



REAL LIFE FIELD GUIDE

LEADERS MANUAL



20

face-to-face conversations to help you learn, listen and forge ahead.

*Special thanks to the team who contributed their gifts and expertise
to The Real Life Field Guide!*

Author: Denise E. McKinney
www.denisemckinney.com

Cover photos: Austin Tolin
www.austintolin.com

Cover design: Gilbert Acevedo III
www.gilRiLLAart.com

Editors: Tara Allison, Denise Johnson, Jen Karsbaek

Young Adult Task Force:

Marti Burger
Tara Allison
Doreen Olson
Tony Gapistone
Todd Slechta
Neil Josephson
Angie Wysocki
Aune Carlson
Joe Thackwell
Christina Tinglof
Tracey Harvey
Brian Zahasky
Denise McKinney

Produced for the Evangelical Covenant Church Department of Christian
Formation, 2010

Scripture taken from the HOLY BIBLE, TODAY'S NEW INTERNATIONAL
VERSION®. Copyright © 2001, 2005 by Biblica®. Used by permission of
Biblica®. All rights reserved worldwide.

"TNIV" and "Today's New International Version" are trademarks registered in
the United States Patent and Trademark Office by Biblica®. Use of either
trademark requires the permission of Biblic



The Evangelical Covenant Church

Department of Christian Formation
Website: www.covchurch.org/formation
For info: Covenant Resource Center (800)-338-IDEA
To order: www.covenantbookstore.com

Real Life Field Guide

Mentoring Journal

The Real Life Field Guide is meant to help young adults find an enduring and meaningful connection to a spiritual family and to set them on a path of intentional faith living.

These Field Guide relationships provide people in their twenties with:

➤ **healthy role models**

Many younger adults are in a season of testing a faith that began many years earlier, or questioning what it is that they truly believe about God and his impact on their lives. This is the season when they may have the most at stake for trusting Christ with their lives, and yet it is also the season that they struggle to find the guidance they need to wade into deeper waters of understanding the journey they are on.

➤ **consistent prayer support**

Reminding young adults on a consistent basis of the power of prayer is another simple way to help build a strong foundation of seeking God wholeheartedly in their lives.

➤ **a first-response help line**

Unless a church is in a college town or is large enough to sustain a vibrant young adult ministry made up of community college students and young career-minded people, this age group typically in and around their twenties in the church feels a bit lost in the shuffle between youth ministry and adult ministry with no one natural leader to turn to for wisdom and encouragement.

➤ **accountability**

The gentle accountability of knowing someone will ask how you are doing in a particular area or in regards to a specific topic is a healthy exercise for most people. It's an accountability that needs to be offered, however, not demanded.

These relationships provide mature believers:

➤ **a chance to invest in the spiritual formation and personal growth of a younger adult**

The modern church has sometimes forgotten the importance of older, wiser believers pointing the way for young people. Mentoring Guides would need to understand that their role is not to ask mentees to duplicate a nostalgic way of Christian living, but to affirm the mentees ability to discover how God is calling them to live.

➤ **the opportunity to understand and celebrate the differences and similarities of a younger generation.**

Probably more now than ever in recent history, the widening gap of understanding between generations keeps devoted followers of Jesus from truly understanding each other and living in real community with one another. This program could help bridge the divide that sometimes seems impassable. Mentoring Guides can be reminded that even Paul in Romans 1:11, 12 yearned to learn from and be blessed by the very young believers at the church in Rome.

OVERVIEW

Objective: to help young adults link their faith with daily living through Field Guide relationships with mature followers of Christ.

Before you Begin

Ask yourself:

- ✓ Is there a felt need? An observed need?
- ✓ Is a formal program required?
- ✓ Is church leadership supportive?
- ✓ Is it sustainable?

Possible Levels of Structure

These are the names we've given the different roles, but feel free to change the titles to names that communicate the purpose better in your spiritual community. There are a few brainstorming ideas below. Remember, if you change the names here, you'll need to change them throughout the guide!

- ✓ Real Life Field Guide Leader – oversees program and Leadership Team
- ✓ Leadership Team – comprised of several Mentoring Guide Coaches & Real Life Field Guide Leader
- ✓ Mentoring Guides – because their role is to be a wise and trusted counselor.
 - Guide, advisor, trainer
 - Or for a little humor in the title: pilot, navigator, guru, spiritual genius
- ✓ Journeymen – because we want them to be intentional travelers on a meaningful faith journey.
 - Learner, mentee, protégé, pathfinder, rookie
 - Or for a little humor...crony, sidekick, chum

Program Development

- ✓ recruit Real Life Field Guide Leader and Mentoring Guide Leadership Team
- ✓ agree on purpose, structure and core values for program
- ✓ agree on process for application, approval, orientation and accountability of Mentoring Guides
- ✓ agree on process for application of Journeymen
- ✓ identify resources needed
- ✓ create budget
- ✓ create promotion strategy

Execute your Plan

- ✓ recruit Mentoring Guides first
- ✓ implement promotion plan
- ✓ implement program

What's Next?

- ✓ evaluate program after first cycle
- ✓ revise, adapt, refine

Before you Begin

The Real Life Field Guide will only be effective if it meets a need and has broad support. Ask yourself:

- Is there a felt need? Are young adults looking for a place and opportunity to be mentored? Is there an observed need? Can you see that college students and those starting their careers are in need of some encouragement and a stronger connection to God and to a community of faith?
- Is church leadership supportive?
- Is a formal program required? Is there a way to accomplish the objective in an informal way?
- Is this sustainable? Do we have the resources – time and leadership - to recruit, train and coach Mentoring Guides? Will we make sure the resources are available?

If you can answer yes to all the above....go for it! The program is replicable in churches of all sizes and has the potential to engage people who may not have been willing to take leadership in any other church ministry.

Possible Leadership Structure

➤ **Real Life Field Guide Leader – oversees program and Leadership Team**

This person is crucial. He or she needs to be an authentic, charismatic individual whose life demonstrates living out personal faith in the real world. They need to be good motivators and enthusiastic promoters. They will be the public face of this program in your church. They need to be good organizers who are able to follow through on a long term commitment. They should be excited and passionate about investing in young adults!

➤ **Leadership Team – Mentoring Guide Coaches & Real Life Field Guide Leader**

The number of Mentoring Guide Coaches will correlate to the number of Mentoring Guides recruited. Mentoring Guide Coaches could also serve as direct Mentoring Guides if there is a shortage of Mentoring Guides or the program is simple enough for one person to commit to both. These Coaches could each encourage 3-4 Mentoring Guides by providing wisdom, information and prayer. The Real Life Field Guide Leader heads up this team as they plan, launch, evaluate and refine the program.

➤ **Mentoring Guides**

These individuals can be hand-picked and/or self-identified (best option!). In either case, there needs to be a clear application and filtering process for evaluating each person's ability to mentor and guide well. The success of the Mentoring relationship will rely on their health and selflessness. Program leadership must be able and willing to graciously and respectfully redirect those who are willing but unqualified to be mentors. Our suggestion is to start with a few "star" individuals. They will set the bar high and the shape the DNA for the program. Invite only Mentoring Guides with a vibrant Christian faith. We determined two core criteria for Mentoring Guides:

- ✓ They have been “successfully” living out their faith for several years (demonstrating consistent spiritual growth, discernment in choices and reflect the attributes of leadership described in Scripture.
- ✓ Age/Experience requirements
 - **LifeStage Option:** would be to make sure the Mentoring Guide is at least one life stage ahead of their Journeyer. That way, they can have some good reflection and understanding of the topics to be covered and won't be wrestling with the issues in the same way.
 - **Peer Mentoring Guide Option:** would be to require the Mentoring Guide to be 1-2 years older than the Journeyer and have just recently completed the Real Life Field Guide Experience himself or herself. This would be more effective in a college/young adult focused community and would encourage a ministry of reproducing reproducers in the faith. If you use this option, you'll probably need to customize some of the journal conversations and identify changes in structure that will help this structure work.

➤ **Journeyers**

This is the group you want to reach! They can be recruited via church communications and/or through personal invitations/references. It's not necessary to require a statement of Christian faith by Journeyers but certainly share that you are offering a distinctly Christian Mentoring experience. Typically, the Journeyers age should be 18-28.

Program Development

➤ **Recruit Real Life Field Guide Leader and Mentoring Guide Coaches**

This should be done well in advance of your launch date. Recruit those who like to be pioneers and have both strategic and interpersonal skills.

➤ **Agree on purpose, structure and core values for program**

It's important that the Leadership Team is part of this process but it's helpful to have a framework from which to work. The Real Life Field Guide is set-up to be adaptable for your unique church setting. The time table is flexible, as well as the number and sequence of Field Encounter Conversations. And since it is usually easier for groups to refine than create, a list of core values are attached (Appendix 1) as a suggested starting point.

➤ **Agree on process for application, approval, orientation and accountability of Mentoring Guides**

Agree on this...and then don't compromise. Set the bar high. Stick to it! Mentoring Guides should agree to these 7 things:

1. Fill out the application – (in Appendix 2)
 - *This process serves to assess suitability, but it's also a tool to help discern which Mentoring Guides will be a good match when it comes time to assign Journeyers*
 - *The application requires the names of 2 references.*

2. Attend 2-hour Orientation session (in Appendix 3).
 - *You can also use this as an information session as well. Then, Mentoring Guides don't have to sign up for an interview until after they've been through the orientation session.*
3. Interview with Real Life Field Guide Leader or Mentoring Guide Coach (interview questions in Appendix 4)
 - *Real Life Field Guide Leader or Mentoring Guide Coach conducting the interview will also call the references (reference questions in Appendix 5)*
4. Meet with Journeyer at least 12 times in twelve months.
 - *Each field encounter conversation should aim to be 60 minutes long. It's important for both Mentoring Guide and Journeyer to strive for this so that dialogue can really get going. It's also good to incorporate a relaxed environment, like coffee or a meal. Sometimes, it's even beneficial to be doing an activity while conversing – like walking or playing disc golf. Any especially demanding activities like basketball or running are fine to utilize, but there should still be a good hour of focused dialogue before or after. You can also encourage the Mentoring Guides to invite Journeyers to their home if it's a quiet, accessible and appropriate environment.*
5. Meet with Mentoring Guide team (all Mentoring Guides) at least 2 times over 12 months
 - *This is a time for connection between Mentoring Guides as they offer encouragement to each other, feedback to the Leadership Team and together celebrate what God is doing through these Mentoring relationships. Just make sure that confidentiality of the Journeyers is also respected here.*
6. Maintain Confidentiality
 - *As you can imagine, this is a high priority. It should be strictly enforced to protect the Journeyers ...but also the Mentoring Guides. It needs to be defined and reiterated again and again.*
7. Pray frequently, daily if possible, for Journeyers.

➤ **Agree on process for application of Journeyers**

Keep this simple. You want to encourage young adults to enter a Mentoring relationship, not make it a challenge. At the same time, you want to make sure they're serious about the commitment or it's a waste of the Mentoring Guide's time. You can require a short request form that might help:

- ✓ determine that a young adult's perceived expectations of the Mentoring experience match the true intent
- ✓ match them with a Mentoring Guide (similar interests, background, etc.)

We ask Journeyers to commit to 5 things:

1. Fill out a Mentoring Guide Request Form (in Appendix 6)
2. Meet with Mentoring Guide at least 12 times (for 60 minutes of conversation) over 12 months
 - *It's important to stress no friends, no children (if they are a parent) and cell phones off!*
3. Fill out a Real Life Field Guide Follow-up Survey (in Appendix 10)
 - *It helps assess the value of the program and the effectiveness of their Mentoring Guide. You can also get some great quotes from this for promotion purposes (names not included, of course)!*

4. Maintain confidentiality.
5. Pray regularly for Mentoring Guide.

➤ **Identify resources needed**

- Promotion materials – brochures, posters, video
- Orientation materials – PowerPoint, handouts
- Conversation Guides
- Website (optional)

If the scope of your program is most likely going to be large, or reaches 50-100 participants, you can develop a basic website to keep track things like the Mentoring Guide- Journeyer pairings and their start dates, Coach assignments and contact notes, etc. You can also have all applications (Mentoring Guide and Journeyer) to be submitted in electronic form so they could be uploaded to this site and easily accessed by the Mentoring Guide Leader and Mentoring Guide Coaches (and only them) for pairing and follow up purposes. It's pretty easy to use a simple Excel spreadsheet and a Google hosted site, for example.

➤ **Create budget**

Determine what funds are needed and what portion the church budget can sustain. If no budget amount is available, brainstorm which portions can be achieved for little or no cost, or who might want to help fund such a ministry.

➤ **Create promotion strategy**

- Introduce Real Life Field Guide Mentoring Guide concept
This is best done by the Lead Pastor and/or with a video which includes young adults talking about the value of a Mentoring Guide relationship.
- Recruit Mentoring Guides
You can do this through a church-wide e-mail outlining the program, stating the Core values and inviting potential Mentoring Guides to the first Orientation session (samples in Appendix 7 & 8). You can also issue personal invitations to people you know will be great Mentoring Guides.
- Recruit Journeyers
Again you can use a church-wide e-mail targeted to young adults (sample Appendix 9) or recruit through any college/career classes or small groups. You may later find that the best recruiters are the Journeyers. They will most likely recommend the program to their peers!
- Celebrate
This can be a testimonial video, a printed insert in the bulletin or an interview with some young adults during a weekend service. It serves to not only honor the current Mentoring Guides and Journeyers, but also to recruit the next ones! Also, much like the end of a Young Life Camp final night "Say So" experience, you can offer a worship/social event where Journeyers and Mentoring Guides share with one another how the Mentoring Guide experience impacted their life and faith.

Execute your Plan

- **establish Leadership team**
- **implement promotion strategy**
- **implement program**
 - ✓ Pre-launch meetings
 - ✓ Recruitment
 - ✓ Orientation
 - ✓ Interviews
 - ✓ Mentoring Guide- Journeyer Matching
 - ✓ Coach Assignments
 - ✓ Coach Follow-up (could be a phone or e-mail contact every 3 months)
 - ✓ Mentoring Guide Group Meeting (every 6 months)
 - ✓ Real Life Field Guide Follow-up Surveys
 - ✓ Wrap up Event (for Mentoring Guides and Mentees at the completion of 1 year)

One suggestion about the best and easiest way to launch this program is to stick with only one Orientation and intake per year.

What's Next?

- **Evaluate program after first cycle (1 year suggested) – solicit feedback from Mentoring Guides and Journeyers**

This can be done via post-assessments, phone calls, group debriefings or an online survey.
- **Revise, adapt, refine**

The strength of your Mentoring Guide program will be how you tailor it to fit the unique circumstances and needs of your young adults. Don't hesitate to make content and structural adaptations that will allow better Mentoring Guide in your church!

Ways to Adapt/Enhance the Mentoring Guide Experience

- **Coffee Card**

Consider a “first meeting” coffee gift card for Mentoring Guide and Journeyer to help kick off their Mentoring Guide journey with a mini-celebration.
- **Celebration Dinner**

Finish the Mentoring Guide season with a testimony dinner where Mentoring Guides and Journeyers can celebrate their experience and share what they've gained from their time together.
- **Quantity ≠ quality**

Make sure Mentoring Guides understand that every question in the journal conversations does not have to be covered. If the conversation thrives for an hour on the first 2 questions or one in the middle of the page, that adds up to an incredibly valuable Mentoring Guide conversation. Feel free to move on the next time to a new conversation or pick up where you left off.

- **Adapt the program for specific young adult groups**
If your church or ministry has a specific group of young adults: community college/working, college students who come home in the summer from a university setting, post-college/early career, etc., you may want to look at how you can adapt the Mentoring Guide program to customize it more to their real-life situations.
- **Add another generation to the Mentoring Guide conversation**
In some circumstances, having 3 people all at different life seasons and from different generations, the Mentoring Guide process could become a tremendous experience for living and passing on a spiritual legacy. One resource for adapting the program in this direction is www.3isenough.org.
- **Share Mentoring Guides and training with another congregation**
To help with costs, volunteer needs and just for the sake of enriching the experience, this offers a broader picture of the body of Christ to all participants.
- **Specialized Mentoring Guides**
Find a way to utilize specialized Mentoring Guides such as financial consultants, marriage/family counselors, career coaches, etc. for helping participants really delve into their topics. Maybe these type of people don't have a long-term relationship with one Journeyer, but instead are available for one on one appointments that are very topic specific. Their role would be to provide more in-depth information and guidance that the Mentoring Guide and Journeyer can work through later. They could also be a guest speaker at a gathering of Mentoring Guides and Proteges where information is presented at the beginning of the gathering, then the Mentoring Guide meeting on that topic takes place immediately after.

Appendix 1

REAL LIFE FIELD GUIDE MENTORING GUIDE CORE VALUES

“Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well.”

1 Thessalonians 2:8

Real Life Field Guide Mentoring Guide is about...

Conversations – not Counseling

- This is not therapy or free counseling
- Conversation guides are provided in the Curriculum

Friendship – not Teaching (or Preaching)

- Mentoring Guides are role models and friends, not life instructors
- Spiritual focus comes from the sharing of personal experiences – how God has been at work in your life, the Biblical principles you've applied, spiritual truths you've learned thus far on your faith journey.
- This focused Mentoring Guide is for a specific time and season. The friendship certainly can continue beyond, but Proteges may need preparation and help for a transition away from the regular structure of Mentoring Guide meetings. Two things to help them prepare:
 - o 1) Set-up and remind often of the Holy Spirit as their spiritual companion – there to guide, encourage and strengthen
 - o 2) Challenge them all along to commit to investing in another person's life in the church or community just like their Mentoring Guide did for them. Maybe serving with children or youth, or finding their place in an adult ministry of the church. Maybe Mentoring Guide at-risk youth in the community or volunteering at a senior adult residential home.

Honesty - not Perfection

- Mentoring Guides are willing to share their failures as well as successes though it's not a chance to indulge in their personal “war stories”.
- Mentoring Guides model honesty and authenticity, not perfection!

And it is also...

Proactive – not Reactive

- Mentoring Guides are not focused on problem solving, advice-giving or “fixing” a Journeyer. Instead, they are focused on helping young adults set healthy patterns early in their adult life.
- Mentoring Guides are hopeful and encouraging, observing and affirming what's already good.
- Mentoring Guides provide a long-term, big picture perspective on what it takes to “go the distance” in a life of faith.
- If a Journeyer is struggling through a life issue that might require professional direction from a counselor or doctor, the Mentoring Guide can and should offer encouragement and guidance for the Journeyer to seek out help during or after the Mentoring Guide process.

Prayerful – not Prescriptive

- Mentoring Guides are focused on helping Journeyers discern God's will and plan for their life.
- Mentoring Guides and Journeyers commit to interceding for each other regularly in prayer.

Names and ages of children, if applicable _____

Briefly describe strengths and challenges in your relationship with your kids _____

Why are you interested in Mentoring Guide? _____

What will make you a particularly good Mentoring Guide (note any skills, education, life experience, challenges you've overcome, etc.)? _____

We want to be wise and prayerful in matching Mentoring Guide with Journeymen. To help with that process, what are 3-4 things we should know about you (interests, job, passions, quirks, hobbies, etc.)? _____

References:

(2 people who know you well - and their contact info)

1. _____

2. _____

Real Life Field Guide Orientation Session Outline

(Any video clips or exercises you can use that help illustrate these points will add substance and depth to the orientation experience.)

Introduction

Biblical Model for Mentoring Guide

*“You became imitators of us and of the Lord....and so you became a model to all believers.”
1 Thessalonians 1:6 – 7*

*“Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well.”
1 Thessalonians 2:8*

Young Adults are a priority in our spiritual family

- This age group is the most likely demographic to leave the church and struggle to return - because of college, life circumstances, lack of connection and purpose for belonging in the congregation, or a season of true questioning that they don't know how to address.
- Proactive – launching Real Life Field Guide program

How many of you had some sort of Mentoring Guides in your younger years of adulthood? How many wish you had Mentoring Guides? What difference can a Mentoring Guide make?

Who are Mentoring Guides/ Journeyers?

TABLE QUESTION (10 minutes)

Who is a role model to you for a deep faith and Godly life?

What draws you to that person?

What have you learned from him or her?

Mentoring Guides

- *They have been “successfully” living out their faith for at least five years (demonstrating consistent spiritual growth, discernment in choices and reflect the attributes of leadership described in Scripture.)*
- *They are at least approximately 10 years older than their Mentee.*

Journeyers

- *No lifestyle restrictions on who can be Mentoring Guideed. Approximate age should be 18-28.*
- *Not required to be Christians, but must understand it's a Christian Mentoring Guide program.*

Real Life Field Guide Core Values (5 minutes)

Conversations – not Counseling

Friendship – not Teaching or Preaching

Honestly – not Perfection (on your part, or theirs!)

Proactive guidance– not Reactive quick fixes for you life

Prayerful responses– not Prescriptive answers

Real Life Field Guide Commitments – Mentoring Guides/Mentees (5 minutes)

MENTORING GUIDES

Application

Orientation

Interview

12 Conversations

2 Meetings

Confidentiality

Prayer

JOURNEYERS

Application

12 Conversations

Real Life Field Guide Follow-up

Survey

Confidentiality

Prayer

Real Life Field Guide Conversations (20 minutes)

- Establish Ground rules
- Decide which conversations you will have (12 of the 20)
- Develop rapport - get to know each other before plunging in!
- Stay focused
- Work together
- Speaking/Listening (suggested guideline: 25%/speaking 75% listening)
- The art of the question
- Using statements
- Intentional listening

Mentoring Guide Traits, Tasks and Skills

Traits:

TABLE QUESTIONS (15 mins)

Which Mentoring Guide trait is most important to you?

- Authenticity?
- Consistency?
- Humility?
- Caring?

Tasks:

- In what tasks of Mentoring Guide do you believe you excel?
- Which task may prove a stretch for you in terms of your own comfort zone?
- Which of these tasks of Mentoring Guide, when provided by others, have most benefited you?

Skills:

Characteristics of Mentoring Guide Relationship

TABLE QUESTION:

- When you were a young adult, who in your life had confidence that you would go far in life?
- How did they communicate that optimism to you?
- What is one thing they did that was particularly supportive, encouraging or reassuring?

Mentoring Guide Conversation

Practice (One Mentoring Guide "leads" for 10 minutes, then switch roles for 10 minutes - Use Conversation #1 in Conversation Guide)

Journeyers in Crisis

- *Needs that go beyond scope of Mentoring Guide*
Mental health issues, relationship violence, addictions, or severe financial problems
- *What do you do if your Journeyer is in trouble?*
 - Don't try to become a crisis counselor*
 - Notify the Real Life Field Guide Leader to get help and assistance for additional professional resources*

Keeping a Positive Relationship

- Observe boundaries between you and Journeyer (time of meeting, etc)
- Maintain privacy
- Clarify who's paying if meeting for coffee or food – some young adults are on a fixed income
- Keep involvement reasonable – appropriate limits
- Be flexible
- Work as a team
- Keep your commitments
- Pray together – comfort level? 1-10

Real Life Field Guide Flexible Format

The Real Life Field Guide format has several adaptable components that should help make it more effective for each church as well as each Mentoring Guide/ Journeyer match-up:

- The conversations follow a sequence of Gospel of John passages so that Journeyers also experience a scriptural journey if they decide to work through the conversations in the order they are presented
- Mentoring Guides/ Journeyers can opt to use up to all 20 conversations, or just select the 12 that are most relevant
- At the front of the Real Life Field Guide Conversation Guide, there is an outline for following conversations under different life themes: relationships, choices, future, etc. This allows Journeyers to talk about a particular area of their life that needs focused attention over several conversations.
- Although the most obvious schedule for 12 Mentoring Guide conversations in 12 months, is for the Mentoring Guide/ Journeyer to meet once a month. However,

Mentoring Guides and Journeymen can also choose to meet weekly or bi-monthly. This allows for a slower/faster pace in the Mentoring Guide process. The most important thing to keep in mind on timing the meetings is to keep them consistently spaced and set a pace that both Mentoring Guide and Journeymen can handle in their schedule.

Question Period

Wrap up - loose ends/Schedule Interview (sign up sheet)

Appendix 4

Mentoring Guide Interview Questions:

- Tell about your life right now and how a Mentoring Guide relationship fits in.
- Have you had experiences that you will draw upon in your Mentoring Guide? Describe them.
- Tell about a time when you have listened well/actively.
- Tell about a difficult decision or circumstance you have worked through.
- Are there any topics you are uncomfortable talking about?
- Tell us about an area of growth in your own spiritual life.
- Where are you at in your walk with God?
- How do you integrate your faith and spiritual growth into your everyday living?
- Do you have an idea of a young adult you would confidently Mentoring Guide – or not be able to Mentoring Guide?

Appendix 5

Mentoring Guide Reference Questions:

- Would you recommend them to Mentoring Guide a young adult on life and faith related topics? Why / why not?
- Have you observed any qualities about this person's life that models a healthy, vibrant faith? If yes, please describe.
- How has this person positively impacted your life?
- When you're talking with this person, who does most of the talking?
 - If it's the 'Mentoring Guide', a possible follow-up is: Do you feel heard? Why / why not?
 - If it's the 'interviewee' or 50/50, a possible follow-up is: Would you consider them a good listener? Why / why not?

Appendix 6

Real Life Field Guide Mentoring Guide Request

Name _____

Address _____

E-mail Address _____ Phone _____

Age _____ Occupation/Degree Program _____

Why are you interested in being Mentoring Guideed? _____

What expectations do you have for a Mentoring Guide experience? _____

What are some specific areas of your life that you hope to dialogue about? _____

How would you describe your individual spiritual life now (your relationship with God)?

1 2 3 4 5 6 7 8 9 10

Nonexistent

Strong

How would you like your faith and life perspective to be different or better at the end of the Mentoring Guide process? _____

We want to be wise and prayerful in matching Mentoring Guides with Journeymen. To help with that process, what are 3-4 things we should know about you (interests, job, passions, quirks, hobbies, etc.)? _____

Mentoring Guide Invitation E-mail/Letter

3 quick questions for you.....

1. Are you in a good place in your life?
2. Have you learned a few things over the years about what it takes to have a committed and vibrant Christian faith?
3. Would you consider passing some of that on to a younger person....to help get them off to a great start in their adult journey?

If you answered yes to those 3 questions, we'd like to invite you to check out our Real Life Field Guide Mentoring Guide program that's designed to encourage and strengthen the lives of people ages 18-28 in our church. There are so many people in this young generation praying for someone like you to come alongside and walk with them through the questions and issues they wrestle with each day. Would you prayerfully consider whether this is something God might be calling you to?

3 things you should know....

1. You will be asked to commit to meeting with a young adult 12 times over the course of 12 months.
2. You will be provided with a conversation guide that is basically a series of questions on relevant topics like finances, intimacy, struggles, family, etc. The questions are meant to help focus your 60-minute Mentoring Guide conversations. The key word is conversation, not counseling.
3. You will be asked to pray for the young adult you Mentoring Guide.

Interested?

If so, we'd like to invite you to our next orientation session:

(Date)
(Time)
(Location)

There's no obligation to sign up after hearing about the program, but if you do, there are just....

3 more steps....

1. Fill out an application form
2. Meet with the Mentoring Guide Leader or a Mentoring Guide Coach Couple for a 30-minute interview.
3. After that, you'll be paired with a young adult on our waiting list. You may be the answer to their prayers!

Thanks for considering this. God can richly bless your life and a young believer through this experience!

Appendix 8

Mentoring Guide Invitation Email/Letter (2)

It's a trend that's alarming us. It seems more and more that young people who are just starting out in their careers or college experiences are leaving the church...and not coming back.

We're doing something about that.

If you are in a good, healthy place in your spiritual life and would like to help someone younger get off to a great start on their adult journey...we'd like to invite you to consider our Real Life Field Guide Mentoring Guide program.

(Date)
(Time)
(Location)

What is Mentoring Guide?

- It's a 12-month commitment (you can start whenever you're ready) where you promise to meet at least 12 times with a young adult.
- You meet to provide conversation and friendship – not counseling.
- You will be provided with a conversation guide that is basically a series of questions on relevant topics like finances, intimacy, struggles, family, etc. The questions are meant to help focus your 60-minute conversations with your Mentee. The focus is conversation, not counseling.
- You commit to praying for the person you Mentoring Guide daily.

Would you prayerfully consider whether this is something God might be calling you to? If you're interested, please join us for the orientation. There's no obligation to sign up after hearing about the program, but if you do you'll be asked to fill out an application form and meet with the Mentoring Guide Leader or a Mentoring Guide Coach for a 30-minute interview.

After that, you'll be paired with a young adult on our waiting list. You could be exactly what they've been praying for.

Thanks for considering this. God can richly bless your life and a young believer through this experience!

Appendix 9

Mentee Invitation E-mail/Letter

Looking for someone with a little wisdom to offer on life's journey? Would you find encouragement from sharing your story with an older friend and Mentoring Guide? Are there topics you would love a chance to talk about and get feedback on from someone who's "been there?"

Maybe Real Life Field Guide is for you. We've recruited an incredible group of enthusiastic, caring people who believe God is calling them to invest in the lives of adults who are just getting started with their education and/or career. In this program, we pair you up with one of those people for one year of conversation and encouragement.

They have committed themselves to first pray about this, then have gone through specific Mentoring Guide training and interviews, just to prepare their hearts and minds to walk alongside your life for a season. They are wise, Godly, kind and fun people and personally we would be thrilled to be Mentoring Guided by any of them!

Real Life Field Guide Mentoring Guide is about:

Conversations – not Counseling
Friendship – not Teaching or Preaching
Honestly – not Perfection (on your part, or theirs!)
Proactive guidance– not Reactive quick fixes for you life
Prayerful responses– not Prescriptive answers

What that means is that these Mentoring Guides are offering to be friends and role models, not counselors or advice-givers. They will not judge. They are not another set of parents, and they will not preach at you. They will, however, commit to meet with you regularly for conversation around some important life and faith topics and promise to pray for you daily.

If this is something you would be interested in, please contact us at: (email address or phone number).

It is our prayer that these relationships will help you get you started or restarted in a healthy, hope-filled direction for your life.

Looking forward to joining you on your faith journey!

