

Changes Mentor System

During Orientation, the newcomer shares why they came. Using this information the facilitator assigns an appropriate mentor (also called Initial-Team Member).

What does a Mentor do?

The mentor supports the newcomer on a one-to-one basis. The first six weeks of attendance are confusing. The newcomer is emotional and reactive, based on what is going on in their family. It is important for them to pause and breathe deeply. The newcomer is interested in ideas and solutions to resolve tension. The mentor will support the newcomer by answering questions about the CHANGES *Insight* program or talking them through times of crisis and allowing them to vent their frustrations.

The mentor does not offer solutions, rescue, or make strategic plans. He or she mentors the *Think, Plan and Act* process. When we were newcomers, we had to learn how to slow down too.

During the first week, the Orientation facilitator and the mentor supports the newcomer by assisting with the *Problem Analysis*. The newcomer may have two or three possible *Stands*. The mentor's job is to assist the newcomer in arriving at the most workable stand under the circumstances.

How do you become a Mentor?

By accepting, when asked to be a mentor, and it is an example of giving back to the community.

What are a Mentor's duties?

The support parent should guide the newcomer for six to eight weeks by:

- Having them slow down and look at the *Changes* program.
- Answering questions about the meetings.
- Agreeing on a time to call.
- Reiterating the journaling, and reading materials, from Orientation.

Who can be a Mentor?

Any parent who has been a member for six weeks and who is working the program.

How does the Introduction occur?

It occurs at the end of the first meeting that the newcomer attends.

What happens next?

Agree on a day and time for you to make the first call. Encourage the newcomer to make you their emergency contact. Also encourage them to return to a *Changes* meeting. Empathize and share your experiences with them. Call them if you don't hear from them at the agreed time.

*I am a Mentor and
I - team member to*

Name: _____

Phones: _____

Children
Names & ages: _____

We are not counselors

We don't provide solutions

We don't provide rescues

We don't provide plans of action

*Volunteering to be an Initial team member and
mentor is an excellent way of giving support back to
the community.*