

# IT TAKES A CHURCH: CROSSTOWN'S MENTORSHIP PROGRAM

Psalm 145:4 ESV

“These commandments that I give you today are to be on your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up.”

Deuteronomy 6:6-7

“As iron sharpens iron, so one person sharpens another.”

Proverbs 27:17.

## Mentorship Guidelines and Expectations

- PROGRAM GOALS- Crosstown Student Movement created this program to foster relationship success and spiritual growth among teens and church members by matching mentors with mentees seeking a change. The meetings are intended to be encouraging, motivating and supportive. This program is supported by the Crosstown Student Movement.
- ROLES, RESPONSIBILITIES and EXPECTATIONS- The Student Movement will support our mentees as much as possible and work to provide mentors with resources and act as a liaison if there is a communication breakdown.
  - Mentees are expected to take an active role in their own spiritual and relational development by identifying and sharing their needs, being receptive to feedback, contributing ideas, asking questions, communicating effectively, keeping the conversation going and being respectful.
  - Mentors roles will differ depending on the mentee. Mentors are expected to help their teen navigate their way through life and help them to become a more spiritual and active child of God, by revealing and sharing lessons learned, encouraging their mentees to achieve ambitious goals, focusing on what they are doing successfully and providing constructive feedback to promote personal and spiritual growth,. Mentors are expected to be role

models, always projecting high standards of Christian morals and a positive attitude.

- Meeting places- should be public or agreed upon with the mentee's parents.

- MENTOR/MENTEE RESPONSIBILITIES- Respect each other's time and confidentiality. Don't share personal feelings or ideas with a third party, except for a parents and/or youth minister/deacon. Communicate clearly about your needs and limits. Identify early on your preferred method of communication, the best days to be reached, and your time constraints. Set boundaries from the beginning. Be professional at all times. Work through a conflict with care and respect. Contact Sean Layman, Brandon Babitzke, Ty Fitzpatrick or Lee Corns for assistance, if necessary. Recognize each other when good things happen. Take time to send a thank-you or congratulatory email or make a phone call. Evaluate how well you are meeting the goals of the program and invite discussion of concerns.

- EXPECTATIONS for MENTEES and MENTORS- The Student Movement expects all mentors and mentees to be committed to these relationships. However, we understand that conflicts may arise. Once a mentor has chosen a mentee, they are expected to connect at least once a month, outside of Student Movement Activities. If at any time you feel you cannot build a relationship with your mentor or mentee, please notify Sean Layman, Brandon Babitzke, Ty Fitzpatrick, or Lee Corns who can help resolve the issue or reassign partners. If at any time you no longer wish to participate in the program, please let Sean Layman know.

- CONTACT INFORMATION-

- Sean Layman- [sean@crosstownfamily.org](mailto:sean@crosstownfamily.org) 918-361-1393.
- Brandon Babitzke- [brandon@waterstoreinc.com](mailto:brandon@waterstoreinc.com) 918-289-5733
- Ty Kirkpatrick- [ty.kirkpatrick@okstate.edu](mailto:ty.kirkpatrick@okstate.edu) 580-704-2745
- Lee Corns- [Lee.Corns@yahoo.com](mailto:Lee.Corns@yahoo.com) 918-605-8328

## It Takes a Church- Agreement

I agree to put time and effort in developing a Godly, supportive and motivating relationship with my mentor/mentee. I agree to try to grow in knowledge and understanding of my mentor/mentee, to know their likes and dislikes, struggles, and victories. I agree that God is the centerpiece of this relationship and that nothing will come between that common ground. I agree to meet at least once a month, in a public or an agreed upon to attempt to further our relationship. I agree to share my insight, knowledge and experiences to help grow one another, "As iron sharpens iron, so one person sharpens another." Proverbs 27:17.

Mentor(s): \_\_\_\_\_

Mentee: \_\_\_\_\_

## **THE ETIQUETTE OF MENTORING DO'S AND DON'TS**

There is an unspoken code of behavior that exists in mentoring relationships. Unfortunately, since it's unspoken, both participants in the mentoring relationship, unknowingly and unintentionally, may end up doing the 'wrong thing.' All individuals come to a new relationship with different styles of communication, different points of view and different expectations. Working in a new relationship with someone very different from you is a skill. As with any skill, the more you practice, the easier it gets. At the very minimum, relationship skills required for mentoring include, showing kindness, practicing patience and flexibility, and conveying a sense of appreciation for the individual's accomplishments. Following are some additional suggestions for mentors:

### **Do**

- Respect your mentee's time as much as your own.
- Be explicit about the 'norms' for your meetings and your own needs and limits (e.g., time, style of interfacing, etc.).
- Always ask if you can make a suggestion or offer feedback.
- Tell your mentee that you don't expect them to follow all of your suggestions.
- Expect your mentee to move toward his/her goals; not yours.
- Express appreciation to any help your mentee gives you.
- **Keep the relationship on a professional basis.**
- Recognize and work through conflicts in a respectful way; invite discussions of differences. Keep the door open for your mentee to contact you in the future—if that is your wish.
- Listen: function as a sounding board for problems and ideas.
- Criticize constructively: point out areas that need improvement, always focusing on the mentee's behavior, never his/her character.
- Support and facilitate: provide experience; share knowledge; offer assistance where needed.
- Teach by example: serve as a model for adhering to the highest spiritual values in every area of life.
- Encourage and motivate: help mentees to consistently move beyond their comfort zone.
- Promote independence: give their mentees every opportunity to learn by experience.
- Promote balance: serve as a model for balance between professional and personal needs and obligations.
- Take pride in the success of their mentees: recognize that students may rise to greater levels than those who trained them
- **Have a good time, have fun!**

### **Don't**

- Assume that your schedule always has priority.
- Make your mentee guess or learn by trial and error, about the ground rules for your meetings.
- Automatically give advice or criticism.
- Assume your advice will be followed.
- Expect a clone of yourself.
- Take your mentee for granted or assume the she/he doesn't need positive reinforcement.
- Move too quickly into a personal friendship, if at all.
- Avoid discussion of inappropriate subjects and forcing your solutions in conflicts.
- End the relationship on a sour note.
- **Give money or be alone with your mentee.**
- Protect from experience: do not assume the role of problem solver for the mentees.
- Take over: do not do what the mentees should be doing themselves.
- Force: do not attempt to force a mentee in one direction.
- Use undue influence: do not use a sense of obligation to influence the mentee's professional decisions.
- Lose critical oversight: do not allow friendship to shade over into favoritism.
- Condemn: do not convey to the mentees that honest mistakes are career-altering disasters.

Remember that what is spoken of between the mentor and mentee is private, unless you believe the mentee to be in physical, emotional or spiritual danger. If you have any concerns or questions about these things please report it to Sean Layman, Brandon Babitzke, Lee Corns, or Ty Kirkpatrick. So we can take control of the situation and also take it to the parents.



\_\_\_\_\_ I understand that the mentor program involves spending a minimum of one activity every month for the entire year.

9. Why do you want to become a mentor?

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10. What days of the week are you available to volunteer? (circle all that apply):

Monday      Tuesday      Wednesday      Thursday      Friday  
Saturday      Sunday

11. What is the best time for you to volunteer? (circle all that apply):

Mornings      Afternoons      Evenings      Weekends

In making this application to be a volunteer, I understand that the It Takes A Church mentorship program routinely performs criminal and driving record checks of all volunteers for the position of mentor for which I am applying. This check may be done on me if I sign below. If I fail to sign, it may be grounds for rejecting me as a mentor.

I certify to the best of my ability that the information provided on this application is true and accurate. I also understand that misinformation knowingly provided here, and on subsequent mentor application forms, is grounds for dismissal.

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Signature

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Date