**Mentor/SIT Guidelines**

* Every SIT needs a mentor, and will be assigned to an adult mentor of the same gender as available. This will usually be done upon completion of Track 2.
* Except in extremely rare situations, no mentor should be serving more than two students at one time.
* The mentor should be working in the same or similar area of ministry the SIT is pursuing.
* While certainly not a requirement, it is ideal if mentors and SITs can work the same camp, as much as possible. An attempt to assign mentors with regard to this is made where possible.
* Mentors/SITs should be in contact with each other prior to camping season *(or as often as necessary)* so that mentor can give SITs information regarding camp. You are not expected to become their best friend. You are expected to be a positive, nurturing, spiritual influence in their lives.
* Respect your SIT’s privacy, and expect them to respect yours.
* Do NOT put yourself in compromising situations. Remember the rules of safe ministry. Live by them. When in doubt, don’t.
* As a mentor, you will encounter all types of situations. Be prepared for that. If your mentoring situation becomes too much to handle, please notify the SIT coordinator so that adjustments can be made as necessary.

As in any leadership position, there are certain prerequisites to be met. Mentors should be living a holy life, demonstrating faithfulness to the Kingdom and local church, and observing the practices of the New Testament Church. The Apostle Paul outlines the requirements for elders in his pastoral epistles, and those guidelines are readily applicable in this situation *(1 Timothy 3:1-13/ Titus 1:5-9).*

**Insights on Mentoring**

What’s the difference between disciple and mentor?

**Disciple:** one who accepts and assists in spreading the doctrines of another; a person who is a pupil or an adherent of the doctrines of another *(to teach; train*).

Mentor: someone who teaches or gives help and advice to a less experienced and often younger person.

Part of Camp Lost Pines mission is discipleship: Evangelism; Discipleship; Fellowship. As a camping ministry staff, it is our job to disciple young people that come to camp by teaching them the Word of God. As these young people start transitioning to staff, the job of mentoring comes into play.

“I am a Christian because someone cared. Now it is my turn.” –David McGee

Why do you want to make disciples/be a mentor? If it is simply to mark it off a checklist you have for being a Christian, walk away until God has called you to do this. Things are going to get messy.

Discipleship and mentorship will cross over each other a lot. But there are several differences.

Discipleship Mentorship

Leading Accompanying

Reproduction Potential

Equipping Assisting

Directing Suggesting

Beginners Advanced

To be a mentor, you will need the following things:

* Vision
* Wisdom
* Decisiveness
* Courage
* Humility
* Patience
* Sense of humor
* Lots of love

**Mentoring the young is biblical.**

Jesus went out and found His disciples *(Matthew 4:18-22; 9:9-13; Mark 3:13-30).* When Jesus was with the twelve, He was constantly teaching them: all the parables, random encounters with sinners, healings, deliverances, and fellowship. All of this had a purpose.

Paul had Timothy *(Acts 16:1-5*); Timothy joined Paul on his journeys. Timothy walked with Paul, learned from him, and Paul sent him out on his own; Paul continued to teach Timothy even after sending him out *(2 Timothy 2:2)*.

In the same way, there are those kids to whom we are drawn: the ones that grab our hearts; the ones about whom God won’t leave us alone; the ones that drive us completely insane, but from whom we can’t walk away. It’s almost annoying at times, but we do it.

**How do I mentor someone?**

 ***You do not have to be a pastor, evangelist, missionary, or have a seminary degree to be an effective mentor.*** Love them. Encourage them. Teach them. Show them. Let them fail.

Seriously, let them fail. It’s difficult for us to let them. We want to see them be the men and women God is calling them to be. But if they don’t fail, they can’t grow. There is only so much we can teach without them going through failures themselves. It’s incredibly hard to watch as they struggle, as they are grasping for something to hold onto. They need to learn t be dependent on God more than ANY man/woman. HE is who they need to hold onto. Let them.

**Discipleship through Mentoring**

* Modeling through behavior *(Titus 2:3-5)*
* Be available-look for opportunities to spend time with the person, to observe them in their life and ministries.
* Be transparent-“Genuine transparency means that others will see our weakness as well as our strengths.” –John Koesslere, *(True Discipleship, p. 172)*

These can all be incredibly difficult things to do. Sometimes we don’t act very Christ-like; we get busy with our own lives; we sure don’t want to be transparent. As a disciple, you must.

**What About accountability?**

**Accountability: the fact or condition of being accountable Accountability: required or expected to justify actions or decisions Accountability partner: a person who coaches another person to keep a commitment**

Pros of accountability partner: Confession is biblical *(James 5:16)*  We are sharpened *(Ephesians 4:1; Proverbs 27:17)* We are encouraged Community is developed & strengthened *(Galatians 6:1-6)*

Cons of accountability partner: Lack of grace/condemnation They know how to play the game Environments (where we share) Feeling of intrusion into their business

What you need to do in order to hold someone accountable: Challenge them Be in contact with them Encourage them Prayer support Call them out in a loving manner Listen

Having accountability is good, when done properly. It’s more than knowing their life, what they struggle with, what they celebrate; it truly is being iron sharpening iron.

**Thoughts on Mentoring**

Who is your Paul? Who is your Timothy? *(2 Timothy 2:2)* The whole point of mentoring is to work yourself out of a job. Who are you preparing to take your place *(Psalm 71:17-18*)? This is the whole premise of the Great Commission *(Matthew 28:19-20)*: go and make disciples; those disciples, in turn, go and make disciples. This is how God’s Kingdom grows, and how ministries continue.

I want to inspire people, I want someone to look at me and say “Because of you I didn’t give up”.

“We need a Barnabas in our walk, too, one who is in the same season, to walk with us…other than having Paul and Timothy.”-Brian Sites

“Does person you’re discipling know everything you have came from God?”-Dann Spader

“We need to look beyond faults and magnify the possibilities in those we mentor, refusing to give up on them until they believe in themselves.”-Darlene Zschech

“Leadership is about example, vision, hope, and a legacy.”-Darlene Zschech

“Leadership teaching is most effective when it’s been tested, tried, walked out, and modeled in your own life first. Then it becomes part of the tapestry of who you are so that all can see the handiwork of God in your life.”-Darlene Zschech

“We need to look for the potential in those we mentor and provide a way-back plan for all who fall short of expectations.”-Darlene Zschech

“If mistakes are not addressed quickly, a small, imperfect moment can become a huge prickle in someone’s soul. As the way of life, small issues, when not confronted at the outset, can turn into huge issues that are much harder to deal with later.”-Darlene Zschech

Your best teacher is your last mistake.

“We are not here to judge, to condemn, to criticize, or even to know all the details, but we are here to love, encourage, lift, pray, and be supportive when resolve is weak.”-Darlene Zschech

It’s amazing what you can hear when you just shut up.

“God’s plans for us are huge, and when we walk in them, we glorify Him.”-Darlene Zschech

“A true mentor is someone whose hindsight *(experiences-backlight)* can and should be your foresight.”- Apostle Dianne Gardiner

“But the harvest doesn’t look like it used to. It is sleeved with tattoos, pierced with nose, lip and tongue rings, and scarred with needle marks and self-inflicting cuttings. Nevertheless, we love the harvest. And more important, God so loves every single one of them that He gave His very finest to bring redemption to them.”-Darlene Zschech

“We do not have to be a perfect leader to pour into a future leader.”-Kim Batson

“A great way to guarantee that you will not be remembered is NOT to mentor someone.”-June Gordon

“Find someone who does it better than you and bring them alongside of you.”-Shaun McKinley

“Other people are depending on you getting His will in your life right.”-Pastor Brian Sutton

“Lead from your strengths, you’ll get many followers; lead from your brokenness, you’ll get Jesus many followers.”-Pastor Brian Sutton

“Discipleship requires intentionality. The process is not complete until the disciple becomes a disciple maker.”-Robby Gallaty

Just because someone has more followers than you doesn’t mean they’re better than you. Hitler had millions. Jesus had 12.