



Mentoring Document



Why Mentoring?

As a youth team we believe that mentoring is one of the best ways that young people can be supported and challenged to become their best selves. The person we believe God has made them to be!

There are a few reasons for pursuing mentoring for our young people:

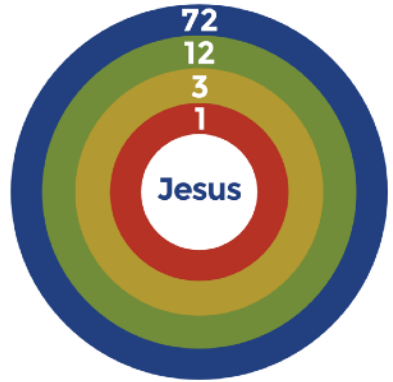
- 1) Jesus did it! As a model we want all our leaders to be working off the 1,3,12,72 model.
- 2) A lot of our leaders have been mentored and can attribute it to seeing big breakthrough and helping them grow closer to God but also work on themselves as young people.



What Is the 1,3,12,72 Model?

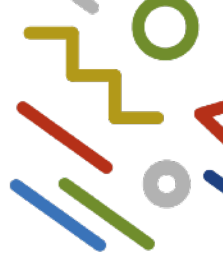


From the life of Jesus we can see that he had one main mentee (Simon-Peter) who he got to know and trained and mentored/discipled closely. He then had another two disciples who he mentored closely but not as closely as Simon Peter. The three close mentees were Simon-Peter, James & John. He then had the 12 disciples who we knew but potentially wasn't as close to over the time on earth when compared to the 3. He then had the 72 who we sent out with the Holy Spirit. These 72 would have been known by Jesus but not as closely as the 12 or the 3. Its a model which divides up time into manageable circles of influence and investment.



As a youth ministry we are wanted to move to this model that each of our leaders and or volunteers has on mentee, 3 close young people which could include that one young person potentially. Of course there will be over lap with the young people in the young group but with the model hopefully every young person will be in one leaders 12.





What Does Mentoring Look Like at SMY?

At SMY we have three streams for mentoring and depending on the context it will look slightly different and have a different emphasis.

Mentoring 121 for Discipleship

Emphasis on growing closer to God and knowing and understanding themselves better

Context: In a coffee shop or open, public space. Young people asked for a mentor or parents have asked for support.

Working on relationships with God and others

Mentoring 121 in School

Emphasis on understanding themselves better, understanding others better and gaining tools to help with mental health and relationships.

Context: In a school corridor class room areas. Pupils referred to us by pastoral team at the school.

Working on their actions and growing as a young person because of some time out to process

Mentoring Groups in School

Emphasis on understanding themselves better, understanding others better and gaining tools to help with mental health and relationships.

Context: In the pastoral support area of the school, run in partnership with the school. Pupils referred to us by pastoral team at the school.

Working on a 10 week programme produced by our team looking at various life skills and lessons



Important To Note...

It's important to note that we are NOT counsellors but our role is to process and chat with the young people about how they are doing. To be a listening ear and work on stuff with them, we are NOT counselling them and sometimes we might have to refer them to professional counsellors if things come up. We are doing life with these young people and being a support as things come up. It can also be a place for going deeper as well whether that's the into the bible or if that just deeper conversations.

With our mentoring in schools all our work with the young people is supported and overseen by the pastoral team at the school and it's them that refer the young people to us and if things come up in the sessions we keep them informed and they follow it up.



Safeguarding in 121 Mentoring for Discipleship:

It's important that we are safeguarding both the young people in our care but also the leaders too.

We have safeguard rules will ensure that safe practice occurs.

- 1) Meeting between mentor and mentee must always be in a public place, in line of sight of other people.
- 2) Leaders must be DBS'd and safeguard trained and know who the safeguarding officer is and who too contact should they have any trouble.
- 3) Parents of the young person must give consent for the mentoring to take place and must know the location and length of the mentoring session.
- 4) Arranging the mentoring must be done via email with the young person and cc'd in the young persons parents.
- 5) The SMY team (Sam, Ewen or Rachel) must know when and where the mentoring is to take place and a text once the mentoring is finished is also good practice.
- 6) Adhere to the church safeguarding policy and don't promise confidentiality.

Rules to safeguard longevity:

- 7) Mentoring is reviewed termly by mentor and mentee and is only an initial 6 month commitment, by signing up to be a mentor you aren't signing the rest of your life away to meet this young person.
- 8) The mentoring will be reviewed during a meeting with Sam at 6 months and if the mentee and mentor both want to continue then it will be reviewed in another 6 months.
- 9) Parents and young people will be aware of the fact that it is reviewed termly and is only committed initially to 6 months.

Safeguarding in for all Mentoring in School:

Whilst in the school we are under the supervision of the pastoral team and work with them. To get into the school we needed to show our DBS's and write a letter of recommendation to prove we were who we said we are. We also needed to show photo ID as well.

We have a few rules which help to safeguard the young people as well as us the leaders:

- 1) Mentoring should not take place in a closed room unless two adults are present leading the session.
- 2) If mentoring alone, find a space in the corridor, in line of sight or make sure the door is always open and you can be heard.
- 3) Adhere to the school safeguarding policy and don't promise confidentiality.



Resources:



The SMY Mentoring Course:

This is the course that has been written by our team over the past few years and has been honed and worked on.

- Week 1 - Getting to know you
- Week 2 - Strengths & Weaknesses
- Week 3 - Handling Emotions
- Week 4 - Self Esteem
- Week 5 - Recap & Forgiveness
- Week 6 - Social Media & Bullying
- Week 7 - Supporting others
- Week 8 - Review & party

The young people fill out a workbook each week so we can track how effective each session is and potentially measure their growth over the course/term. The course works well because it usually takes a term (two half terms) to complete. Contact Sam (sam.clarke@stmichaelsbristol.org) if you want the content.

Bible Project

The Bible project is a fantastic resource and has lots of bible studies which can be done together:

<https://bibleproject.com/church-at-home/>

SWYM TAG Conferences

Mentoring and leadership training year for young people and their mentor to attend. If interested speak to Sam

<https://swym.org.uk/tag/>

Raising the bar





This is a resource website full of ideas and resources which can be done with mentors & Mentees

<https://www.churchyouthministry.com/>

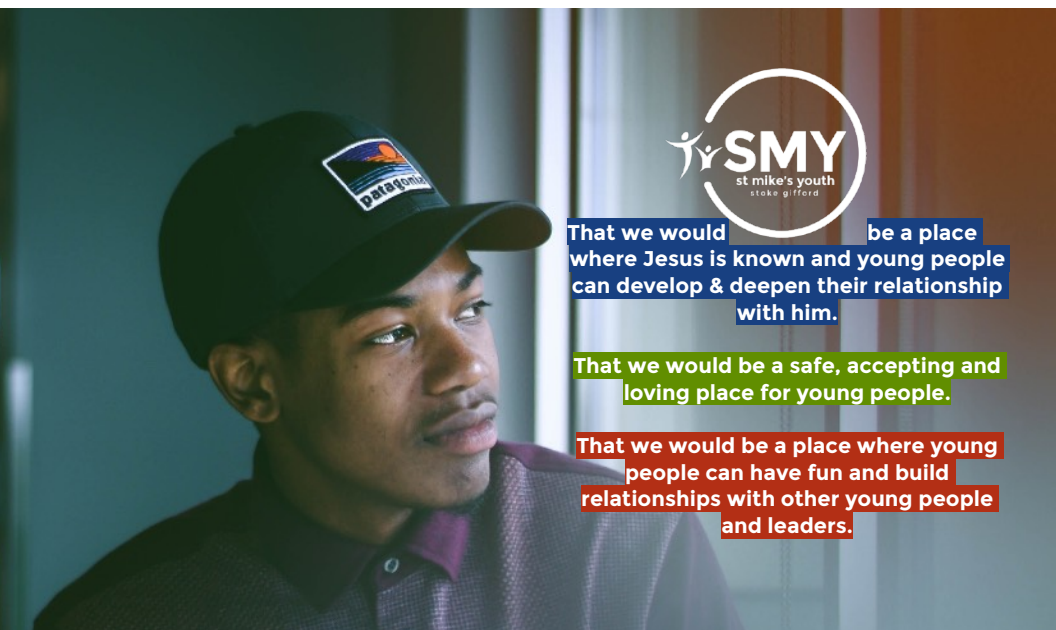
Kintsugi Hope

Is a 6 week course looking at mental wellbeing. We train out volunteers in how to lead groups so that they are better equipped to help and support young people mental well-being.

<https://www.kintsugihope.com/youth>

We also have quite a few physical resources such as card games, games consoles, footballs, hockey sticks which can all be used in a mentoring capacity so please contact any of the youth team if you want to borrow them.

Any more questions please contact Sam our Youth Minister (sam.clarke@stmichaelsbristol.org)



That we would be a place where Jesus is known and young people can develop & deepen their relationship with him.

That we would be a safe, accepting and loving place for young people.

That we would be a place where young people can have fun and build relationships with other young people and leaders.