re:generation

Mentor FAQs

1. **How often should a mentor meet with the participant?** While it is very important for the mentor and participant to be on the same page with meeting expectations, meeting frequency varies depending upon the needs of the participant and availability of the mentor (see the *Mentor Agreement* document under the Mentor Overview section on watermarkresources.com). For example: someone struggling with chemical addiction may need daily contact, while someone struggling with resentment may need to meet only twice a month. We encourage weekly contact (emails, texts, phone calls) and regular face-to-face meetings (2x/month minimum) but give flexibility to the pair to determine specifics according to their needs/availability.

2. **What if the participant wants more contact that I am able to provide?** Availability is as important as willingness when it comes to mentoring. Your life stage may not allow you to be as available as the participant needs or desires. Be honest with yourself and the participant about the amount of time you are able to commit. If your availability doesn't meet the need, don't agree to be a mentor for this person. Encourage the participant to find a mentor who is available to meet his or her expectations. A great way to respond if someone is expecting more than you can provide is… "That sounds like a great mentor. Unfortunately, if that is what you are looking for, I cannot be a great mentor for you right now. Here is the amount of time that I can commit. If that is not enough, let's work with the ministry leadership to find you a mentor who is more available than me."

3. **What if one of us is not meeting our agreed upon expectations?** Both mentor and participant have the ability to "fire" the other. If a participant is not communicating or meeting with a mentor, the mentor should widen the circle to the small group leaders, sit down with the participant to determine why he or she is unable or unwilling to meet/communicate, come up with a plan to improve contact, then release the participant if he or she is not willing to continue. The participant can do the same with a mentor who is not meeting agreed upon expectations.

4. **What do I do if the participant wants to confess something but wants me to promise to never tell?** Never make a promise to keep secrets. It is not loving (see 1 John 1:7-9), and in some cases, may cause harm to others or cause some of God's judgment to fall on you, the mentor (Ezekiel 33:1-6). If a participant says they want to share something with you only if you promise not to tell, say "I am so encouraged that you want to share something important with me and I am committed to helping you work through whatever lies ahead according to scripture. That is why I can't commit to keep a secret. But, I do promise not to gossip, will involve only those who are a part of the problem or a part of the solution, and counsel biblically through whatever lies ahead."

5. **What if a participant tells me about illegal activity, or something that is a current threat to himself or others?** We take threats and illegal activity seriously. If a participant tells you something incriminating or potentially harmful to anyone (including himself or herself), please communicate with the step group leaders to discuss next steps. If you believe the step group leaders are not handling the issue biblically or legally, please reach out the ministry leadership. Together, as a team, work on coming up with the next right step for the health of participant and the health of those in potential danger.
6. **What if the mentor is joining the participant late (after Step 3)?** If a mentor joins a participant after Step 3, spend time with the participant reviewing the first three steps. Participants should not advance

far into Step 4 without trusting their life and will Christ (Step 3). Pay close attention to answers for Q5 and Q6 of Step 2, Week 1, Day 2 as these questions reveal a works-based salvation belief instead of full trust in Christ's work on the cross. Also, read Q4 of Step 3, Week 2, Day 6 to hear the participant's salvation story

7. **What role do I play if the participant gets stuck on a step?** *Re:generation* is a group-based ministry paced to work through the steps within a year. On occasion, a participant will get stuck on a step and need more time to complete the step while the rest of the group is ready to move on. Because the steps are progressive (each step builds upon previous steps), ministry leadership will not allow a participant to continue far into future steps with the group if they are not completing previous steps*. In most instances, the participant will not be able complete future steps if a previous step is not completed (note: not every lesson needs to be complete, but each step needs to be taken mentally, emotionally, spiritually, and in some instances practically).

   For example: a participant may not be emotionally ready to complete Step 4, Inventory. At first, the participant will be given extra time by leaders, then the participant will be asked to set their own deadline to complete the step. If the participant after being given extra time and missing their own deadline is unwilling/unable to finish Step 4, he or she will be asked to step out of the group to take as long as necessary with the mentor to complete Step 4. The participant can continue to attend weekly Large Group and Groundwork meetings while working on inventory, but the participant will not be allowed to continue with the step group without completing inventory. If the participant and mentor are able to complete inventory in a short time and catch up to the group, the participant will be invited to rejoin his or her step group. However, if the step group has moved too far ahead for the participant to catch up, he or she will be placed at the front of the line for the next step group launch when the inventory is complete. The same mentor stays with the participant throughout this process.

   *NOTE: Ministry leadership will not allow participants who are unable/unwilling to complete steps to move forward with a step group. We believe that, long-term, a participant not taking steps hurts the participant because an incomplete process may lead to the belief that the biblical steps for healing are ineffective. Failure to complete the work also harms trust of group members. There is no shame in someone admitting he or she is not ready to tackle a step or needs extra time to complete a step—this is a win if he or she continues to work—even if he or she needs to restart with a new group to finish.

8. **When should/can I join the participant at the ministry meeting?** Mentors are always welcome to attend large group. Other reasons a mentor may join the participant during small group time include mentor training, inventory training, celebrations when finishing a book, and commencement.

9. **How many people should I mentor at the same time?** This varies depending on a mentor's capacity and the participants' needs. Some can effectively mentor several people at the same time, while others only have capacity to mentor one person well. If you are being asked by multiple people to be a mentor, discuss your availability with those who know your capacity in order to make a wise decision.

10. **What obligation do I have to the participant when *re:generation* is over?** Mentors help participants complete the *re:generation* plan in Step 12 (Step 12 Footprint). This includes finishing making amends, resolving conflict, and planning how the participant will live out Step 12. Our hope is that the *re:generation* experience will deepen the relationship and the friendship will carry on in the future, but

there are no functional obligations for the mentor once he or she sees Step 12 being lived out by the participant—though we are all are obligated to continue to love one other (Romans 13:8).

11. **What should I do if I am having trouble with the websites, accessing resources, or have concerns about the ministry leadership?** Email resources@watermark.org and we will follow up with you.