



Mentor Training 2008

Our Mission:

To equip people in the name of Christ to serve inner-city children through intentional relationships.

Our Vision:

For believers to serve Jesus Christ by investing their lives in children living in poverty in Central Arkansas. These believers will grow in their personal relationship with Jesus Christ as they engage in the lives of children. The children will be influenced by their mentors to strengthen their faith, establish traditional family values, and create hope for the future living a life that honors God.

Our History:

STEP was started in 1986, making this our 22nd year! STEP was started with the heart to help the believing body of Christ engage in the lives of inner-city children.

Our Programs:

- **Encouragers:** In-school tutoring in NLR, LR & Pulaski Co. elementary schools
- **Eastgate & Little Rock Mentoring Centers:** Biblical-based, after-school mentoring of youth ages 8-18 in NLR & youth ages 11-18 in LR

Our Partner Churches:

- **Cornerstone Bible Fellowship** (Eddie Rogers, Board Representative)
- **Fellowship Bible Church Little Rock** (John Greer, Board Representative)
- **The Bible Church of Little Rock** (Ron Brotherton, Board Representative)
- **Fellowship North** (Steve Winchester, Board Representative)
- **Covenant Presbyterian** (Jim Lewis, Board Representative)
- **Park Hill Baptist** (Al Hamilton, Board Representative-Chairman of the Board)
- **Silver City Church** (Greg Sublett, Board Representative)
- **First Baptist of NLR** (Aaron Thomas, Board Representative)
- **First Church of Maumelle, United Methodist** (Joe Murawski, Board Representative)

Components of the Program

- **Activities** – Although each night & age group varies a little bit, all programs utilize fun & relevant activities to accompany the lessons to allow kids to actively learn while also building relationships with mentors and other kids. Examples of activities are: Reciting or writing memory verses, team-building or lesson-centered games, crafts, life skill activities, etc.
** Mentors, please participate in all activities with your mentee. Please don't use this time as an opportunity to make or return calls on your cell phone, visit with other mentors, etc. The activity time is just as important as the other parts of the night.
- **Bible Study** – Each night will consist of 30-40 minutes of one-to-one Bible study. Because of the varying ages/reading levels/personalities of kids, some kids will complete a lesson more quickly than others, but that does not mean that you are finished meeting. This means that you need to engage the student more by asking thought-provoking questions & discussing the lesson more in-depth.
- **Faithfulness** – Typically, every 4th week is Faithfulness. Faithfulness is a reward for kids who have been faithful to attend all 3 of the prior weeks, have had good behavior at STEP, and have memorized their memory verse. Memory verses are handed out on week 1 and are recited or written weeks 2 & 3. Please encourage your mentee to remember what they need to do to attend Faithfulness!
 - On Faithfulness night, mentors will pair up or group up to take their mentees to do an activity away from STEP. Mentors will be responsible for going in picking up the mentees & dropping them off at home at the end of the evening.
 - A list of ideas for Faithfulness is in your packet. If you have any questions about what would be appropriate or not, please ask. Be creative & try to spend as little money as possible. **See note on Do's & Don'ts regarding \$20 limit**
 - Youth must give the mentor their permission slip (signed by the parent) on the night of Faithfulness in order for youth to be eligible to attend. Mentors should turn these permission slips in to staff for us to keep on file.
 - First-year mentors must always be vigilant & wise about setting clear boundaries in the relationship with their mentees. One vital STEP policy is that new mentors must never be alone with mentees outside of STEP unless given permission from a staff member. More freedom will be granted after the first semester of your mentoring experience, based on staff observation & approval. This is for your protection & the protection of the children.

The Do's & Don'ts of Mentoring

Do	Don't
<p>Feel free to write letters to your mentee. You may get their mailing address.</p>	<p>Buy <u>anything</u> for your child – not even anything small. Also, don't give out your address to your mentee at this point. On your Faithfulness Award outings, you should not ever spend more than \$20. If there is an outing you would like to do that would cost more, please consult staff first.</p>
<p>Feel free to call your mentee occasionally to talk. Understand that some of the kids don't have the best telephone skills, and are not accustomed to talking to adults on the phone. Some mentees may not even have a phone or a consistent phone number.</p>	<p>Do not give your phone number to your mentee within the first year of mentoring. Be aware if you call them that some may have Caller ID, so do your best to screen your phone number. Don't be offended if you call them & they aren't talkative.</p>
<p>Recognize that the kids may not have been taught what you have taught your kids, so be patient. Look past their faults & see their needs.</p>	<p>Don't put up with continual disobedience or disruptive behavior. Let a staff person know what is happening so that we can address the situation.</p>
<p>Remember that our job is to plant & water. It is God's job to give increase. Love & be an example of Christ, understanding that you may not be the one who reaps the benefit of seeing growth.</p>	<p>Don't come with the mindset that you are going to change a child. If that is your plan, you need to change your mindset. Remember that it is God's job to change hearts & lives, not yours!</p>
<p>Understand that a lot of these kids have been burned in relationships, so trust takes time to build.</p>	<p>Don't judge or criticize the children, and don't be offended if your mentee is not affectionate or responsive.</p>
<p>Come on time & be prepared. Pray before you come in the door so that your heart is in the right place to minister.</p>	<p><u>Don't miss a night.</u> If something comes up ahead of time that is unavoidable, please let the staff know as soon as possible. Last minute no-shows are difficult to cover for & can be hurtful to mentees.</p>
<p>Look for ways to encourage your mentee and make conversation during down time. Share with them about your life as well as asking them about their life.</p>	<p>Don't monopolize the conversation or be preachy. Show genuine interest in them and what they have to say. Look for ways to draw things out of them.</p>
<p>Visit your mentee at their school for lunch occasionally. Be sure to call the school ahead of time to make sure it's OK with the school.</p>	<p>Don't give up if the school gives you a hard time the first time you call. If you can't seem to get anywhere, please let us know & we'll try to help pave the way.</p>

Understanding Poverty

- Generational and situational poverty
- Hidden rules (see chart)
- Schools and businesses operate from middle-class rules

What does this mean to me as a mentor?

- Never condemn students for operating out of the hidden rules of poverty
- Teach your mentee hidden rules that will make them successful at school or in a future job
- Appreciate your child's uniqueness

Quotes on the importance of a Mentor:

“No significant learning occurs without a significant relationship.”

Dr. James Comer

“When students who have been in poverty and successfully made it into middle class are asked how they made the journey, the answer nine times out of ten has to do with a relationship, an adult who took an interest in them as individuals.”

Ruby K. Payne

The Hidden Rules of Poverty

Issues	Poverty	Middle Class	Wealthy	Biblical View
Possessions	People	Things	One-of-a-Kind Objects	We should live content lives with what we have been blessed with by God (1 Timothy 6:7-8, "For we have brought nothing into this world, so we cannot take anything out of it either. If we have food and covering, with these we shall be content.")
Money	To be spent	To be managed	To be invested	All money originates from God and should be maximized for His service (Matthew 6:21 "where your treasure is, there your heart will be also.")
Personality	For entertainment, sense of humor very valued	For acquisition and stability. Achievement is valued	For connections, financial, political, and social	We should seek to be Christ like in everything (Philippians 2:3, "3Do nothing from selfishness or empty conceit, but with humility of mind regard one another as more important than yourselves; 4do not merely look out for your own personal interests, but also for the interests of others. 5Have this attitude in yourselves which was also in Christ Jesus")
Social Emphasis	Social inclusion of people they like	Emphasis is on self-governance and self-sufficiency	Emphasis is on social exclusion.	Social emphasis should not be for gain or based off any sort of earned worth, but for need and especially for provision of our family. Matthew 9:12-13, "12But when Jesus heard this, He said, "It is not those who are healthy who need a physician, but those who are sick. 13"But go and learn what this means: 'I DESIRE COMPASSION, AND NOT SACRIFICE,' for I did not come to call the righteous, but sinners." & 1 Timothy 5:8 "8But if anyone does not provide for his own, and especially for those of his household, he has denied the faith and is worse than an unbeliever.")
Food	Key question: Did you have enough? Quantity important	Key question: Did you like it? Quality important	Key Question: Was it presented well? Presentation important	Key Question: Was it healthy? Nourishment important. (Proverbs 30:8 "Give me neither poverty nor riches; Feed me with the food that is my portion." & Matthew 6:25, "For this reason I say to you, do not be worried about your life, as to what you will eat or what you will drink; nor for your body, as to what you will put on. Is not life more than food and the body more than clothing?")
Clothing	Valued for individual style and expression of personality	Valued for its quality and acceptance into norm of middle class.	Valued for its artistic sense and expression. Designer important.	We are not meant to worry about clothes as long as we have some (Matthew 6:30, "But if God so clothes the grass of the field, which is alive today and tomorrow is thrown into the furnace, will He not much more clothe you? You of little faith")
Time	Present most important. Decisions made for the moment based on feelings of survival.	Future most important. Decisions made against future ramifications.	Tradition and history important. Decisions made partially on basis of tradition and decorum.	We should be about God's work at all times. (Matthew 24:44-46, " 44For this reason you also must be ready; for the Son of Man is coming at an hour when you do not think He will. 45Who then is the faithful and sensible slave whom his master put in charge of his household to give them their food at the proper time? 46"Blessed is that slave whom his master finds so doing when he comes.")
Education	Valued and revered as abstract but not as reality	Crucial for climbing success ladder and making money.	Necessary tradition for making and maintaining connections.	Is more valued than money and is attainable by all (Proverbs 8:10-11, "Take my instruction and not silver, And knowledge rather than choicest gold. For wisdom is better than jewels; And all desirable things cannot compare with her.")

Issues	Poverty	Middle Class	Wealthy	Biblical View
Destiny	Believes in fate, cannot do much to mitigate change	Believes in choice. Can change future with good choices now.	Noblesse oblige. Bound by obligation.	God is in command of our destiny and we are to seek His will (Romans, 8:28-30, "28And we know that God causes all things to work together for good to those who love God, to those who are called according to His purpose. 29For those whom He foreknew, He also predestined to become conformed to the image of His Son, so that He would be the firstborn among many brethren; 30and these whom He predestined, He also called; and these whom He called, He also justified; and these whom He justified, He also glorified")
Communication	Language is about survival.	Language is about negotiation.	Language is about networking.	Our words can build up or destroy.(Ephesians 4:29, "Let no unwholesome word proceed from your mouth, but only such a word as is good for edification according to the need of the moment, so that it will give grace to those who hear.")
Family Structure	Tends to be matriarchal.	Tends to be patriarchal.	Depends on who has the money.	Family should ideally be built on the foundation of a strong marriage between a man and woman seeking God. (Ephesians 5:31 & 33, 31"For this reason a man will leave his father and mother and be united to his wife, and the two will become one flesh. 33However, each one of you also must love his wife as he loves himself, and the wife must respect her husband.")
World View	Sees world in terms of local settings	Sees world in terms of national setting	Sees world in terms of international view	We are to be witnesses of Christ in our community, nation, & the world (Matthew 28:19-20, "Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, 20teaching them to observe all that I commanded you " & Acts 1:8, "you shall be My witnesses both in Jerusalem, and in all Judea and Samaria, and even to the remotest part of the earth")
Love	Conditional, based on whether individual is liked	Conditional and based largely upon achievement	Conditional based and related to social standing and connections.	God commands us to love everyone as a part of His creation without conditions or for advantage (1 Corinthians 13:3-8, "3And if I give all my possessions to feed the poor, and if I surrender my body to be burned, but do not have love, it profits me nothing. 4Love is patient, love is kind and is not jealous; love does not brag and is not arrogant, 5does not act unbecomingly; it does not seek its own, is not provoked, does not take into account a wrong suffered, 6does not rejoice in unrighteousness, but rejoices with the truth; 7bears all things, believes all things, hopes all things, endures all things. 8Love never fails
Driving Force	Survival, relationships, entertainment	Work, achievement	Financial, political, social connections	Love God and put other's needs above our own (Matthew 22:37-39, "And He said to him, 'You shall love the Lord you God with all your heart, and with all your soul, and with all your mind. This is the great and foremost commandment. The second is like it, You shall love your neighbor as yourself")

THREE VOICES

CHILD VOICE:

Defensive, victimized, emotional, whining, losing attitude, strongly negative non-verbal

- Quit picking on me
- You don't love me
- You make me sick
- It's your fault
- Don't blame me
- Nobody likes me
- You make me mad
- You made me do it

PARENT VOICE:

Authoritative, directive, judgmental, evaluative, win-lose, demanding, punitive, sometimes threatening

- You shouldn't (should) do that
- That's stupid, immature, out of line, ridiculous
- Life's not fair. Get busy
- You are good, bad, worthless, beautiful (any judgmental, evaluative comment)
- You do as I say
- If you weren't so _____, this wouldn't happen to you
- Why can't you be like _____?

ADULT VOICE:

Non judgmental, free of negative non-verbal, factual, often in question format, attitude of win-win

- In what ways could this be resolved?
- What factors will be used to determine the effectiveness, quality of _____?
- I would like to recommend _____
- What are choices in this situation?
- I am comfortable (uncomfortable) with _____
- Options that could be considered are _____
- These are the consequences of that choice/action _____
- We agree to disagree

Why We Mentor

Me-Centered	Others-Centered	Christ-Centered
I feel better about myself	STEP said they really need mentors!	God has called me to mentor
Helping someone else makes me feel good	These poor kids need someone!	God has called me to give my life for Him, and mentoring is a way to do that
I feel that God is pleased with me	My mentee has a terrible home life!	Jesus said in Matthew 28 to “Go into all the world & make disciples” & even though I’m not always in my comfort zone, I want to do His will.
My child really seems looks up to me	My therapist said that I need to “step outside of myself”.	In John 6:38, Jesus said “For I have come down from heaven not to do my will but to do the will of Him who sent me.”
My mentee thinks I’m cool!	I think her mother is a drug addict!	I don’t always feel like mentoring, but I feel that God has called me to die to self & live for Him, so I come!
I heard Harold Nash talk at my church, and he inspires me!	My family thinks I’m selfish, so I want to prove them wrong.	I don’t always know what to say to my mentee, but I am trusting God to equip me to do what He’s called me to do.
I don’t want to go overseas, so this is closer to home (& my comfort level).	My pastor said that we need to be serving somewhere	I rarely see the fruit of what I’m doing, but I feel that God has called me to be faithful & persevere.
I want to be a better person	The staff are really awesome & I want to be around them! (HA! HA!)	I believe that God will be faithful to complete the work He’s started in me & in my mentee, so I am committed to come each week.

While some of the me-centered & others-centered reasons aren’t necessarily bad in & of themselves, they will set you up for failure & discouragement if they are your purpose for coming to mentor. Successful mentors are those who sense they are called by God to mentor & mentor for that main reason. When you know God is the One who has called you to do something, there is freedom & grace in knowing that He will give you what you need to persevere when put to the test. Some of the other reasons may become a reality when you focus on pleasing God & serving for His glory.

Mentoring with Purpose

1. Commit to Mentor with Purpose –

If you haven't already, decide today to mentor with purpose, and let that purpose begin with the call of Christ to:

- Do the will of the Father (John 6:38)
- Make disciples (Matthew 28:19, 20)
- Die to self, set our hearts (our affections) & our minds on things above, not on earthly things. (Colossians 3:1-4)

2. Prepare yourself each week to Mentor with Purpose

Spend some time this next week, reading & meditating on these Scriptures, and asking God to help you renew your purpose & to prepare yourself to mentor with purpose each week! Here are some great reasons below to prepare yourself before you come to mentor each week:

- Whatever you do, in word or in deed, do it in the name of the Lord & for His glory. (Colossians 3:17 & 1 Corinthians 10:31)
- Be prepared to answer regarding your hope & be prepared for action (1 Peter 3:15 & 1 Peter 1:3). Also, remember that in your preparation & commitment, you are building these same things into the young person you are mentoring. How can they get from us what we don't have?
- Be alert & prepared, because the devil is seeking someone to devour. Don't let it be you! (1 Peter 5:8-the whole context of this passage is also excellent to read, study & meditate on regarding trusting God & putting your hope in Him as you mentor-He will provide).

3. Plan to mentor with excellence each week

You have such a short time with your mentee, so plan ahead to use that short amount of time to it's fullest. Here are a few things to think about:

- **Pray** every day of the week for your mentee(s) & ask God to give you wisdom, grace, compassion, & clarity when you meet together.
- Before you come to mentor each night, take a few minutes in your car before coming in, to settle your heart & your mind before God & ask Him to prepare you & your mentee.
- Make mental notes about things your mentee talks to you about so that you can ask him/her about them the next time you meet.
- Always take a few minutes to connect relationally before you get into the study. Until you begin to connect & build a relationship, the young person may not respond to what you're trying to accomplish in the bible study.
- Pray together at the beginning of your time together & at the end of your time together.
- Ask thought-provoking questions & try to connect them on a heart-level. Don't focus on just answering the questions on the page; help them translate the answers into every-day choices & situations that they face.
- Meet them on their level, but don't let them stay where they are. Challenge them to begin to think & act differently
- Don't lecture or spend too much time dominating the conversation. Encourage them to talk, but keep the conversation focused. There may be some days that they need to process through something that is happening in their life, & that is fine, but make sure that they aren't just trying to avoid the study.

Faithfulness Award Ideas

Things to do when it's cold outside:

- Rake leaves
- Ice skating, roller skating
- Bowling
- See a movie and discuss it
- Play cards or board games
- Build a fire in the fireplace, drink hot chocolate & watch a movie together
- Work a jigsaw puzzle
- Build a model car, plane, etc.
- Play Nerf football or basketball
- Bake or cook something fun
- Sew, cross-stitch, needlepoint, crafts
- Play (or teach) a musical instrument together
- Go to local sports activities (high school, college)
- Go to the circus
- Help with school projects
- Show them how to organize drawers, closets, etc.
- Work out at a gym
- Visit the airport
- Pop popcorn and watch movies
- Start a collection together: Coins, stamps, rocks, insects, comic books, sports cards, aluminum cans, etc.
- Go to the library or Barnes & Noble to pick out books to read to each other
- Paint pottery
- Go to a Twister's game

Things to do when it is warm outside:

- See daffodils at Wye Mountain
- Climb Pinnacle Mountain
- Visit Petit Jean State Park
- Visit the Old Mill or Burns Park in North Little Rock
- Go to Murray Lock and Dam or walk the Big Dam Bridge
- Go to the Zoo
- Go to the Oasis
- Ride bikes
- Take nature walks/do a nature scavenger hunt
- Play sports (basketball, tennis, football, soccer, etc.)
- Plant a garden, flowerbeds, mow grass, or do yard work
- Pick strawberries, apples, peaches, or other fruit
- Fly a kite
- Feed the ducks
- Miniature golf
- Go-carting
- Play catch or Frisbee
- Make lemonade or ice cream
- Visit surrounding festivals or fairs
- Take a drive through the country
- Bathe and walk the dog (yours, theirs, or one from the Humane Society)
- Play in the sprinkler
- Go to the pool
- Have a water gun/balloon war
- Go horseback riding
- Fishing
- Visit the Heifer Project or Winrock International
- Go to the Rivermarket
- Go to a Traveler's game
- Air Show at Air Force Base
- Pack a picnic & go eat at a park
- The First Tee or another driving range

Fun things to do year-round:

- Museum of Discovery
- Children's Museum
- I-Max Theater
- Library
- State Capitol
- UALR Planetarium/Observatory
- Arkansas Arts Center
- Historic Arkansas Museum
- Arkansas Territorial Restoration
- Clinton Library
- Old State House
- Local Police/Fire Department
- Your place of employment or another job site that your mentee may be interested in pursuing some day
- Tour colleges
- Keep a journal or scrapbook of the things you do together
- Toltec Mounds
- Rock wall climbing (Little Rock Climbing Center or check out the schedule at Lewis & Clark)
- Go out to eat

Not Recommended:

- Shopping
- Movies (unless there is a really positive movie with a good discussion opportunity)
- Chuck E Cheese/Playtime Pizza – kids won't stay with you here & the cost gets to be too high.
- Any activity involving high risk of injury (if you're not sure if an activity is considered risky, please consult staff)

Community Service Projects:

- Visit the Humane Society
- Go to a nursing home
- Highway, street, neighborhood, or park cleanup
- Habitat for Humanity
- Visit shut-ins from your church
- Help pack food at the Rice Depot or LT Care
- Volunteer Action Center (United Way, 376-4567)
- Holiday Projects: Food baskets, Project Angel Tree, or Coats for Kids
- Little Rock Compassion Center
- Sharefest

Holiday Activities:

- Make Valentines
- Color Easter eggs
- Make Mother's/Father's Day cards
- Watch fireworks
- Go to a parade
- Carve a pumpkin
- Make a list of all the things you are thankful for
- Make harvest baskets
- Make Christmas decorations or cards
- Bake cookies
- Wrap gifts
- Look at Christmas lights and decorations
- Decorate the Christmas tree
- Sing favorite Christmas carols

SLAC (STEP Leadership Action Committee)

Affectionately known as “SLAC’ers”!

An ACTIVE group of people under the direction of staff who take the lead in specific areas within mentoring programs to (1) more purposefully involve the body of Christ in the ministry & (2) to allow staff to focus attention on relationship-building with mentors and children. Volunteers can choose a committee to (1) be a regular committee member, giving leadership to that committee or (2) be an occasional volunteer for a committee, providing necessary support to that ministry area. The SLAC Committee Areas are as follows:

- **Curriculum Support:** Researching, tweaking, developing curriculum based on program needs
- **Retreats/Mission Trip:** Researching sites, securing dates/sites, securing donations for retreats/mission trips, etc.
- **Meals & Snacks:** Finding places that would donate & discount meals/snacks; finding volunteers to prepare meals or people who would donate toward the purchase of meals; this team also needs volunteers to pick up & deliver meals to STEP activities.
- **Event Planning:** Thanksgiving Banquet, Christmas Store, End-of-Year Faithfulness, Summer Program, KAA,
- **Crisis Management:** Direct families/children in crisis situations (house burned down, put out of school, etc.) to areas within the community that can help them; Research services
- **General Support/Coordination**

WE NEED YOUR HELP!

STEP Office:

Our Program Staff:

- **Eastgate Mentoring**

Rob Smith-Coordinator; 501/425-7837; rob@stepministries.org

Vikki Cunningham – Asst. Coordinator; 501/837-8833; Vikki@stepministries.org

- **Little Rock Mentoring**

Meghan Griffith-Coordinator; 501/626-3531; Meghan@stepministries.org

Yerik Henderson – Asst. Coordinator; 501/837-7262; Yerik@stepministries.org

- **Encouragers**

Carol Martin – Coordinator; 501/912-3033; carol@stepministries.org

Physical Address: 601 E. 19th Street in NLR (in the Big Green Gym)
*****Please do not ever mail anything to this address*****

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*****On program nights, do not use these numbers; please contact appropriate staff person on cell phone numbers provided*****

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