



Christian Association
of Youth Mentoring

Advancing Christian Mentoring...
one kid at a time

CHRISTIAN MENTORING TODAY

Volume 2, Issue 1

January—February 2007

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Calendar of Events

February 08-10, 2007

CMI Basic Training
Washington, DC

March 02-03, 2007

Angel Tree Mentoring
Landsdowne, VA

March 09-10, 2007

Juvenile Justice Forum
New York City

March 30-31, 2007

CMI Basic Training
Toronto, ON—Canada

April, 2007

CMI Basic Training
Dallas, TX

For further details visit our
website @ www.caym.org



A message from the Executive Director...

Harold E. Orr

Success, A Two-Edged Sword

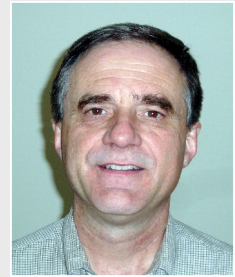
The concept of mentoring has certainly gained a tremendous amount public recognition in recent years. Public Service Announcements regularly feature well known personalities urging us to “become a mentor.” The Corporation for National and Community Service, an independent federal agency, yearly sponsors National Mentoring Month, and we frequently hear individuals memorialize another by acknowledging, “he/she was my mentor.”

Yes, we’ve definitely moved up a rung or two on the ladder of public recognition.

This increased appreciation of the importance of mentoring can prove to be a two-edged sword however. On one hand, we may find that it has led to easier entrée when it comes to recruiting volunteer mentors or approaching potential donors. But, the pitfalls arise when one falls victim to the tendency to want to assign “quick fixes” to what are often complex problems. It’s one thing to be a mentor to the new staff member as they struggle to learn a new assignment. It’s quite another picture when the mentee is a child of incarcerated parents or the victim of an abusive

“... the pitfalls arise when one falls victim to the tendency to want to assign “quick fixes” to what are often complex problems...”

family setting. To impact such kids not only by society’s standards but for eternity takes commitment, persistence and a total dependence on our Lord and Savior. (continued on page 6)



Peter Vanacore
Director of Training

“We’re doing great in Cambodia!”

The late Speaker of the House Tip O’Neill made the oft-repeated observation “All politics is local.” He clearly understood that his legislation affected the world, but he also knew that the paramount issue was how it affected “Main St.”

All ministry is local. I’ve been involved in national ministry efforts, yet the only thing that matters is what happens on the local street corner, in the adjacent home, at the neighborhood school and in the lonely jail cell.

Some pastors and Christian leaders talk to me about their national or even global ministries. They’re occasionally so focused on the Far East that they’ve forgotten the family two blocks east of their church building. While setting up ministries in Cambodia, large portions of their own communities -- who desperately need Christ -- won’t step into a church.

Mentoring is as local as ministry gets. One-on-one. Life intersecting life. A soul meshing, emotion stretching and sometimes gut-wrenching attempt to emulate Jesus in friendship.

Don’t misunderstand me here. Ministry in Cambodia is just as important as ministry in our back yards. I thank God for the visionary men and women who have taken the Gospel through their lives and words to the utter most parts of the world. They have my deepest appreciation and respect.

I also know that it is ego-boosting to those in foreign lands or difficult others in that they attract temptation is to reach

go “global”, where certain church initiatives – domestic environs - are more “sexy” than more attention, adulation and respect. The the world while ignoring our neighbors.

Mentoring is as local as ministry gets. One-on-one Life intersecting life A soul meshing, emotion stretching and sometimes gut-wrenching attempt to emulate Jesus in friendship.”

“Sam” lives in a home gle mother struggling to tience, prayer, training and rejected by the world. knowing that there are mil-God’s love without meeting

within a mile of our churches with a sinhold life together. Befriending Sam takes paand support because he feels abandoned by his father I’ve met Sam hundreds of times in dozens of communities lions of Sams in thousands of communities who may never experience a mentor from the church around the corner.

While CAYM develops ministries across the country, we’re not national. All mentoring is local. It happens every time a mentor steps out of the comfort of his or her world to meet with the kid down the block. Our prayer is that through thousands of congregations, millions of kids will have the friendship of a mentor from the local church.

Congratulations !!!

Youth Horizons

(www.youthhorizons.net)

...a charter member of the CAYM was recently selected by the Servant Community Foundation as one of six "tier-one finalists" for an Excellence in Ministry grant.

I would rather live under God's special favor than anything else in the world! The greatest epitaph we can have on our tombstones is simply this: "He was blessed by God in all he did."

Break Through Prayer—Jim Cimbala

Mentoring Nuggets

Recruitment:

- The most effective recruiting occurs when a friend asks another friend to be a mentor. "We were having a meeting last night and your name came up. We think you would make an excellent mentor."
- Your board, staff and other volunteers are the best source of new mentors.
- Ask your mentors: We have found that the best mentors tend to know the best potential mentors.

Supervision:

- It is vital that the case manager call both the mentor and the protégé within 48 hours of their first meeting.

Juvenile Justice Mentoring Forum

Join other juvenile justice ministries for a new opportunity to learn, share and further develop your mentoring ministry to juvenile offenders.

**March 9-10 in Midtown Manhattan
Register at www.CAYM.org**

Basic Training

More than *basic*, this training expands your vision while providing you with the "nuts and bolts" of running a *safe* and *effective* mentoring ministry. Check out our upcoming trainings in *Washington, Toronto, New York and Dallas* along with our special training for *Prison Fellowship's Angel Tree*.

Guest Article Corner...

By Sarah Callahan
Mentoring Program Director
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Mentoring for Youth with Disabilities

I wanted to find us a common definition of the word disability to help frame this conversation. However, I found that a simple Google search of the word disability actually yields over 339 Million results. Among the top listings are links to a number of US governmental agencies including the Social Security Administration- whose definition of disability is specifically tied into one's inability to work, and is used to determine one's eligibility for benefits. Others are for non-profit groups who either provide direct service to or advocate on behalf of people with disabilities, such as the National Organization on Disability or United Cerebral Palsy who uses the legal definition of disability as put forth from the Americans with Disabilities Act (ADA). This is a definition that many programs probably familiarize themselves with- for various reasons. When referring to an individual, it is concerned with: a) *a physical or mental impairment that substantially limits one or more of the major life activities of such individual; b) a record of such impairment; or c) being regarded as having such an impairment.* (P.L. 101-336, Sec).

"Inclusion:
the act of engaging people with disabilities in all of our activities — at school, at work, at home and in the community"

I found that the most interesting of all these discussions to be that according to various disability scholars there are four models of disability: moral, medical, rehabilitation and disability. And so, depending upon which model you subscribe to, your definition of disability will differ accordingly. These definitions, as read on the Center for an Accessible Society website (www.accessiblesociety.org) are as follows:

- The moral model regards disability as the result of sin.
- The medical model regards disability as a defect or a sickness which must be cured through medical intervention.
- The rehabilitation model- which is an offshoot of the medical model- regards disability as a deficiency that must be fixed by a rehabilitation professional or other "helping" professional.
- The disability model is one that has become more prevalent as a result of the disability rights and independent living movements and it regards disability as a normal aspect of life, not as a deviance and rejects the notion that persons with disabilities are in some inherent way "defective".

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As you can see, finding one common definition wasn't as easy a task as I thought on the outset. So, why worry about how many definitions there are of disability, or how many websites reference them? It *is* something of a challenge that I'd put forth that each of you be mindful that in order to move forward in making your programs more inclusive of youth and adults with disabilities, it is important to acknowledge the definition and perspective that you, your program and your organization adhere to. This will help to inform the process that you go through.

Now that we've thought about disability means- what do we do with this information? There are other terms that will enter into the conversation and we want to be sure that their meanings are clear to everyone- again- so that they don't become daunting obstacles, but rather exciting challenges that you know how to work through in order to develop an inclusive program.

Let's start with "inclusion"- it's one of the biggest buzz words in the disability world. The definition from the Inclusion Network, a non-profit dedicated to the inclusion of people with disabilities, is "the act of engaging people with disabilities in all of our daily activities- at school, at work, at home and in the community." We'll come back to some of the reasons "why" we should do this, but now let's look at one way that we can easily do this.

Perhaps the most straightforward way we can include people with disabilities in our mentoring programs is through "Reasonable Accommodations". What is a reasonable accommodation? It is a modification made in facilities, a job restructuring or rescheduling, or a modification of equipment and devices to make an environment accessible and useable by people with disabilities. These types of accommodations can be as simple as offering information in a number of formats- you may have noticed that when you register for a conference or event, organizers have asked you if you required an alternate format for the information provided during the various workshops- in Braille or large print, by ASL Interpreter or CART- these are examples of reasonable accommodations. As you can see, they present no hardship to conference organizers, and only enhance the discussions offered by allowing everyone to participate.

So, why do we worry about inclusion in our mentoring programs?

(continued in next issue)

Two can accomplish more than twice as much as one, for the results can be much better. If one falls, the other pulls him up; but if a man falls when he is alone, he's in trouble. Also, on a cold night, two under the same blanket gain warmth from each other, but how can one be warm alone? And one standing alone can be attacked and defeated, but two can stand back-to-back and conquer; three is even better, for a triple-braided cord is not easily broken. Eccl.4:9-12 (TLB)

Have you joined the Christian Association of Youth Mentoring yet ?

(from page 1)

Yes, mentoring can be tough! Rewarding: to be sure. Transformational: often. Important: absolutely. We know that the kind of mentoring that is safe and effective - that is God honoring - is about building relationships. Relationship building takes time, even under the best of circumstances. Furthermore, assuring that the mentor relationship moves forward in a productive manner takes oversight by trained supervisors.

Here's where reality often clashes with perception. A board member or donor has just watched a "just do it" type commercial and wonders why the ministry doesn't have twice as many matches, or why the cost per match is so high, while your focus is on additional training for your mentor supervisors in order to increase match effectiveness.

Yup, mentoring can be tough. But somewhere along the line God's perfect plan prevails and we go home at the end of the day saying, "that was good."

"It's easier to build strong children than to repair broken adults."

Frederick Douglas