?

Think about yourself, family, friends, personal ideals, values and preferences. Be honest with yourself. Forget about your ego and what others think and do an honest self-assessment by answering the following:

1. What are the five things about yourself of which you are most proud?
2. What do you value most about your life?
3. Who are the people closest to you?
4. Who are your best friends?
5. Who are the people you rely on the most?
6. With whom do you enjoy spending your free time?
7. What do you enjoy doing in your free time?
8. What are your hobbies?
9. What charity groups, social clubs, organizations or community groups do you currently participate in or belong to?
10. Why are you a participant in these groups?

Self Test Image

How positive is your self-image? Answer these statements using true or false and find out.

1. My glass is always half-empty, not half-full.
2. I'm always apologizing for things.
3. I'm always telling myself I "should" be doing this or that.
4. I constantly criticize myself.
5. What other people think about me dictates how I feel about myself.
6. I am critical of my mistakes and relive them over and over.
7. I always let the people who care about me down.
8. I feel like I have the weight of the world on my shoulders.
9. A partial failure is as bad as a complete failure.
10. I bend over backwards to please others.
11. I am not sure I have done a good job unless someone else points it out.
12. It's hard for me to forgive and forget.
13. I have to work harder than others for relationships and am afraid that the relationships I have will fail.
14. If I don't do as well as others, it means that I am not as good as them.
15. If I can't do something well, there is no point in doing it at all.

www.mtslclil.org/skills/image-test.html

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.

Mantra

GEMS! Yes we can! Yes we must! Yes we will! We will rise higher.
Girls together , **GEMS** forever, going to the kingdom together.

Theme Text

Let no man despise thy youth; but be thou an example of the believers, in word, in conversation, in charity, in spirit, in faith, in purity. 1 Tim. 4:12

Theme Song

Make a Difference in Me

| | |
|----------------------------------|-----------------------------|
| Make a difference in me | Make a difference in me |
| Make a world of difference | Make a world of difference |
| From the inside out let it show | Change me so the world will |
| Make a difference in me | know |
| Make a world of difference | |
| Change me so the world will know | |
| Change me Jesus, let your love | |
| shine through | |
| Change me Jesus, make me more | |
| like you! | |

Prayer Song

Learning to Lean Heritage Singers

Learning to lean, Learning to lean,
I'm Learning to lean on Jesus
Finding more power than I've ever dreamed
I'm learning to lean on Jesus (rept)

1

Sad, broken hearted, at an altar I knelt
I found peace that was so serene
And all that He asks is a childlike trust
And a heart that is learning to lean

Fellowship Song

Getting Used to the Family of God

By William J. & Gloria Gaither

Verse 1

Climbing the mountains,
Crossing the plains,
Fording the rivers,
Sharing the pain.
Sometimes the losses
And sometimes the gains,
Getting used to the fam'ly of God

Verse 2

Reaching our hands
To a 'sister' that's new,
Learning to say
That I really love you,
Learning to walk
As the Father could do,

Chorus

Going together, enjoying the trip,
Getting used to the fam'ly
I'll spend eternity with.
Learning to love you,
How easy it is,
Getting used to the fam'ly of God

The Making of a GEM

*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.

Sex

Family crises

Self-esteem

Parenting styles

Goals

Dressing and modesty

Relationships

Friends

Things you're most proud of

How you surmounted obstacles

People you rely on most

Attributes of best friends

Trust in God

Teach mentee to rely on God for everything

Encourage mentee to have a good relationship with Christ

Encourage mentee to pray and fast⁴⁰

Fellowship Creed

We won't let our parents down, they brought us up.

We will be humble enough to obey for we may give orders someday.

We will choose companions with care, for we will become what they are.

We will guard our thoughts, for what we think, we will become.

We will choose our friends wisely, who will make us good mates

For evil friendship corrupt good manners.

We will be masters of our habits, for our habits will become masters of our character.

We won't be show-offs if we are allowed to drive, for it is in safety that we will arrive.

We won't let the crowd pressure us.

We will stand up for the right even if the heavens fall.

Finally, Parents and Mentors, whatsoever things are Honest! whatsoever things are Just! Pure! and Lovely!

whatsoever things are of Good Report! those things which we will learn receive and see in you

those things which by God's grace He will help you to model.

We will think on and model those things by God's enabling power; so that we can be useful and productive assets on earth' while keeping our lamps ready for Christ's return

For we know that higher than the highest human thought can reach, is God's ideal for us. Godliness, Godlikeness will be our goal.

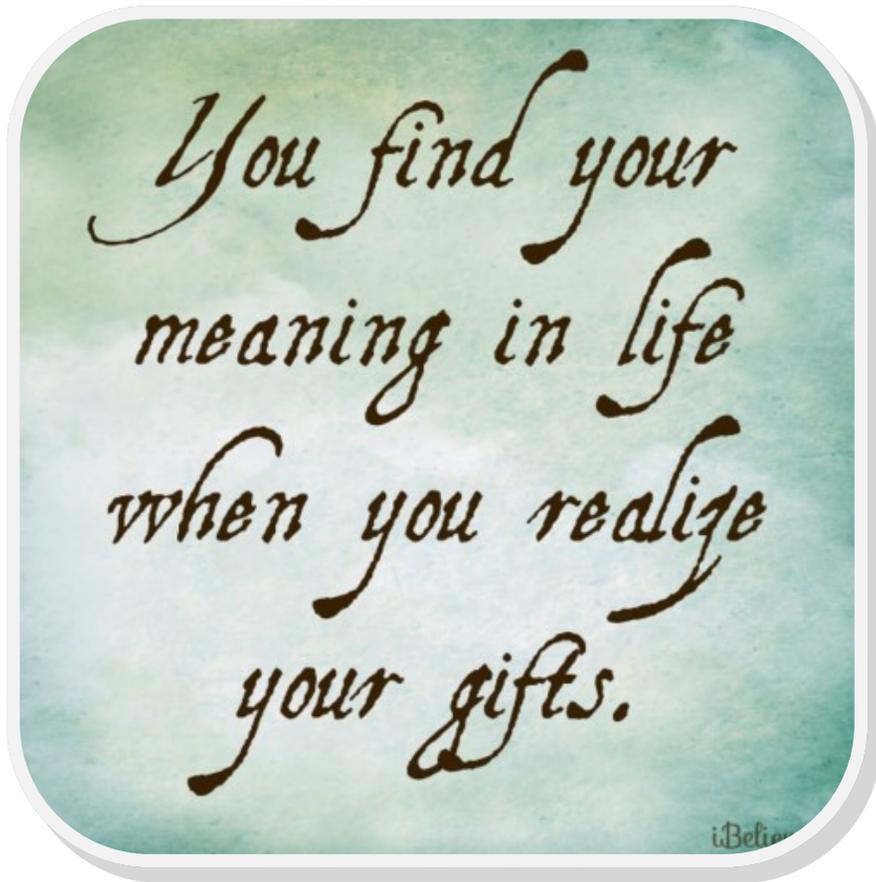
By the grace of God, we will keep our eyes on the CROSS.

**Let your roots grow in Him,
& let your lives
be built on Him.**

-Colossians 2:7



FOR MENTORS



Teach mentee how to be successful (according to biblical principles)

Help mentee understand the steps to a successful lifestyle begin and end with Christ

Temperance, Tithe, Training, Talent

Teach mentee how to live in moderation

Train our mentee how to successfully transition into adulthood

Teach mentee about tithing

Teach mentee how to use talent to glorify God

Teach mentee about the impact of alcoholic beverages (why we don't indulge)

Air and Attitude, Alternative Lifestyle

Take fresh air with mentee-meet on the outside

Teach mentee about the right attitudes (Matthew 5-the BE-attitudes)

Teach mentee to be thoughtful of others

ALTERNATIVE LIFESTYLE

Rest, Respect, Relationship

Teach mentee the importance of getting adequate rest

Teach mentee how to foster healthy relationships with parents, siblings, adults, church members, teachers and friends.

Visit a shut in with mentee

Talk about:

Strengths and limitations

Values that you and your mentee have

Role models

Mentoring Moments

52 Ideas for Mentoring Mentees using Weimar Institute's NEWSTART concept

Nutrition and Networking

Make a meal

Create a shake or smoothie

Bake something (cake, cookies,)

Talk about healthy meals

Learn how to set a table

Go shopping for healthy food

Go to seminars and events

Meet key persons at Universities and get information

Exercise and Education

Start an exercise programme

Play indoor and outdoor games

Educate mentee about ethics and emotions

Speak to mentee about career goals

Keep abreast with mentees grades and school performance

Encourage mentee to be a part of honour roll

Water and Wealth

Talk about the benefits of water

Teach mentee about earning and spending.

Help mentee to create a budget

Help mentee understand the importance of wealth within the context of the Bible

Sunlight and Success

Help mentee understand the benefits of sunlight

Guidelines for starting the journey

As you travel the path of mentorship you will need directions, cautions, stop and go signals and guidance. **READY!!!**

1. Select an adult who the mentees will feel comfortable with to co-ordinate this ministry
2. Inform and engage your Pastor, Elder, church Board of your intention to engage the church in this mentor-ship ministry.
3. Share expectations and objectives with the congregation.
4. Educate, inform and invite adults to pledge their support.
5. Work with your core team to decide on the method of selection continuous and evaluation.
6. Share this with your Pastor, Elder and Board members.
7. Gather all females 12—18 years.
8. Present the objectives, plans, TOR, criteria for selection of officers, etc. and the benefits.
9. Let the mentee select a cabinet. (President, Secretary, PRO. Chaplain.) to drive the ministry.
10. Relate to attire for the launch (black skirts and solid colour tops with sleeves).
11. Present officers list
 - * Date, Speaker, Chair person
 - * Promote and invite visitors, mentors, congregants, etc.
 - * Mentees sit togetherMentors continue to inspire so your mentees can aspire.

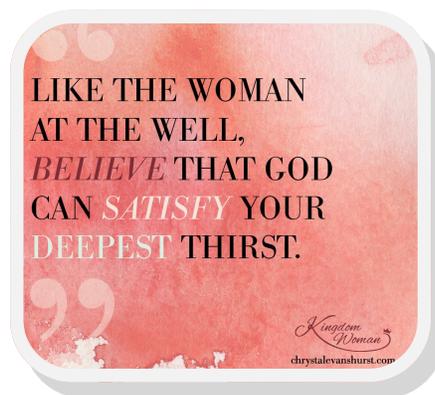
Mentoring

“Mentoring means that one person is having a significant beneficial effect on the life or style of another person, generally as a result of personal one-on-one contact. Mentors teach, inspire and share from the abundant wealth of their life, knowledge about God, finance, marriage, career, relationship with their children and interpersonal relationships. In a mentor, we look not for men or women who are faultless, but for men and women who have responded biblically to crises in their lives and who will remain true whatever the cost.

Mentors will help the Mentees to develop their personality, talents, mental and physical abilities as well as help them find ways to promote self-esteem. {It is expected that the Mentors will teach, inspire and share from their abundant wealth, their knowledge about God, finance, marriage, career, children, challenges and interpersonal relationships}

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 GEMS 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 (teaching lessons of nature as Christ did).

What Makes You a Good Mentor

The best mentors are those who are enthusiastic about God, young people and the church. They have highly developed interpersonal skills and they enjoy sharing these skills with young people. However, the ultimate goal of mentoring is to encourage the total growth of younger, less experienced people whose needs and interests are your primary consideration. What you do and how you do it will depend on your mentee and the type of relationship you establish.

Mentor's Role and Expectations

Your mentee will see you in various ways. Listed below are some ways in which mentees find mentors to be helpful.

Companion

As a companion mentors:

- ◆ Shares interests in the mentee's social, emotional and spiritual growth and experiences.
- ◆ Enjoys time spent with mentee.
- ◆ Discusses mentee's concerns and problems.
- ◆ Shares life's experiences and wisdom.
- ◆ Helps mentee to handle peer cultures.



Teacher

A mentor as a teacher:

- ◆ Imparts information, knowledge and skills.
- ◆ Participates in the learning.
- ◆ Demonstrates how to do things.
- ◆ Demonstrates the importance of Matthew 28:18-20, the great gospel commission.
- ◆ Gives constructive feedback.
- ◆ Provides positive reinforcement.
- ◆ Helps mentee understand the realities about education, church and work.

Resource Person

As a resource person the mentor:

- ◆ Provides opportunities to try new things.
- ◆ Introduces mentee to new people, ideas, values, interests or cultures.
- ◆ Provides access to and encourages mentee to check out new information sources.

Motivator

As a motivator the mentor:

- ◆ Encourages mentee to be involved in church activities.
- ◆ Encourages mentee to attend church services including Sunday and Wednesday night meetings.

RESOURCE

CORNER



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 ladies 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 girls.



Go through a book together

Sometimes as a high school girl, 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 plain hard. Your book can be your guide. A great book is Messages to Young People among others.

- ◆ Promotes goal setting and helps mentee to achieve goals.
- ◆ Prods mentee to try new activities.
- ◆ Gives constructive feedback.
- ◆ Encourages independent thinking and action.
- ◆ Invite joint decision making.
- ◆ Encourage mentee to practice new skills.

Friend

The friendly mentor:

- ◆ Demonstrates warmth and caring
- ◆ Respects mentee's talents and interests
- ◆ Listens to mentees problems and concerns
- ◆ Believes in mentee's abilities



Overall Impact of GEMS Ministry

GEMS ministry was designed to encourage:

- ⇒ Spiritual Growth.
- ⇒ Self- discovery.
- ⇒ Coaching/Life Skills.
- ⇒ Emotional Development.
- ⇒ Mentoring.
- ⇒ Social skills.
- ⇒ Witnessing.
- ⇒ Community Service.
- ⇒ Outreach and other GEMS oriented events.

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 Jewels twelve years and under, are expected to be given extra nurturing by the 'Aunties' and 'Uncles' of the church population; our young females (mentees) 12 years and over will benefit from adult mentors and our BEAMS (Male Mentees) will be mentored by **male mentors**. 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. Women make up 70% of our church therefore, their participation in the church's mission to prepare young girls for Jesus' second coming is vital. They will train the GEMS how to invite their friends to fellowship, to introduce their friends to Jesus and to model Christian behaviour to others by their life style.

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.

You do, I watch.

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

Tips for Spiritual Mentorship

Be purposeful

What is this younger girl 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 she really wants a prayer partner, someone who will help her establish a better devotional life? Don't feel compelled to do a Bible study; pray with her. Maybe this girl needs parenting help because she 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 her. Mentoring is not always Bible study.

Be Real

You may think because of their young age that girls 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 always 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

Setting up a Church Mentoring Program

The church mentorship program will achieve the following:

1. Engage Christian adults of good moral standing, especially those who have a vested interest in the spiritual growth of young females.
2. Pair experienced Christian adults with young female or, pair career mentors with college mentees, or pair college mentors with high school mentees, or pair grandmothers and grandfathers with young girls.
3. Ensure that there is equal opportunity and commitment for all
4. Build the opportunity for spiritual support and prayer
5. Find ways to promote self-esteem without cost

Mentors will do all they can to build trust and help Mentees to reach for their goal



You can lead a mentee on a journey with Christ if you are also on the voyage yourself.

C A Genas.

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.”
- ⇒ Avoid allowing the mentee to lead you into talking negatively

- ◆ Jesus performed miracles to teach his disciples how God delights in using his power (John 6:1-15).
- ◆ Jesus prayed for them (John 17:20).
- ◆ Jesus often defended the vulnerable (John 12:7).
- ◆ Jesus asked his disciples questions (Matthew 16:15; Mark 8:27, 29; Luke 9:20).
- ◆ Jesus often waited for their questions and then responded (Matthew 21:20).
- ◆ Jesus gave direct rebukes (Matthew 16:23).
- ◆ Jesus demonstrated the desired behaviour He wanted to see in His disciples (John 13:4-5)
- ◆ Jesus taught through thought provoking lessons (Matthew 17:25).
- ◆ Jesus taught through the importance of Scripture (Luke 4:16).
- ◆ Jesus taught his disciples to be resolute to God's purpose in His life
- ◆ (Matthew 16:21; 17:22; 20:17; Luke 8:22; 12:11).
- ◆ Jesus often overheard his disciples, and interrupted them with an impromptu response (Mark 8:17).
- ◆ Jesus taught them how to create teaching moments by asking rhetorical questions (Lk 8:45).
- ◆ Jesus taught them the importance of mentoring through practical assignments (Lk 9:1-9).



that directly 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.

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

Christ's 'Mentoring' Styles

An overview of some of Christ's 'mentoring' situations is presented below. This is not intended to be exhaustive, but gives some insight into the diversity of his methods and approaches.

- ◆ Jesus taught them how to respond to various situations:
- ◆ Jesus used strategic silence (John 8:6).
- ◆ Jesus asked questions in response to questions presented to Him. (Matthew 21:23-24).
- ◆ Jesus taught his disciples through rebuke (Matthew 8:26).
- ◆ Jesus responded to accusations with Scripture (Mark 7:6).
- ◆ Jesus taught the importance of compassion to people's physical needs (Mark 6:34).
- ◆ Jesus taught his disciples by challenging them (Luke 9:13).
- ◆ Jesus taught his disciples through their ministry failures (Mark 9:18).
- ◆ Jesus utilized parables in mentoring (Mark 4:10-20, 33-34).

about other mentees, students, teachers, or the administration.

⇒ 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 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.

Spiritual Leadership Mentoring

Likewise, teach the older women 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 women** to love their husbands and children, to be self-controlled and pure, to be busy at home, to be kind, and to be subject to their husbands, so that no one will malign the word of God." Titus 2:3-5

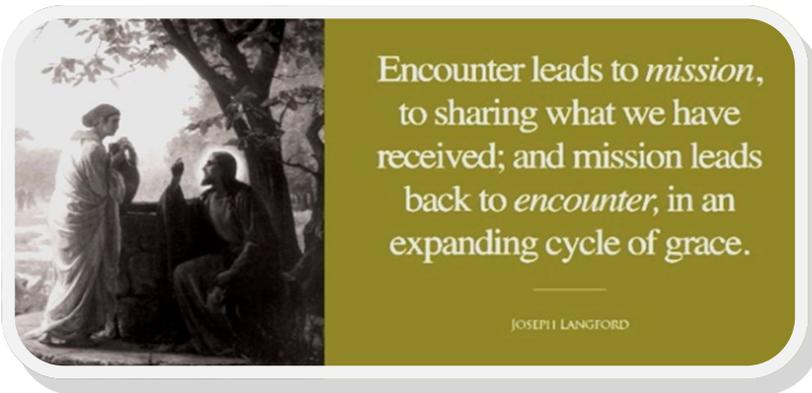
A Spiritual Mentor

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

SPIRITUAL MENTORSHIP



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 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.

Mentors meet regularly to discuss effective mentoring and share experiences. In order to make these conversations helpful while maintaining confidentiality, mentors agree to the following:

1. Mentors can reveal the identities of their mentees to other mentors, with the understanding that information about mentees is to be kept confidential within the program.
2. Mentors should not discuss their own mentees with others outside the mentoring program, including leaders, without the permission of their mentees.
3. Mentors should not discuss other mentees (not their own) with individuals outside the mentoring program.

Adapted from: <http://www.wpi.edu/academics/morgan/confident.html>

The following institutions will provide useful information in case of abuse:

Child Development Agency www.cda.gov.jm 948-7206/948-7067

Child Guidance Services 920-0995/968-0300-4

Office of the Children's Advocate ocrjamaica@yahoo.com

1-888-PROTECT

We cannot do great things on the earth, only small things with great love.

Confidentiality

All communications are to be kept strictly confidential. In order to develop the type of relationship in which you can be effective, you must first be perceived as trustworthy.

Effective mentoring relationships typically involve disclosure and sharing of critical incidents. As such, the development of trust through commitment to confidentiality is an essential component of GEMS Mentoring Program.

Following are principles and guidelines that apply to one-on-one mentoring relationships:

1. All conversations between mentor and mentee are to be kept confidential unless both parties agree otherwise for a specific topic of discussion. A caveat would be situations involving sexual harassment, discrimination, or other activity that violates law or policy; confidentiality cannot be guaranteed in these circumstances.
2. The mentoring program is widely considered a point of pride, and there is broad voluntary participation. Thus, there is no need to hide participation in the program. At the same time, GEMS Coordinator does not disseminate the names of participants, except to the relevant leaders. Each mentoring pair should discuss the extent to which they may talk with others about their mutual participation in the program.

If mentors do this frequently, mentees may find them boring. The best solution is to be over-prepared. The mentor should take this mentorship seriously. These students do not need one more insincere or unreliable relationship in their lives.

Redefining the Relationship

To have a satisfactory redefinition of the relationship at the end of the agreed term, the mentee must experience a sense of closure. The mentee should feel a sense of accomplishment, knowing that he/she is headed in the right direction toward achieving his/her goals. This will be achieved through verbal communication and through a little extra effort and planning on the part of the mentor. The mentor should not be limited by the following suggestions, but should rely on his/her own creativity to determine what would be the most fun and beneficial for the mentee.

Good Bye/Adios/Au Revoir!

The mentor and mentee should exchange some sort of an item or souvenir that would remind them of the positive experience they shared. The pair should have their picture taken together, and the mentor can have it framed and given to the mentee. The mentor can also prepare a scrapbook or photo album for the mentee. The entire group of mentors and mentees should have a final banquet, picnic, or awards ceremony for the last meeting.

The mentor must redefine the relationship and assure the mentee of future communication and accountability. They must decide on their method and frequency of future communication.

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].

Mentoring Policies and Procedures

All mentors are expected to act in ways that encourage the mentee to grow positively and to display responsible behaviour. Most of your activities will focus on constructive and shared interests. However there may be times when your mentee wish to discuss certain issues that cause concern or involve risk taking. If this happens, pat yourself on the back. You've established the kind of relationship we hoped for and you have a real opportunity to help your mentee grow. Remember, too, that this may be a test of your patience and values. While you may not expose your mentee to situations that involve sexual behaviour, alcohol or drug use, you may certainly discuss these issues.

As a mentor take the position of a caring friend. Do not preach. Let the mentee lead the conversation and encourage him or her to think the issue through. Ask questions like: "What do you think would happen?" or "How would this affect your life?" Share your own experiences. Suggest that the two of you find additional sources of information. **Do not try to be a counselor unless you have been professionally trained.** Recommend professional counseling as provided by the pastor or professionally trained counselor, when your mentee needs their service. Keep your promise to your mentee. These young people are too familiar with adults who are not consistent in their words or action. Your role is to demonstrate that adults can and do keep promises. Follow through is critical to establishing trust. Set up a system for communicating with your mentee as soon as possible before the mentee.

You are not encouraged to play 'fairy godmother or godfather' to the mentee. You may introduce yourself by call to meet the mentees parents or guardians. The objective of the programme is to be a friend. Gifts are strongly discouraged. Birthday or special occasion gifts are permitted. We do not want to encourage competition among mentees for gifts. If your mentee starts asking for gifts we ask you to discourage this behaviour. Should it persist, contact the designated mentor coordinator.

What do you do if you and your mentee are not compatible?

Unfortunately not all matches are on target. If after five to six weeks of consistent activity, you and your mentee seem to be in conflict, it may be necessary to make a change and pray for divine intervention. Remember that relationships take time to establish. Should you experience discomfort with your mentee, contact the designated mentor coordinator early who may be able to help both of you. If not, other arrangements should be made. Regular communication is important. In order to monitor the mentor-mentee Relationship, regular brief reports should be given to your coordinator at least monthly. Report forms will be provided. The coordinator should also call you periodically to offer assistance in any way possible.



MENTORSHIP GUIDELINES

Guide for Mentors

We are optimistic that God will endow you with the capacity that will make you equal to the task. Therefore we are anticipating that you will be the 'eyes' and 'shoulders' for these GEMS.

The following points are critical for a successful mentorship program:

1. Get to know your mentee. Develop a relationship so that you both feel comfortable and have a genuine interest in the development of the mentee.
2. Plan social meetings (such as lunch/dinner/picnics). This will help to achieve a good bond and foster the development of a trusting and open relationship.
3. Develop a spiritual relationship with mentee so that there is exemplary Christian behaviour and habits. Pray and study with your mentee and guide them into a deeper relationship with God as they seek to identify their purpose and how this can be achieved through their career choice.
4. Teach responsibility. Help mentee to understand the importance of time, money, the environment, community, family, etc.
5. Encourage discipline.
6. Show/teach love, positive thinking, faith, hard work, and stick-to-it-iveness.
7. Be a friend
8. Keep informed on issues relating to mentee's career or study path to serve as a source of information or advice for accessing information.
9. Contact project coordinators in case of problems. Complete report form so that information is available in case succession becomes necessary.

Mentors do all you can to build trust and help mentees to reach their goal.

All Mentors Should:

Encourage your mentee to keep the promises made to you. Schedule meetings in advance you help the mentee develop a sense of responsibility. Mentees will be informed of their responsibilities to you and the programme. They will also be instructed in how to contact you should it become necessary to cancel a meeting. If for any reason you suspect there is a problem because of frequent scheduling conflicts, notify the designated mentor coordinator who will find out if a problem exist and take steps to correct it.

Mentees have made a commitment to the programme just like you and we expect them to live up to their agreements. The mentor's primary responsibility is to the mentee. You are in this programme to supplement a young person's experiences and opportunities. You are not expected to take on the parental role or undermine parental authority. In order to better understand your mentee's needs, you may even want to ask the parent(s) what their hopes and dreams are for the child and how they think you can helpful fill those dreams.

