



# CAYM GOLD CERTIFICATION

## Why CAYM?

The **Christian Association of Youth Mentoring** is a Christ-centered nonprofit that guides established and emerging mentorship programs through consulting and training services.

- Our focus is on helping churches and nonprofits develop safe, effective, and sustainable mentoring ministries for youth, families, and adults.
- We work with ministry teams in designing, equipping, and implementing mentoring programs that fit their vision in their communities.
- **CAYM** is a nationally recognized expert in shaping and leading Christ-centered mentorship programs. Our team has decades of experience in training and guiding mentoring programs. **CAYM** has trained Christians in 47 states and in four other continents.

## Why CAYM's GOLD Certification?

**CAYM's Gold Certification** is our highest level of engagement designed for nonprofits and multi-church mentoring efforts. If you are in a ministry that is looking to start or upgrade your mentoring program, this certification will help you engage with your community to determine the optimal ministry design and strategy. We will train and coach your team in practices that help you reach your desired outcomes. After you have been matching mentors for a year, we will do a **Quality Assurance** review to certify that your program is following evidence-based best practices in a foundation of Christian principles.

**Encompassing:** We will work with you onsite and online to gain a deeper understanding of your community's strengths, needs, and aspirations. From there we will help you design the ministry and develop a strategy to achieve your goals.

**Effective:** The course will help your team stay focused on achieving the outcomes that fulfill your mission. You will avoid common mistakes while enhancing your effectiveness that will save you time and resources.

**Christ-focused:** All of **CAYM's** work is guided by our faith in Jesus. We apply current research into a Christian context that is based in Scripture and adaptable to your community's strengths, needs, and aspirations.

**Credibility:** Programs that complete **CAYM's Quality Assurance** review demonstrate to families, mentors, and churches that your mentoring is safe, effective and sustainable. It informs community stakeholders and insurers that you hold to the highest standards of nationally accepted best practices.

# BENEFITS OF THE GOLD CERTIFICATION



- Onsite community assessment
- Onsite strategic planning
- Onsite mentor training
- Online core training
- 12 months of coaching
- Mid-year onsite program review
- All ministry form templates
- Mentor training template
- Mentor training videos
- Onsite "train the trainers"
- Match supervision manual
- eMentorLife system discount
- Onsite quality assurance review
- CAYM's quality assurance seal

**CAYM's Gold Certification** indicates to families, churches, insurers, and your community that your organization has made a deep investment in understanding your community and that your team is committed to conducting your work in a way that will safely and effectively strengthen youth, families, and your community.

Organizations that complete our online training course will receive **CAYM's Gold Certification**. This certifies that:

- You have met with community stakeholders: youth, families, as well as church and community leaders to design a mentoring program that will connect generations and strengthen the community.
- You have studied and implemented evidence-based best practices that ensure that your mentoring will be safe, effective, and sustainable.
- You are committed to applying what you have learned in a way that honors God and strengthens his church.
- Your ministry has gone through an onsite **Quality Assurance** review to certify that you are dedicated to protecting and strengthening children and families

# HERE'S WHAT TO EXPECT



*Thank you for the work of CAYM! As a coach for Grace Community Mentoring, I highly recommend your consulting and training services. CAYM's evidenced-based and trauma-informed approach played a pivotal role in the design and implementation of our mentoring program.*

*Christie Kelly, LPC, LMAC  
Mentoring Director  
Avenues of Change  
Great Bend, Kansas*

## 1 ASSESS YOUR COMMUNITY

**CAYM** will work with you to assess the strengths, needs and aspirations of your community in order to design the program and develop a strategic plan. This process promotes your ministry in order to build community support, engage churches, and establish community partners.

## 2 ENGAGE YOUR LEADERS

Leaders start by praying then listening to the community to understand their strengths, desires, and needs. Through this you develop a strategic plan and build your team around that ministry design.

## 3 BUILD YOUR TEAM

**CAYM** trains your team on mentoring basics starting with a Biblical basis and logic model through an overview of best practices that ensure a safe, effective, and sustainable ministry.

## 4 TRAIN YOUR TRAINERS

We train your trainers to prepare mentors to build life transforming relationships. **CAYM's** mentor training template enables you to adapt the curriculum to meet the needs of your community.

## 5 START YOUR MINISTRY

From recruiting to kickoff, we walk you through the process and train team members in specific tasks. Once initiated, **CAYM** continues coaching sessions to help you implement your plan.

## 6 ENSURE QUALITY

**CAYM** will conduct two onsite engagements to help your program implement best practices and certify your compliance. A mid-year onsite review examines your team's progress, helps troubleshoot any issues, and provides advanced training. The year-end **Quality Assurance** review involves community interviews along with a verification of adherence to best practices.

# TAKE A LOOK AT THE OVERVIEW

## ASSESS YOUR COMMUNITY



### Onsite Ministry Design

- Community stakeholder interviews
- Promotion with community leaders
- Ministry design
- Strategic planning
- Recruiting team leaders

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## ENGAGE YOUR LEADERS



### Sessions include:

- ✓ Overview of CAYM training
- ✓ Establish your team
- ✓ Assign responsibilities
- ✓ Managing
  - Information
  - Risk

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## BUILD YOUR TEAM



### Sessions include:

- ✓ Introduction and Biblical basis for mentoring
- ✓ Mentoring Ministry Basics
  - What makes mentoring work
  - Recruiting
  - Mentor orientation introduction
  - Screening
  - Coaching and supervision
  - Matching

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## TRAIN YOUR MENTORS



### Sessions include:

- ✓ Mentoring Orientation Training
  - Introduction to mentoring
  - Understanding your match
  - Sharing your heart and faith
  - You and your match

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## START YOUR MINISTRY



### Specific training sessions for team members:

- ✓ Implementation
  - Recruiting
  - Getting started
- ✓ Screener
- ✓ Mentor Trainer
- ✓ Matcher
- ✓ Coach/Supervisor
- ✓ Prayer Coordinator

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## ENSURE QUALITY



### Sessions include:

- Mid-year onsite review
- Advanced training
- Year-end quality assurance review
- Certification of compliance with best practices

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Check marks indicate that the section will be followed by a Zoom coaching session.

*“CAYM helped us bridge the gap between generations. With their practical, up-to-date, and biblical training, our mentors are confident and competent to serve youths from all walks of life. CAYM also helped us design a program suitable to our ministry’s needs and goals. Today many of the youths who had a mentor went on to graduate from college, got married and started families and are model citizens in their community.*

*Mullery Jean-Pierre  
Senior Pastor, Beraca Baptist Church  
Brooklyn, NY*

*“CAYM was critical in the launching of a solid foundation for our mentorship program. Not only did they supply us with the nuts and bolts of an effective, research-based mentoring program, they helped us navigate how to make this program fit the very unique population that we serve.*

*Eric Kelly,  
National Juvenile Justice Ministry Director  
Youth For Christ*

## How does the Gold Certification work?

- **CAYM** will work with your team to prepare for the onsite design meetings.
- Onsite meetings encompass three days.
- Each team member will be given access to **CAYM’s Online Training** site.
- While the team is able to work at their own pace, we have a recommended timeline.
- Once the training starts, many ministries can begin mentoring within 3-6 months.
- **Quality Assurance** review starts after you have been matching mentors for one year:
  - **CAYM** will lead you in a self-assessment review.
  - Onsite, **CAYM** will interview youth, families, mentors, and community stakeholders to assess and verify your practices.
  - **CAYM** will review your documentation on following practices as outlined in our best practices.

## What is the time commitment?

- The **CAYM’s Gold Certification** is designed as a fifteen to eighteen month engagement.
- The onsite design involves two days in planning and three days onsite.
- While you can go through the training material at your own pace, we recommend taking approximately three months for your team to complete the curriculum which is followed by twelve months of implementation coaching.
- The mid-year review involves a day and a half of interviews and advance training.
- The **Quality Assurance** review takes four hours in a self-assessment and two days of onsite review.



ASSESS YOUR COMMUNITY

3 weeks

ENGAGE YOUR LEADERS

2 weeks

BUILD YOUR TEAM

4 weeks

TRAIN THE TRAINERS

4 weeks

START YOUR MINISTRY

12 months

ENSURE QUALITY

6-12 months

## Here is the recommended timeline:

- **Assess your community:** three weeks
- **Engage your leaders:** two weeks
- **Build your team:** four weeks
- **Train the trainers:** four weeks
- **Start your ministry:** twelve months
- **Ensure quality:** begins at mid-year at six month mark and year-end at fifteen-eighteen month mark.

**Cost: \$14,490\***

### What does the cost include?

- Ministry design with onsite community engagement
- 12 months of training and coaching for your team
- Templates and materials for implementing best practices and managing the ministry
- Midyear onsite review and training
- Onsite **Quality Assurance** review
- Discounts on eMentorLife online mentoring management system
- **CAYM Gold Certification** upon completion of the course

*\*Travel cost not included*

### How to start:

- Contact **CAYM** so we can learn about your vision and goals for mentoring.
- Contact ministries we've served to inquire about how **CAYM** helped.
- Read our **First Steps** booklet to get an overview of **CAYM's** approach to mentoring.
- Start to pray and consider who will join you in this effort. *It takes a team!*

**Contact us: [info@caym.org](mailto:info@caym.org) • [caym.org](http://caym.org) • visit caym on facebook**

