YOUTH BECOMING LEADERS
High School Christian Leadership and Global Transformation Institute

ASBURY UNIVERSITY

MENTOR WORKBOOK









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WELCOME TO
Youth Becoming Leaders

Thank you for exploring mentorship from the Youth Becoming Leaders: High School Christian Leadership and Global Transformation Institute. YBL was an incredible opportunity for academically gifted young leaders to pursue Christian leadership in an experiential, challenging, and exciting way. Today, YBL seeks to encourage and equip older adults and church leaders like you to continue fostering the growth and spiritual formation of the youth.

Research continually shows that a mentor's impact on a teenager is significant in helping them continue to live their faith. Equally important is helping them discern their call and live into it, whether that is a call to education, social work, or even a call to ministry. The desire to be recognized and heard is vital for human life. Everyone seeks significance, meaning, and the ability to contribute in ways that matter. Mentoring provides a space for these things to develop. Your involvement in your student's life is significant, and we believe that you will make a dramatic difference in their life. Through sustained caring and coaching amidst mistakes, failures, and successes, young people can grow in their abilities.

Thank you for investing your time and energy in this way.

YBL Overview

OUR PURPOSE:

The purpose of YBL was to equip High School students for theologically guided living and decision-making through immersion in Christian Scripture, theological texts, tradition, service, and community so that they can lead and serve in a complex global society.

WHO WE ARE:

At Asbury University, we believe that high school students can be great, Christ-like leaders today and in the future. Since its inaugural year in 2016, YBL continues to help Asbury University live into these beliefs. YBL's combination of theology, practicality, and spiritual formation has led over 50% of YBL students to attend Asbury to further their skills and experience. The University had officially taken YBL under its umbrella, effective in the 2023-2024 school year, following the successful completion of YBL's eight-year run with the Lilly Foundation grant. YBL and Asbury together create a community of growth and support for these young leaders, and we are so happy to have such creative and Spirit-led hearts and minds on our campus. YBL continues to expand our networks of people who share these beliefs through our advisory board, YBL alumni, Asbury alumni, and partnerships with key individuals and churches.

YBL Overview



OUR GOALS:

As a Christian liberal arts university that is rooted in the Wesleyan and Methodist tradition of preparing and sending young people into ministry, we have established the following five-fold goals for the Institute to enable:

1. High school students' sense of vocational calling to be shaped by a deeper understanding of Scripture, theological texts, and tradition.
2. High school students to recognize and value cultures as the place where, out of love, Christ is incarnate.
3. High school students to value the role of the Christian community (especially the local church) in forming and fulfilling personal calling and in God's mission to culture.
4. High school students to meaningfully participate in worship, spiritual disciplines, and service as an outflow of their calling.
5. High school students to articulate a definition of Christian leadership.

MENTORSHIP 101

What is a mentor? What is the role of a mentor? How does society define a mentor? What makes a good mentor? What makes a good mentor in the church? What does it mean to be a mentor? What does it mean to be a YBL mentor?

These are all great questions.

The following pages are here for you to write down answers to those questions.



MENTORING 101

PRAYERS

At the heart of mentoring is your love for them between your meetings. How are you mentoring your student when you are not with them? This is summarized as prayer but includes much more.

Mentoring is not a moment.

How blessed would your student be to find out that you tell Kingdom stories about them (without breaking confidentiality)? What would it mean to them to hear you say, “Just the other day I was thinking/ praying/ sharing about you. It made me smile and give thanks.”

What would it be like for them to receive a short note or letter?

What you love is what you will express to your student. The best way to help a student love the church is for you to love the church, the local expression of the bride of Christ.

Can you share a story about a time a meaningful adult prayed for you?



MENTORING 101

PRAYERS

MENTOR ROLE IN DEVOTIONS:

In YBL, we gave 12 devotions tied to the Scripture passage and the program's theme. Those devotionals are attached here:

However, if there is another devotional you are interested in, or have a book from a favorite theologian you'd like to dive into with your student, we highly encourage that, too. Gather once a week to study the devotional and answer the provided questions. This time will provide the student with deeper insight into the passage and encourage them (and hopefully you) to apply it in their lives. Spend time talking about how each of you is doing in your life.

Feel free to talk about school and family, but the primary focus is on their (and your) spiritual formation. Practice being vulnerable with the student about how you're doing spiritually, as it models how they should respond.

Consider asking these questions:

- Can we ask the Holy Spirit to be with us?
- How is your friendship with Jesus these days?
- How have you experienced God's presence or his ministry in the last week?

JOURNALING SPACE

MENTORING 101

PRESENCE

Young people respond to someone who desires to be with them. (Not over or under, not teaching or informing. ***With***.) The most common concern among adults about being a mentor is Imposter Syndrome: the lie that you are unfit or fraudulent as a mentor to a young leader. You are the right person to be with them. How do we know?

The student chose YOU! That means they believe that you have something important to offer them. There are 4 key aspects of being present with a young person:

- Ask Quality Questions:
  - Some examples are: What made you laugh? Whom are you listening to that helps you hope? Why are you passionate about this?
- Active Listening: While you listen, avoid thinking about your response; it is kind to listen simply. Rephrase what you heard and ask if you understood them.
- Taking Note: This is not only about your project, but about them. Taking note conveys importance, value, and meaning to a young person while also helping you as a mentor.
- A Non-Anxious Spirit: Young people bring enough uncertainty and insecurity into the room for both of you. Be present to them, perhaps by praying for God to share His Holy Spirit with you.

When was the last time that someone was fully present with you? How did that make you feel? Why might that matter even more to a young person today?

MENTORING 101

PRESENCE

MENTOR ROLE AS NETWORKER:

Research shows that adolescents need multiple adults/mentors who can walk with them in different phases of their journey. Begin thinking about other adults who can be a presence in the teen's life. Who are the people they need to be connected to that can provide resources, authority, or even encouragement as they work on the project?



JOURNALING SPACE

TIPS FOR MENTORING YOUTH



- **Commit to making time and space for your student** - Relationships matter more than content ever can. Remember, the point of mentoring relationships is the relationship!

- **Be okay being vulnerable with your student** - Often, students assume adults have it all figured out, but we are all still learning and growing. Share your struggles, weaknesses, failures, and mistakes. (Within reason, of course!) Share your real prayer requests and how God is faithful despite those struggles. Expect to learn from each other in the process.

TIPS FOR MENTORING YOUTH

- **Acknowledge your student's agency - I**t can be tempting as a mentor to share all that you have learned and all the ways you can help (and there's a place for that), but listen first! Young people are capable of making good choices and having responsibility. Follow up with questions like the following: What do you think are the options for you in this kind of situation? Of the options you have available, which one seems best to you, and why? What Scriptures can you go to for help? What other people can help give you wisdom? How can I help?

- **Ask the hard questions** - Do not be afraid to go beyond the easy conversations and instead ask the questions that open the door for young people to share. Here are a few examples: "What is something that you feel like God is saying to you lately? Where have you noticed God at work in your life lately? What do you find yourself praying about lately? Tell me more."

- **Pray for and support your student** - One of the greatest gifts you give to teenagers is to help them see what God is doing in their life, so call it out! And be specific. Do not make stuff up. Know them well enough to really name what you are seeing in their life. The more specific, the better. This shows them that you are paying attention and that you care.



WHAT DO I NEED TO DO?



MENTOR RESOURCES

The following pages contain resources and examples of ways to build leadership skills and create opportunities for your student to lead right here and now.

RESOURCES

DEVOTIONAL MATERIALS

Throughout YBL, four 12-week devotionals were created to assist mentors and students. Click **HERE** to access the devotionals.

Be intentional about scheduling meetings with your student. We know life can be full. You might have to skip a week here or there, but we ask that you continue to try to meet at least 12 times.

Those relationships will be highly beneficial for both of you. We want you and your student to read each devotion individually and answer the questions. We want to encourage you to write out your answers. Then, when you come together, use the questions and answers as a guide for your time together.

PRAYER BOOK & STATIONS

We believe in the power of prayer. Click HERE to access a book that offers liturgies, collects, and prayers for morning, noon, and bedtime.

Click HERE for examples of prayer stations to develop the spiritual practice among your students.

BOOKS

A lot of our resources were influenced by the following books:

- *Celebration of Discipline* by Richard Foster
- Practicing the Way by Mark Scandrette
- Sacred Space by Dan Kimball and Lilly Lewin
- Humility by Andrew Murray
- Everyday Saint by Jim Hampton
- Behold the Beauty of the Lord by Henri Nouwen
- Spiritual Disciplines Handbook by Adele Calhoun
-

STUDENT Projects



THE FOLLOWING PAGES (18-28) DESCRIBE PROJECTS YBL HELPED STUDENTS DEVELOP AND LEAD TO POSITIVELY IMPACT THEIR CHURCHES AND COMMUNITIES. STUDENT MINISTRY PROJECTS ARE ONE EXAMPLE OF HOW TO STEWARD LEADERSHIP DEVELOPMENT WITH YOUR STUDENT.

OVERVIEW:

Christian leadership is joining Christ in making space for people to discover and live into their God-given gifts, dreams, and calling.

We believe that leadership is active. True transformation requires both a change of heart and a change in action. As a leader in your community and church, we want you to plan to invest in your community when you return from YBL. We believe in your ability to make space for others to partner with you in joining God's redemptive work in your home community.

These student-led projects are to be carefully, prayerfully, and intentionally researched and planned so that when you return home, you will have a plan of action to make a change in loving your neighbors in your home community.

MENTOR'S ROLE

Your student is a leader, learning to practice intentional, Kingdom-oriented influence. You are mentoring them first in their friendship and follow-ship of Jesus. They need permission, more than your answers, from a trusted adult (you) to discover their purpose. **Active learning and leading require a supported struggle.** How will you give them permission to learn, lead, and struggle in the direction of their purpose?

MENTOR ROLE IN PROJECT:

A primary role you have is to mentor students as they do their projects. Think of yourself as a consultant. Your role is to assist, not be in charge. Don't be afraid to ask questions as they arise, but the student will benefit most if they take the lead. They just need a confidant, a presence they can ask questions of, and one who strongly believes in them and encourages them in what they're doing. Remind them of their project reports if they get easily distracted or are insanely busy.





This is not just something more to do. Rather, it is an opportunity to express what you have learned about God, yourself, and your neighbor when you return home. One of the pitfalls in returning home can be a “return to normal.” We hope that God has and will continue to work through this program to change you. This kind of project can help you embrace this new reality.

Each project will be unique, depending on your calling, your gifts, your dreams, your home context, and the resources available to you.

PROJECT PROCESS

01 At YBL

Before you leave, you will have developed an idea for a project that you will start to implement at home. During YBL, you will have opportunities to discuss this project and clarify it with your mentor. You will also do a short, three-minute presentation on your project to the whole group in our Showcase presentation on the last day of the program.

02 Develop a Timeline

You will start this during YBL. The timeline should include the various tasks you are going to have to work through in order to accomplish your project. It is not something set in stone, but rather goals for you to shoot for.

03 Three Months after YBL

By this point you should have started your project. The three months gives you time to gather partners and resources and to refine your project.

04 Within One Year

The project should be fully running in your community.



CATEGORIES & EXAMPLES

Here are some categories that you might consider when developing your project. Under each of these three categories there are also some examples of projects you might consider. These are just to start you thinking and are in no way exhaustive.

EVANGELISM

- Develop a spiritual formation plan for next year for the youth in your community/church
- Develop a pastoral care team for youth that helps with visiting people in the hospital, praying with people in church and out of church, and visiting people who have been absent for a time
- Starting an intentional, evangelistic, creative video ministry

LEADERSHIP DEVELOPMENT

- Develop a plan to disciple and raise up youth as leaders in the church that involves mentoring and intergenerational relationships
- Begin a new ministry based on the needs and gifts of youth
- Start a micro-business to develop job skills for youth in your community

COMMUNITY SERVICES

- Develop a program/event to unite community
- Develop a plan to integrate the church into the community
- Develop an English Language Learner (ELL) outreach
- Start a food pantry/clothing pantry
- Identify the marginalized in your community and develop a program to help them
- Support low-income students in public schools
- Identify resources within your community to support or avoid duplication of services
- Start a visitation program for those in need/elderly
- Start a tutoring program for students
- Loose change to loosen chains

PROJECT QUESTIONS TO CONSIDER BEFORE COMING TO YBL

- What are some of my spiritual giftings?
- What am I passionate about?
- What issues do I see existing in our community?
- Is there a specific group of people I feel God is pulling me toward?
- What are some existing ministries or people that I may be able to partner with?
- What do I need to know? What might get in the way?
- Are there any risks we need to consider?
- How could my project connect to the vision and direction of my church/youth ministry?
- How do I plan to incorporate this into my schedule? How's the timing?
- What is the benchmark for success?
- Has this been done before?
- What are the primary objectives and goals for this specific project?
- What technologies and tools can I use to complete this project?



MINISTRY PROJECT

CHECKLIST:

Complete as you develop your project to make sure you are thinking through the project for sustainability.

YOUR NAME:

YOUR TOWN AND STATE:

YOUR CHURCH NAME:

NAME OF PROJECT:

SPECIFIC NEED:

SPECIFIC TARGET GROUP:

PURPOSE OF PROJECT (IN ONE SENTENCE):

WHAT WILL THE PROJECT LOOK LIKE (IN A PARAGRAPH DESCRIBE THE PROJECT WHEN IT IS RUNNING SUCCESSFULLY):

ALSO,

DO NOT FORGET!

RESOURCES NEEDED (INCLUDING MONEY, SUPPLIES, BUILDINGS, TRANSPORTATION, TECHNOLOGY, ETC.):

- **RESOURCES I HAVE ACCESS TO:**
- **RESOURCES SOMEONE/ORGANIZATION I KNOW HAS ACCESS TO:**
- **RESOURCES I WILL NEED TO FIND:**

PEOPLE/ORGANIZATION THAT I CAN PARTNER WITH:

- **PEOPLE I KNOW I CAN INVITE TO PARTNER:**
- **PEOPLE THAT I NEED TO MEET TO INVITE TO PARTNER:**

SKILLS NEEDED TO PERFORM THIS PROJECT:

- **SKILLS I HAVE:**
- **SKILLS OTHERS I KNOW HAVE:**
- **SKILLS OF PEOPLE THAT I NEED TO FIND:**

TIMELINE GOAL OF IMPLEMENTATION:

- **I WILL DEVELOP A PARTNER TEAM BY:**
- **I WILL GATHER NECESSARY RESOURCES TO START BY:**
- **I WILL LAUNCH THE PROJECT BY:**

UNDERSTANDING CONTEXTS

AND QUESTIONS TO ASK BASED ON FINDINGS



It is one thing to attempt to do ministry programs. It is another thing to recognize that our ministry needs to fit the needs of our community and reflect the community where God has placed us. It is important as the YBL student starts to dream about his/her project that they have an awareness of their surrounding neighborhood and community.

Take a few minutes and go to https://data.census.gov/

Familiarize yourself with the following details:

- Median age, Education, Housing, Income, Origins and language, Poverty, Race





Ask your student, *Where do you and your family fit within the average percentages?* Think about everyone you interact with daily. Imagine what they look like, their level of education, where they live, their income level, and their racial background. *How are they reflected in the data you found for your city? Are your relationships with people who are part of the majority or part of the minority? Why do you think that is?*

QUESTIONS FOR TO ASK STUDENTS BEGINNING PROJECTS

Here are several questions you may ask your student as they begin thinking/planning their ministry projects. We don't expect you to cover every question in this time, but they are meant to help spark opportunities for students to share God's work in their lives. Listen to the Holy Spirit's guidance in your conversation.

- What is God doing special in your heart right now?
- Do you feel you should start or renew any spiritual practices that will strengthen your relationship with God? (Prayer, Bible reading, worship time, sharing their faith, etc.)
- What have you learned recently, and how can it be applied to your Ministry Project?
- Are there any lingering questions about God or Scripture?
- Do you believe God is asking you to make any lifestyle changes so you can better serve Christ within this Ministry Project?
- How can I help you in your walk with Christ as you lead this project?
- How can I pray for you as you continue processing this response?
- What are the two greatest temptations in the place you go after YBL (or while you are still on campus)?
- What are two lies that you may be tempted to believe right now? What Truths combat those lies? (If you are unsure of the Truth, don't be afraid to ask for help!)
- Write out a prayer before you leave. Then walk in confidence, knowing that God has gone before you, and the same God will meet you wherever you go!

MIDWAY CHECK-IN

- How are you doing (physically, emotionally, spiritually)?
- What do you find rewarding in the projects? Where have you seen God in this project so far?
- What are you learning (about self, church, community, anything else)?
- Are there any issues we need to discuss?
- What's one thing you want to change/work on through the remainder of the project?
- What else can I do for you – how do you need my support?
- How can I be praying for you during this time?

PROJECT Updates:

In YBL, students were asked to turn in a report to us each month about their Ministry Project. You do not have to help them with this, but we believe it is a great way to keep the students on track and help them record their journey. It also allows for healthy breaks of reflection.



WHAT'S NEXT?



Have a conversation with your student at the end of the 12 weeks and ministry project to discuss the future of your relationship. Some mentors and students decide not to continue meeting regularly, and some continue to meet regularly for years. Pray about how God is leading this transition for you in your context.

Questions for evaluation between you and your student:

- What went well?
- How do you think you've grown in this process?
- How satisfied are you with the outcome of the project?
- How would you describe our collaboration and teamwork during the project?
- How satisfied are you with meeting the project's initial goals and objectives?
- What didn't go well?
- How would you rate the effectiveness of our communication throughout the project?
- How satisfied are you with the quality and completeness of the project deliverables?
- How satisfied are you with the way we handled issues or challenges that arose during the project?
- How can I continue supporting you in your spiritual journey?



THANK YOU, MENTORS!

Thank you for being a part of the good that God is doing through and beyond YBL. We are proud of you for having an open heart in saying yes to God and your student and for the excellent work we know the Holy Spirit is continuing in each of us. We are excited about the magnificent impact you and your student will have on the Kingdom of God! **We believe in you!**

— YBL TEAM

STAY CONNECTED



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