

MENTOR PLAYBOOK

Called and Gifted Program Fall/Winter 2021/22

Version 1.0

This booklet is intended to help mentors have the right mindset and approach as they enter into a relationship with their mentee. This booklet can also serve as a reference for important program dates and suggestions for mentee conversations during the discernment process.

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We can never assume we know where someone is on their journey. We need to earn the right to hear their story and listen carefully and prayerfully!

From ***Forming Intentional Disciples***, Sherry Weddell

SCHEDULE FALL 2021

Step 1 -- Learning about Charisms

Small groups and mentoring in October/November

Step 2 -- 1-on-1 Discernment Interviews

Scheduled in November for December interviews

Step 3 -- Small group discernment meetings

4 small group meetings scheduled in December for January/February

CHECK LIST

1. Start all contacts, meetings, conversations, etc. with a prayer to remind us of our role and responsibility.
2. Contact mentee within 3 days of receiving names and contact info.
3. Create a weekly check-in time (30-60 minutes) and method convenient for both mentor and mentee. If a formal time is not set, reach out at least weekly to check-in.
4. Keep a log of meetings, mentee comments on charisms, selected charism to focus on, suggestions the mentor makes for discernment, etc.

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PRAYERS FOR MENTORS

Mentor Prayer #1 - Lord thank You for the desire You have put on my heart to impact the lives of those around me. You've planted me right here in my family, parish, community, _____ (add your own, ex. in this Called & Gifted Program, small group, place in this world) as an ambassador of Christ. You have called me to this. Thank You for allowing me to hear your voice. May I accept my location, the task you are asking me to do, the person's I will be working with, _____ (feel free to add) and the circumstances, as part of Your perfect plan to use me Your way. Amen!

#2 - God, I long to give those around me– in my family, Parish _____ (feel free to add) and beyond (or the person I a mentoring or persons in my small group, or that I am interviewing, etc.)– Your hope, Your love, Your grace, and Your holy word. I want them to learn how to live Your principles with consistency and character, integrity and purpose. I long for them (or name) to begin to discern their charism, that gift, that special gift, that comes from You but is meant for others. God, in my role as mentor, much of this starts with the relationship they will have with me. Therefore, I commit to listen to Your voice, to follow Christ distinctly, and to humbly ask the Holy Spirit to intercede on my behalf. Amen *Source: Anonymous*

#3 – God, I come to you humbly and with all humility in my role as mentor. As I prepare for my conversations with my mentee (name), remind me to use my gifts that come from You and that it is not more of me that they need, it is more of YOU. You are the provider of all their needs. You Are the Healer of all their hurts. You are the Satisfier of all their longings. Let me not get in the way of them seeing YOU! Instead, Lord, enable me to be a sincere encourager, a 'grace-filled' truth-teller, an active and attentive listener, and a thoughtful questioner.

#4 (separate or with #3) -- Make me into Your vessel, a vessel that You have not only called but also have gifted. A unique treasure, a beloved vessel that You delight in. A vessel that You have chosen for something only I can do. A vessel You can use, containing the fullness of Your Holy Spirit. And Lord, remind me often that while I'm gifted, the gift comes from You. Comfort me on those difficult days; remind me that sometimes I might feel like I'm working alone but You are ever-present. Remind me that when I pour myself out into another person there may be times when I feel empty. The good in that emptying of myself is that I make room for You to fill me.

Source: Adapted from: Elisa Pullman, Author & Christian Life Coach

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MENTOR ROLE

A mentor is a person with expertise, experience, or knowledge which is valuable to others. A mentor also often holds a strong desire to help others by sharing their knowledge with the world. At the same time, while a mentor shares their perspective, learnings and advice based on their past discernment experience, they know the value of giving space to help mentees develop their own unique solutions.

In the Called and Gifted program, we ask that a mentor be part of the journey from the initial yes to the end of the program's discernment stage. During the process, too, always strive to be a role model and create a safe, confidential, and supportive environment.

As mentor there are some key points to emphasize:

1. Know your Charisms! Be familiar with the various charisms and also where to look up additional information in the study guides. Page 12 may help.
2. Know where to look for questions that help tilt discernment from one charism or another. Page 12 may help.
3. Review the discernment guide to know what the mentee is reading.
4. Always encourage discernment by actively listening to the mentee and giving them a chance to explore.

It is also suggested that the mentor keep notes on their interactions with the mentee. Having a reference source on the mentee's thoughts, stories, and answers to questions should help the mentor be even more present during the process as well as to be foundational for better guidance and support as the mentee discerns how their charisms are manifesting in their lives.

If a mentee seems confused or searching for something, help to explain that there may not be one answer but a combination of answers. And charisms can oscillate in life. Offer "charisms" in the form of questions that the mentor is hearing for the mentee to "try on" and reflect on. Offer encouragement and support to try new things; and to move out of their comfort zones.

Qualities of a Good Mentor

- A good mentor is a good listener, is persistent, and is committed to the mentee and process.
- A mentor is a guide not a parent or legal guardian, a social worker, or a psychologist

A great mentor frequently asks these questions:

- “How can I help?”
- “Am I intentionally present in my meetings with a mentee?”
- “Am I being biased or closed minded while listening to the other person?”
- “Do I encourage them to share their viewpoint?”
- “Do I hold them accountable?”
- “Am I releasing personal expectations of the mentor/mentee relationship?”
- “Am I feeling excited or nervous about this relationship?”
- “How can I encourage them to do better?”
- “Am I being honest in my feedback?”
- “Am I expressing joy or boredom in my facial expressions?”

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STEP-BY-STEP CONVERSATION SUGGESTIONS

Step 1: Mentee's assigned

- Reach out to Mentee within 3 days of being assigned.
- Check to make sure they have the materials they need for the program.
- Remind them of the program dates and preparation needed for the first meetings.
- Check technological capability and comfort.
- Select best communications method (email, text, zoom, in-person, phone)

After Step 2 interview,

- Ask for interview feedback and what the mentee heard, learned, or was reflecting on.
- Review calendar and steps forward including small group formation to discuss discernment process with peers
- Inquire if there are any problems going forward.
- Offer constructive feedback, celebrate successes; help mentees understand when things do not go as planned

After small groups have been assigned:

- Check-in to make sure they've been assigned to a group (at church, with leader for times, and with mentee -- is everyone on the same page?).
- Meet the candidates where they are (see "Five Thresholds of Conversion" section)
- The discernment process can be fatiguing and frustrating, particularly during Covid times. Encourage experimentation and reflection with talking to others a potential source of feedback.

During Step 3 small groups meetings:

- Check-in to see how they are doing, keeping up, comfort level, if any confusion.
- If sensing any issues, consider checking in with small group leader to make sure the person fits and needs are being met.
- Know St. Helen's volunteer needs so can direct people to something.

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FREQUENTLY ASKED DISCERNMENT QUESTIONS

What is a charism?

Each phrase matters in this: A gift from God, to share with others, to channel through you, to achieve the Church's mission, with purpose above and beyond natural abilities.

What is the difference between a charism and a talent?

A charism comes through the Holy Spirit, it is not inherited, it is used for others, and can't be used for evil.

How do you know a charism when you see one?

There is evidence beyond the personal experience, i.e. feedback from others. Also, charisms are for the benefit of others. Exercising a charism also brings joy and energy and a feeling of being in the right place. Charisms often manifest when there is something happening in one's relationship with God.

I disagree with my assessed charism, what gives?

The assessment test is only indicative and may be impacted by many external factors as well as what someone has done in the past. The interviewer will try to flesh out feelings, reasons, and results of the charisms. Ultimately, however, it is up to the individual to discern their charisms in order to make better decisions, have maximum impact with less frustration and greater joy, and to avoid any potential judgement of others.

Please forward to the team other questions frequently asked.

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CHARISM CLUSTERS

<p>Pastoral Focus</p> <ul style="list-style-type: none"> Encouragement Helps Hospitality Mercy Pastoring 	<p>Verbal Communication</p> <ul style="list-style-type: none"> Encouragement Evangelism Prophecy Teaching Writing
<p>Focus on the Group</p> <ul style="list-style-type: none"> Administration Hospitality Leadership Pastoring Teaching 	<p>Focus on the Individual</p> <ul style="list-style-type: none"> Encouragement Helps Mercy
<p>Hands-on, I'll do it myself</p> <ul style="list-style-type: none"> Helps Hospitality Mercy Service 	<p>Vision/The Big Picture</p> <ul style="list-style-type: none"> Administration Extraordinary Faith Leadership Knowledge Wisdom

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CHARISM SUMMARY GUIDE and REFERENCES

Page numbers refer to charism comparison questions in the second section of the Training Book (black binding)

Charism	Description	Possible Expressions in World
Admini- stration	Empowers a Christian to be an effective channel of God's wisdom by providing the planning and coordination needed to accomplish good things. <i>Training Book pg 1</i>	Executive, Accountant, Office Manager, Admin, Administrative or finance council member, Committee or Board member, Community organizer, Home-maker
Celibacy	Empowers a Christian to be most fulfilled and spiritually fruitful by remaining unmarried and celibate for the sake of Christ. <i>Training Book pg 5</i>	Work with the poor, Ministry to single adults, Consecrated virgin/single living in the world.
Craftsman	Empowers a Christian to be a channel of God's goodness to others through artistic or creative work that beautifies and/or orders the physical world. <i>Training Book pg 7</i>	Artist, Chef, Handyman, Calligrapher/illustrator, Interior designer/architect, Clothing designer/seamstress, Landscape designer/gardener
Encourage- ment	Empowers a Christian to be an effective channel of God's love -- nurturing others through his or her presence and words of comfort, encouragement, and counsel. <i>Training Book pg 15</i>	Mentor, Parent, Teacher (especially of children), Evangelist (often outside parish), Helping professional, Coach
Evangelism	Empowers a Christian to be an effective channel of God's love by sharing the faith with others in a way that draws them to become disciples of Jesus and responsible members of His church. <i>Training Book pg 19</i>	Writer, Lifestyle or friendship evangelism, Political, social, or cultural change agent, Missionary

Charism	Description	Possible Expressions in World
Extra-ordinary Faith	Empowers a Christian to be an effective agent of God's purposes through an unusual trust in the love, power, and provision of God and a remarkable freedom to act on this trust. <i>Training Book pg 23</i>	Fund-raiser, Exceptionally generous giver, Leader of cutting edge group, Entrepreneur, Founder of secular organization, Innovator, Visionary, Parent
Giving	Empowers a Christian to be a cheerful channel of God's provision by giving with exceptional generosity to the needy. <i>Training Book pg 27</i>	Fund-raiser, Board member of charitable organization, Exceptionally generous giver, Philanthropist, Financial expert, Creative worker for social/economic justice, Hospitality
Healing	Empowers a Christian to be a channel of God's love through whom God cures illnesses and restores health when healing is unlikely to occur quickly or at all. <i>Training Book pg 31</i>	Medical professional, Care-giver, Counselor, Helping professional
Helps	Empowers a Christian to be a channel of God's goodness by using his or her talents and charisms to enable other individuals to serve God and people more effectively. <i>Training Book pg 35</i>	Administrative Assnt, Secretary, Support staff, Exceptional volunteer, Ghost writer/editor, Mentor, Teacher, Parent
Hospitality	Empowers a Christian to be a generous channel of God's love by warmly welcoming and caring for those in need of food, shelter, and friendship. <i>Training Book pg 39</i>	Hospitality industry, Receptionist, Organizer of retreats, Refugee resettlements, Work with homeless/poor, Hospitality in your home

Charism	Description	Possible Expressions in World
Intercessory Prayer	Empowers the intense prayer of a Christian for others to be the means by which God's love and deliverance reaches those in need. <i>Training Book pg 43</i>	
Knowledge	Empowers a Christian to be a channel of God's trust through diligent study and intellectual activity that enables us to better understand God, ourselves, and the universe. <i>Training Book pg 47</i>	Teacher, preacher, scholar, philosopher, technician, scientist, educational conference, leader, RCIA team, religious education, parish council, writer, home school parent
Leadership	Empowers a Christian to be an agent of God's purposes by sharing a compelling vision of a better future with others and by directing the overall efforts of a group as they work together to make the vision a reality. <i>Training Book pg 51</i>	Pastor of a large parish, leader of community effort or activity, head of an organization/business, chairperson of board or committee, founder of a new movement/organization, innovator, small group leader, teacher, preacher.
Mercy	Empowers a Christian to be a channel of God's love through practical deeds of compassion that relieve the distress of those who suffer and help them experience God's love. <i>Training Book pg 55</i>	Medical profession, social worker, hospice work, hospital or prison chaplain, Eucharistic minister to the sick, work with the poor and marginal, social justice activist, missionary, volunteer core services.
Missionary	Empowers a Christian to be a channel of God's goodness to others by effectively and joyfully using their charisms in a second culture. <i>Training Book pg 59</i>	International business, diplomacy, reconciliation or peacemaker, international relief, foreign student aide, refugee or immigrant work, minority groups, social work, social justice.

Charism	Description	Possible Expressions in World
Music	Empowers a Christian to be a channel of God's creative goodness to others through writing or performing music for the delight of others and the praise of God. <i>Training Book pg 63</i>	Performer, professional musician, music therapist or educator, media work, worship leader, music ministry, composer, cantor, director of musical groups, entertaining family and friends.
Pastoring	Empowers a Christian to be an effective channel of God's love through building a community that nurtures the relationships and long-term spiritual growth of a group. <i>Training Book pg 65</i>	Priest, leader or a small faith-sharing group, pastoral staff, prayer group leader, bible study leader, parent, teacher.
Prophecy	Empowers a Christian to be a channel of divine truth and wisdom by communicating a word or call of God to individuals or a group through inspired words or actions. <i>Training Book pg 71</i>	Prayer group member, counselor, spiritual director, confessor, social justice activist, preacher, writer, influential religious or moral figure, leader of a counter-cultural group or organization.
Service	Empowers a Christian to be a channel of God's purposes by recognizing the logistical gaps or unmet needs that can prevent good things from happening and by personally doing whatever it takes to solve the problem and meet the need. <i>Training Book pg 77</i>	Volunteer, community or parish activist, handyman, support staff, administrative assistant, service worker, sacristan, trouble-shooter, ombudsman, usher, liturgical minister, homemaker
Teaching	Empowers a Christian to be a channel of God's truth and wisdom by enabling others to learn information and skills that help them reach their fullest spiritual and personal potential. <i>Training Book pg 81</i>	Teacher, religious education, RCIA team, tutor, volunteer teacher, creator of curriculum, leader of educational organization, home-school, parent, writer, apologist, counselor, spiritual director

Charism	Description	Possible Expressions in World
Voluntary Poverty	Empowers a Christian to be a channel of God's loving presence by cheerfully living a voluntary life of simplicity or poverty in order to identify with Jesus and the poor. <i>Training Book pg 85</i>	Simplicity of life, Third Order Laity, social justice activist, missionary, religious life.
Wisdom	Empowers a Christian to be a channel of God's goodness through remarkable insight that enables him/her to come up with creative solutions to specific problems and make good decisions. <i>Training Book pg 89</i>	Leader, pastor, pastoral staff, parish council, administrator, teacher, preacher, writer, spiritual director, counselor, helping professional, developer of new technology, innovator or inventor, parent
Writing	Empowers a Christian to be a channel of God's creativity by using words to create works of truth or beauty that reflect the fullness of human experience and bring glory to God. <i>Training Book pg 93</i>	Novelist, poet, lyricist, dramatist, journalist, apologist, teacher, preacher, create curriculum, public relations, advisor, editor, speech writer.

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FIVE THRESHOLDS OF CONVERSION

In her book *Forming Intentional Disciples*, Sherry Weddell discusses the five thresholds of conversion of an intentional disciple. There are five thresholds, empowered by the Holy Spirit, during which the individual makes choices. This table summarizes the steps so we can better recognize where a candidate is and how we can accompany them from where they are. The steps are based on a lived relationship with God not baptismal status.

Conversion Thresholds	Characteristics	How to Accompany
<p style="text-align: center;">Trust</p> <p style="text-align: center;">A Passive Stage</p>	<p>Positive association with Jesus Christ. Without this bridge an individual will not move closer.</p>	<ul style="list-style-type: none"> o The first step in evangelization is to find out if a bridge of trust exists o If that bridge does not exist, we need to build trust. We build it through: <ul style="list-style-type: none"> - Integrity - Compassion - Warmth - Joy of our own life and faith - Radiant personal witness o When distrust is directed to us we need to pray for and avoid: <ul style="list-style-type: none"> - Defensiveness or avoiding others - Seeing ourselves as a victim - Judging those who don't trust us - Affirm, strengthen, and broaden trust
<p style="text-align: center;">Curiosity</p> <p style="text-align: center;">A Passive Stage</p>	<ul style="list-style-type: none"> o <i>Awareness</i>.. people are aware of possibilities such as a personal relationship with God o <i>Engagement</i>.. pursues curiosity by making friends with a Christian, reading about Jesus, etc. o <i>Exchange</i>.. begins to actively ask questions and exchange ideas. 	<ul style="list-style-type: none"> o Ask questions (not defend the faith) We can encourage spiritual curiosity both by our lives and asking the question.. who do you think Jesus is? Jesus asked 183 questions, o Live in such a way that one's life would not make sense if God did not exist. o We are to live lives of inexplicable joy, love, faith, and peace that nonbelievers won't be able to classify. o Live a prayerful life that springs from the Eucharist and the sacraments and performs the corporal and spiritual works of mercy.

<p>Opening</p> <p>A Passive Stage</p>	<ul style="list-style-type: none"> o Human nature makes us curious. God’s grace leads us to openness. This is the hardest threshold to cross. Fear and external pressures can hold someone back. o Openness is often triggered by a major life event: <ul style="list-style-type: none"> - Unemployment or switching careers - New relationship, falling in love, marriage, having children - Wounding of death or the end of a relationship - Grave illness, tragedy, loss - Life stage such as graduation, retirement, empty nest, returning to the workplace - Spiritual reawakening 	<ul style="list-style-type: none"> o Practice nonjudgmental truthfulness. share your own struggles and how you look to God o Ask thought-provoking questions. Where is God in this for you? What do you do when life gets hard? o Help them connect the dots. Using their own words help them see where God has been at work in their lives to this point. Encourage them to ask God for a sign or realization o Ask them if we can pray for them to be open to God ~ power in hearing others lift you to God o Ask them if they would be willing to pray and acknowledge an openness to God. o Never pressure anyone on the verge of openness! o God is the only one at work in this process. The person needs to know they have a friend regardless of their choice. o As someone crosses this threshold, we as a parish must be comfortable with their newfound spiritual openness and be there to accompany them to a path of intentional discipleship. Parishes are not always equipped or comfortable with this and may try to connect them with a parish activity that could lead their spiritual unmet). Loss of spiritual hope can lead to loss of hope.
<p>Seeking</p> <p>An Active Stage</p>	<ul style="list-style-type: none"> o Seeking and Intentional Discipleship are active thresholds. o “The Zone” the seeker is actively wrestling with and seeking Christ. o The seeker recognizes that a relationship with God is possible. o The seekers nets are definitely in their hands but they are thinking about dropping them. 	<ul style="list-style-type: none"> o Invite them to experiment with the corporal and spiritual works of mercy o Help them explore the diversity of prayer within the Catholic Tradition o Model what it means to seek after Christ and share the ups and downs of how it is going~ model the life of an authentic disciples with real struggles and victories o Pray with our seekers. Share how the Sacraments and life of the church have nourished our lives o Help seekers confront issues of relativism, personal sin and “Lordship” all of which evoke fear of the loss of persona autonomy o Help seekers see what they have to offer us

<p>Intentional Discipleship</p> <p>An Active Stage</p>	<p>Intentional discipleship.. brings us to the road to Emmaus question (Lk 24:32) “did not our hearts burn within us?” The person decides this is it.. I’m going to drop my net!</p>	<ul style="list-style-type: none"> o Ask.. are you ready to make a commitment <ul style="list-style-type: none"> - If the answer is no, ask “Why not?” and help to address the blocks or help them set them aside for now o It’s ok to invite them to a commitment before they have decided to enter the church o Pray! Tremendous obstacles can appear so sustained intercessory prayer for those making decisions is crucial o Seekers from Christian backgrounds can sometimes move very quickly through thresholds once trust is established.
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