



January 2015

In This Issue

[Current Funding Opportunities](#)

[Mentoring and Youth Development](#)

About NCM USA/Canada

Nazarene Compassionate Ministries seeks to live and act compassionately in the world following Christ's own life and ministry. We seek to be incarnations of the same gospel that Christ lived and preached and to be witnesses to the same love and compassion God has for our world.

In the United States and Canada, NCM works closely with Compassionate Ministry Centers (CMCs) to bring compassion and healing to communities that need the love and presence of Christ.

Mission

Nazarene Compassionate Ministries USA/Canada partners with Nazarene interests to facilitate ministries which address the temporal as well as the spiritual needs of the economically disadvantaged.

Churches

Local churches are the primary avenue for Nazarenes to reach out to those in their communities. Nazarene Compassionate Ministries seeks to support churches in starting and maintaining ministry to the under-served and marginalized. We believe every church, no

 [Forward to a Friend](#)

Mentoring is natural. The older, wiser and mature adults pass down wisdom and encouragement to the next generation. **It is also a foundation of the Church as Jesus nurtured his disciples who proceeded to "turn the world upside down."**

But this integral facet of life has nearly been lost in the Christian community. **As our world became more mobile and fragmented, these natural relationships have become harder to initiate and sustain.** And in the faith community, youth are often separated from the adult congregation for their own worship service, which ultimately exacerbates the issue.

Intergenerational relationships are crucial to the health of a church, since there is need for the next generation to rise up and learn to lead. **Sadly, over 70 percent of youth who were raised in the Church are no longer engaged by age 30.**

A century ago, an older man in the church may have befriended young boy who had no father. Now that same caring role model could be viewed suspiciously as a potential pedophile.

Over forty percent of American children are born to single moms. **Twenty-four percent of our kids grow up with a single parent.** Kids from these homes tend to do poorly in school and have difficulty in their relationships. They are much more likely to drop out of school and be arrested than youth from two-parent families. **[1]**

Depressing as this appears, there is hope. Our God is a "Father to the fatherless and a defender of widows" who "sustains the fatherless**[2]."**

Part of the answer to our crisis of fatherlessness sits in our pews each Sunday. Faithful Christians can help turn our country "right side up" by spending a couple of hours a week befriending a youth who needs another role model. Mentoring changes the lives of kids through trusting relationships that can help redirect their future. **[3]**

But how do we safely and effectively enable these relationships?

While mentoring is not complicated, running a me

matter size or budget, can find ways to meet needs in their community with compassion, creative, and the firm foundation and life-changing power of the Gospel message.

CMCs- Compassionate Ministry Centers

A Compassionate Ministry Center is a non-profit organization dedicated to meeting the needs of the under-resourced in the community. While these organizations are often affiliated with a specific local church, they are in a strategic position to unite others in their community around a high-needs cause.

NDR- Nazarene Disaster Response

Nazarene Disaster Response is Nazarenes mobilizing for disaster through Readiness, Response, and Recovery. Local Nazarenes are in a unique position to understand, serve, and remain with disaster victims in their own neighborhoods. In large-scale events the denomination can come alongside local efforts with the support of volunteers and donors from across the country and through our strong partnerships with other disaster relief agencies. NDR serves victims regardless of race, creed, or economic status by concentrating on assistance to the poor, elderly, and handicapped.

W&W- Work & Witness

Work & Witness provides opportunities for Nazarenes to serve together in support of existing ministries such as churches, CMCs, and Nazarene Disaster Response. Work & Witness can be any type of project, from construction to evangelism to compassionate outreach.

Contact

Toll Free Number: 1-800-306-9950
Fax: (913) 577-0893

mentoring ministry can seem overwhelming to many churches and ministries. Research into mentoring practices along with decades of experience by churches and para-church organizations engaging in mentoring provide a replicable framework. These principles can be applied in small and large congregations as well as various sized nonprofit ministries. The basic management practices of recruiting, screening, training and supervision have been tailored to make mentoring a safe, effective and sustainable ministry even when run by lay leaders.

There are two components needed to make mentoring work in a ministry. First, the pastor/director and board must be committed to it. Second, a leader or "champion", whether paid or volunteering, must be assigned to run it. Training and tools for mentoring are available and can be applied to reach youth in a multitude of settings including: schools, youth centers and with fatherless children in our own congregations.

Mentoring helps churches reach deeply into their communities. Christian mentors bring the Gospel through their lives in a way that even the most ardent skeptic can embrace. Yes, it is natural, but it takes commitment and training in order for us to help youth know our "*Father to the fatherless.*"

Turn the world "right side up."

Peter Vanacore
Christian Association of Youth Mentoring



[1] The unbelievable rise of single motherhood in America over the last 50 years, Washington Post, Dec. 22, 2014

[2] Psalms 68 and 146

[3] Rhodes, J. E. (2002). Stand by me: The risks and rewards of mentoring today's youth. Cambridge, MA: Harvard University Press.

Current Funding Opportunities

National Endowment for the Arts Big Read Program is accepting grant applications for community-wide reading programs. Grants must be matched 1:1 with non-federal funds. **To Apply**

Application Deadline: January 28, 2015

Award Amount: \$2,500 - 20,000

President's Committee on the Arts and the Humanities offers awards to out of school time programs that provide art enrichment for youth. **More Information**

Application Deadline: February 2, 2015

Award Amount: \$10,000

PeyBack Foundation Accepting Grant Applications for Programs Serving At-Risk Children ages 6-18 in Denver, Indiana, Louisiana, and Tennessee. **Apply**

Application Deadline: February 10, 2015

Award Amount: Up to \$15,000

General Email:

ncmusacan@nazarene.org

Coordinator: **Jay Height**

Direct Line: (317) 281-6768

E-Mail:

jheight@nazarene.org



OJJDP FY 2-15 Second Chance Act Strengthening Relationships Between Young Fathers and Their Children: A Reentry Mentoring Program seeks applicants to provide transitional services and mentoring for young fathers (younger than 25 years old) who are offenders reintegrating into their communities. Programs should promote reduced recidivism and positive parenting behaviors. **Review the full RFP**

Application Deadline: March 2, 2015

Award Amount: \$420,000 (over 3 years)

Mentoring and Youth Development

Technical Working Group Update

Poverty, lack of positive parental involvement including living in a single parent home, and negative peer influences are all risk factors for poor academic achievement, juvenile delinquency, and generational poverty. However, important protective factors that help youth thrive and grow into resilient adults include having a positive, supportive relationship with an adult mentor, participating in service to others, and exhibiting positive character.

Compassion Kids Mentoring

Early in 2014 NCMI assembled four top youth-serving compassionate ministries centers (CMC) into a Mentoring and Youth Development Working Group to improve best practices and steer development strategy across the CMC network. Committed to continually improving services and generating lessons learned to share across the network of CMCs and churches, the group identified the need to realign the youth mentoring approach to NCM's universal value of "Compassion as a Lifestyle" by incorporating character development and service learning opportunities.

Compassion Kids integrates principles of **mentoring**, character development, and **service learning** and aims to:

- Improve educational engagement of youth
- Improve positive character among youth
- Increase compassion for others among youth
- Increase self-efficacy of youth to overcome challenges and positively impact the community
- Improve quality of mentoring relationships
- Enhance competence of adult mentors to build strong relationships with youth, promote and model positive character and compassion, and facilitate youth-led service learning projects and goal setting.

Mentoring is an ongoing, structured relationship between a youth mentee and an adult mentor that is focused on developing the fullest potential and future vision of the

mentee.

Six Pillars of Character

Trustworthiness

Be honest || Don't deceive, cheat, or steal || Be reliable - do what you say you'll do || Have the courage to do the right thing || Build a good reputation || Be loyal - stand by your family, friends, and country

Respect

Treat others with respect; follow the Golden Rule || Be tolerant and accepting of differences || Use good manners, not bad language || Be considerate of others || Don't threaten, hit, or hurt anyone || Deal peacefully with anger, insults, and disagreements

Responsibility

Do what you are supposed to do || Plan ahead || Persevere; keep on trying! || Always do your best || Use self-control || Be self-disciplined || Think before you act - consider the consequences || Be accountable for your words, actions, and attitudes || Set a good example for others

Fairness

Play by the rules || Take turns and share || Be open-minded; listen to others || Don't take advantage of others || Don't blame others carelessly || Treat all people fairly

Caring

Be kind || Be compassionate and show you care || Express gratitude || Forgive others || Help people in need

Citizenship

Do your share to make your community better || Cooperate || Get involved in community affairs || Stay informed; vote || Be a good neighbor || Obey laws and rules || Respect authority || Protect the environment || Volunteer

IPARD/C Framework for Service Learning

Investigation

Youth conduct research to identify a genuine community need and root causes

Planning

Youth establish goals, timelines, roles, and follow-up for realistic, meaningful service

Action

Youth implement their service plan and collect evidence about project impact

Reflection

Youth complete challenging activities that connect learning to service actions

Demonstration/Celebration

Compassion Kids Harmonized Mentoring Model

Aligned with the Elements of Effective Practices for Mentoring, [1] Pillars of Character, and IPARD/C Framework for Service Learning, and drawing from the experience of successful CMCs, the updated Compassion Kids Harmonized Mentoring Model outlines core strategies for nurturing high quality relationships between youth and trained adult mentors who serve as character role models and facilitate youth discovery of their own potential to positively impact their communities.

Mentor Recruitment

- Recruit mentors by identifying and equipping advocates at: 1) local churches and partner agencies, 2) college student work programs, and 3) existing volunteers, staff and alumni.
- Mentoring advocates are identified through communication with church leadership and existing relationships with contacts of partnering agencies and current mentors.
- Clearly define and communicate mentor eligibility requirements, including potential to be a positive role model of good character and "Compassion as a Lifestyle," and program expectations to prepare these advocates to recognize strong potential mentor candidates and share the mentoring story.
- Personal invitations extended by those who are passionate about mentoring yield the best results.

Mentee Recruitment

- Recruit mentees through word of mouth promotion by participants, referrals from community partners, and direct outreach at youth events and venues.
- Initiate a community assessment to identify youth needs and where at-risk youth congregate.
- Go on-site to reach into environments "where the kids are" (i.e. schools, housing, neighborhood centers, or juvenile detention centers) to begin relationships with the community, parents, school officials and others invested in the targeted youth population. This approach allows potential youth participants and their families to put a face with each organization's name, thus nurturing trust and enabling design of programs that draw the interest of youth while meeting parents' needs.
- Leverage existing internal relationships with participants and parents along with external relationships with community partners to recruit youth through word of mouth and referrals.

Mentor Screening

- Follow national standards to implement a consistent mentor screening process that includes national and local criminal

background checks, reference checks, written applications, and face-to-face interviews.

- A rigorous screening process also utilizes intensive mentor interviews and reference checks to identify high quality mentor candidates and ensure mentor qualifications, potential to be a positive role model of good character and "Compassion as a Lifestyle" and compatibility with the target youth population.
- To safe guard against abuse, mentoring programs must also comply with the Church of the Nazarene Naz/Safe guidelines. **[2]**

Matching Process

- Strategically use thorough information gleaned from the intensive mentor interview and screening process, personal knowledge of mentees, and skilled mentoring staff to purposefully match mentors to mentees based on mentee needs, mentor skills, common interest and compatible personality characteristics.
- The aim of the matching process is to form strong, long-lasting relationships that meet the needs and develop assets of mentees.

Length, Design, and Closure of Match

- Structure and design the mentoring relationship matches for a one year commitment between the mentor and mentee and regular, on-going contact for at least one hour per week throughout the relationship to prevent pre-mature match closure. One-to-One and Small Group mentoring schemes are combined for greater impact.

Mentor Training and Support

- Provide consistent, quality pre-match training of at least two hours and on-going support to enable the mentors' understanding of their mentees and their world.
- Employ standardized pre-match training, on-going support, and appreciation efforts to promote strong relationships, establish consistency, and motivate and retain mentors.

Parent Engagement

- Engage parents into the mentoring match through facilitating quarterly group activities and at least two annual events that extend an invitation to the parents of the mentees.
- Provide holistic services for families of youth to increase trust in the organization and valuing of the mentoring program, which enhances the partners' ability to impact the mentee's life.

Structured Activities

- Strategically shape curricula and activities based on an initial community needs assessment, intake process and regular communication to assess the interest and topics of

the target population.

- Design activities to attract participants, strengthen relationship with mentors, and help develop character, compassion, and life skills, and promote educational engagement.
- Two specific structured activities are Character Counts and Service Learning.

Character Counts [3]:

- Develop trustworthiness, respect, responsibility, fairness, caring, and citizenship among youth by facilitating monthly group character education sessions for mentor-mentee matches. Character discussions involve personally defining each character pillar, self-reflection to identify areas needing change, and reinforcement activities. Emphasize a different character pillar each month using methods appropriate to age and development level of the mentees.
- Mentor-mentee matches also meet one-on-one to integrate character into the goal setting process by identifying specific pillars that the mentee wants to strengthen, practical ways the mentee can improve his/her character in the specific area, and how the mentor can assess improvement and hold the mentee accountable during ongoing match meetings.
- Recognize mentees who excel in each of the six pillars through Character Counts awards at two annual events for mentors, mentees, and mentee parents to reaffirm the value of good character, highlight practical examples of good character among peers, and promote awareness among parents for continuity of character development in the home.

Service Learning:

- Develop young leaders who care about their communities and serve those around them using the IPARD/C Framework for Service Learning that actively engages youth in all stages of service projects including Investigating community needs, Planning solutions, Action to implement the project, Reflecting on service experiences, and Demonstrating and Celebrating project success, emphasizing Youth Voice and encouraging mentees to recognize their own potential for impacting local communities.
- A four-week service learning process is initiated during the second half of each mentoring year mentoring to coincides with discussion of character pillars related to service: Caring and Citizenship. Mentors guide their mentees through identifying a community need that interests them, creating a practical way to address the problem, setting goals for the project, planning activities, and promoting the service project to peers and community members. Service learning projects are facilitated in a group setting and are

appropriate to the age and developmental level of mentees to ensure that all can participate and reflect on meaningful service projects that stretch their abilities.

- Create questions and exercises that mentors can use as resources to aid mentee reflection on their service experience and how it relates to their personal goals and the character pillars.
- Celebrate mentee service learning accomplishments at two annual events for mentors, mentees, and mentee parents. This recognition for pouring time and energy into something important to the community is an incentive for mentees to follow-through with their projects as well as an opportunity for mentors to see the fruits of their investment in the mentee.

Ongoing Mentor Training

- Implement at least four on-site and group training opportunities per year providing both instruction on specific topics and a forum for mentors to share their experiences with their peers.
- Equip mentors to provide character- and compassion-focused Compassion Kids Mentoring through intensive training on Character Counts pillars and being a positive role model, facilitating service learning projects using the IPARD/C framework, and creating SMART goals.
- Utilize surveys to identify additional mentor training interests and needs
- Implement pre- and post-tests to evaluate increased knowledge and competency of mentors.

Character Counts Training For Mentors:

- Provide an overview of the six character pillars, allow mentors an opportunity to collectively define each character trait and how to recognize and affirm these traits in their mentees, and equip mentors to discuss character and select reinforcement activities to do with their mentees.
- Encourage mentors to be role models of good character.
- During subsequent ongoing mentor training events, reinforce the character pillars and their importance to both organizational culture and youth outcomes, as well as the important responsibility of mentors to be role models of good character.

Service Learning Training For Mentors:

- Provide an overview of the service learning approach, the importance of developing Youth Voice, and practical connections of service to the character pillars.
- Detail how to facilitate each component of service learning with mentees and give examples of service learning projects that others have completed with their mentee.
- Provide mentors with a practical toolkit for walking through the IPARD/C service learning process with their mentees.

Additional Mentor Support

- Organize peer support opportunities for mentors that include Quarterly Fellowship Forums between staff and mentors, peer support cohorts to increase communication and learning opportunities between mentors.
- Administer a quarterly Mentor Pulse Check review to assess match progress and identify mentors in need of additional staff support or at risk for premature match closure.
- Incorporate positive youth development (PYD) information and exercises into the mentor orientation and training resources, and reflect on these features throughout the quarterly forums, peer support groups, targeted coaching sessions, and in monthly communications of wisdom and tips on how to be a great mentor who keeps on learning and growing.
- Additional mentor support is provided through facilitated monthly structured group character lessons and discussions that mentors and mentees participate in together and by offering mentors more tangible ideas, guidelines, and training for match activities through Character Counts, IPARD/C Service Learning, and SMART goal setting approaches.
- Acknowledge mentors through appreciation events and social media announcements.

Advocacy/Teaching Role for Mentors

- Through Character Counts implementation including discussion of practical character pillar definitions, implementation of character development activities, and character goal setting and review, mentors offer guidance to youth in real-life situations related to each character trait.
- Using the IPARD/C Framework for service learning, mentors take on a teaching role by offering guidance to mentees as they identify their interests, assess needs of the community and choose worthwhile service projects. Thereafter, the mentor facilitates the planning process in which the youth develops the action plan and set goals and objectives for the project. Additionally, the mentor advocates for success of the project by brokering relationships and cooperation between mentees, their peers and other stakeholders.

Mentors as Role Models

- Encourage mentors to see themselves as role models throughout mentoring service.
- Use the mentor recruitment and screening process to identify mentors who are good role models of character and compassion.
- Set the expectation that mentors will behave as "good role models" at all times and stress that actions speak louder than words.
- Use mentor orientation and ongoing mentor training to emphasize that mentees look up to their mentors in all areas of their lives.

- Character Counts training provides mentors with guidelines on how to effectively model positive character and "Compassion as a Lifestyle."

Value to the Nazarene Network

NCMI maintains a Center for Excellence on Mentoring **web-based clearinghouse** of guidance and templates, research and training materials that is available to the entire NCM network. The Working Group will share additional learning products and tools generated through piloting the Compassion Kids Harmonized Mentoring model as they are available. This will facilitate the adoption by CMCs and churches of a mentoring model that is aligned with the Nazarene faith commitment to promote "Compassion as a Lifestyle."

COMING SOON!

- Compassion Kids curriculum
 - Character Pillars (introductory presentations, discussion guides and reflection questions, character award process)
 - Service Learning (age-appropriate IPARD/C guidelines and worksheets)
 - Goal Setting tools and guidelines
- Mentor training materials (curriculum; videos; literature; guidelines; PYD tips)
- Monitoring and evaluation tools
 - Mentor Pulse Check survey
 - Mentoring Process Toolkit
 - Positive Youth Development Assessment
- Case studies and lessons learned through local implementation of Compassion Kids

Resources:

[NCMI Mentoring Website](#)

[National Mentoring Resource Center](#)

[1] **[Elements of Effective Practices for Mentoring](#)**

[2] **[Church of the Nazarene Naz/Safe Guidelines](#)**

[3] **[Character Counts](#)**

Nazarene Compassionate Ministries

USA/Canada Region
17001 Prairie Star Parkway
Lenexa, KS 66220, USA

Phone: 1.800.310.6362 * Email: JHeight@nazarene.org

[Forward email](#)

 **SafeUnsubscribe™**

jheight@nazarene.org |

[Update Profile/Email Address](#) | Rapid removal with [SafeUnsubscribe™](#) | [Privacy Policy](#).



Nazarene Compassionate Ministries USA/Canada | 17001 Prairie Star Parkway | Lenexa | KS | 66220