

a plan for meeting

Mentoring teenagers

The first meeting

There are four main objectives for the first meeting:

1. To start to establish the relationship between you and your mentee.
2. To identify whether you both want to proceed with the mentoring relationship.
3. To form an agreement between you as the basis of your mentoring relationship.
4. To plan the dates of your next three meetings.

Some mentors will already know their mentee, in which case they can probably move straight on to objectives 3 and 4. Others will be meeting for the first time and will need to take more time over objectives 1 and 2.

Objective 1: getting to know one another

The initial meeting is an opportunity to get to know one another, to pray together and decide whether or not you both want to continue. These questions may help:

- Tell me about yourself (general background, family history, what motivates you, interests, hobbies, school etc).
- Tell me about your relationship with God (how it really is, not how it ought to be).
- Tell me about your hopes for this mentoring relationship.

Objective 2: Deciding whether to continue

This decision may be made in the

course of the meeting or it may be made with further thought after the meeting. It is vital that both parties feel able to say 'no' without any aspersions being cast on the other person.

Objective 3: forming an agreement

- This is an informal agreement between the two of you, regarding how you will operate. Central to this agreement are your expectations of one another. Here are some areas you might want to clarify:

Clear expectations:

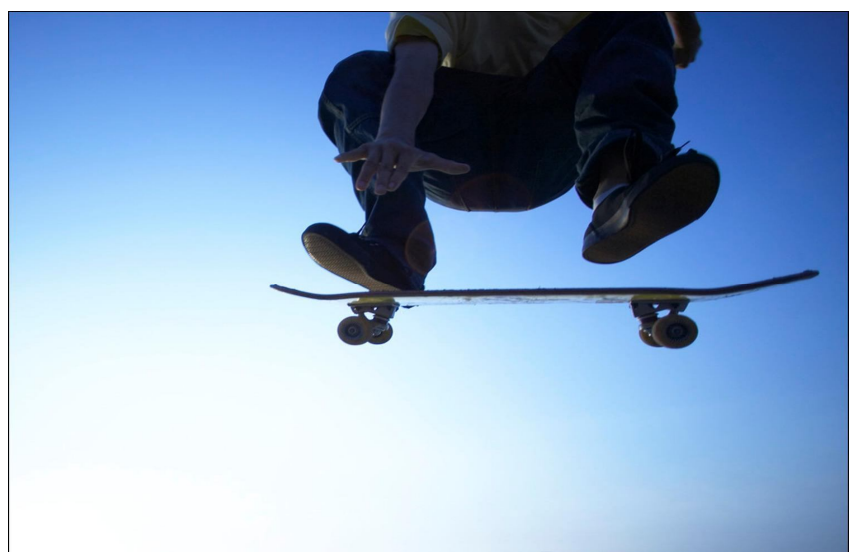
- What does the mentee think they are here to do?
- What role does the mentee want the mentor to play?

Clear commitment

- It takes time for the relationship to be established, so no one should expect too much too soon.
- Both mentor and mentee are expected to be committed to the relationship: keeping appointments and doing what is agreed between meetings will both be priorities.

Clear communication

- How are you going to communicate with one another?
- What level of confidentiality are you going to work with? (Please refer to pages 43 - 45 of *Growing Young Leaders* By Ruth Hassall for more guidance on this.)
- What will accountability mean in this relationship?



Take time to find out what your mentoree is interested in

Clear demarcation

- How often will you meet, and for how long? It could be once a fortnight, once a month or every six weeks, for somewhere between one hour and two.
- What sort of contact will you have between meetings? Email? Telephone? None? (Again please refer to pages 43-48 of *Growing Young Leaders*.)

Clear evaluation

- How is the relationship going? Modify your agreement to fit the real-life mentoring situation.

Clear end

- If and when the mentoring relationship ends, it should end well, not just fizzle out.
- Give thanks for all that has been good.
- Review what you've both gained from the relationship.

Objective 4: set dates of meetings

If you agree to go ahead, ensure that you have at least the next three dates in the diary. Then each time you meet, add in the next one.

Useful questions to use in further meetings

Making the connection

Seek to discover the young person's present area of need and begin there. Goals for action set at the previous session may need

Mentoring is a relationship in which one person helps another to grow in their faith and gifts by sharing the God given resources of skills, wisdom, knowledge and experience.



to be put to one side or dealt with later if a pressing concern emerges.

- How are you? How are you doing?
- How are you really? (Ask this follow-up question if you detect a problem in the way they respond first.)
- How are you feeling?
- Do you want to talk about it? (Don't assume that they do.)

Reporting back

- How did you get on with the goals we set last time?
- What can we celebrate?
- What have you been able to accomplish?
- What are you finding difficult? How does that make you feel?
- Why do you think that is so?
- What help do you think you may need?

Development of spiritual life

- How are things with you and God? How does that make you feel?
- What experiences of prayer and Bible reading have you had this week?
- What difficulties or frustrations did you encounter?
- What areas of your character would you like to work on over coming weeks?

Other aspects of spiritual life

- How are your friendships going?
- How are you maintaining your friendships?
- Tell me about your relationships with family members.
- How are things at home?
- What have you enjoyed recently?
- What do you do to relax?

