

STAR Series

For Congregational Leaders

MENTORSHIP



COMPETENCY: Young adults face a world full of pressure, rapid change, and uncertainty. They need **mentors** who can help them discover who they are, open doors they couldn't reach on their own, and develop the skills they'll need for leadership and life. Your impact as a leader isn't measured by programs or events but by the young adults you mentor and sponsor. Here's how to make that investment count.

Wax On, Wax Off: The Art of Mentoring Young Adults

1 THE 3 Es: EAR, EDUCATION, AND EXPERIENCE

Before sitting down with a young adult, ask yourself: what do they need today? Sometimes all someone needs is an ear. They may be frustrated with a responsibility or just need to process a busy week. Listening without immediately fixing allows them to feel heard. Other times, mentorship is about education, helping them learn something new like organizing a project or mastering a skill you already have. And sometimes it's about experience, where you open doors they couldn't reach alone. Invite them to co-lead a project, introduce them to someone in your network, or give them the chance to practice skills in real settings. This one question will focus your conversation and help them walk away feeling supported and empowered.



2 MOVE FROM MENTORSHIP TO SPONSORSHIP

Mentorship helps young adults believe in themselves, but sponsorship actively opens doors. A sponsor puts their mentee's name on the table when opportunities arise. In church life, this might mean inviting a young musician to co-lead worship, nominating a young adult for a committee, or making strategic introductions. Make your sponsorship visible by publicly affirming why you chose them: "I've seen how thoughtful Jordan is with others, and I know they'll bring that same heart here." Public affirmation doubles the impact by opening doors and building credibility.

3 HELP THEM BUILD A TABLE OF INFLUENCE

Growth doesn't happen in isolation. Help young adults identify the people who can support them long term: a high-trust friend who listens, a creative thinker who helps them dream big, a planner who offers practical guidance, or a steady mentor who provides perspective. Your role is to help them identify these people, make introductions, and encourage them to reach out. By teaching them to assemble their own support network, you ensure they have lasting support long after your one-on-one conversations end.

Consistency matters more than perfection. Regular conversations build trust, reinforce identity, and provide repeated opportunities for growth.

STAR Series

For Congregational Leaders

ROADMAP

Curriculum Domain, Competency and Task Constellations

STAR Domain:	Listening
Associated Competency:	Relationship building and Compassion
Associated Task:	Equanimity
STAR Domain:	Young Adult Leadership
Associated Competency:	Resourcefulness and Communication
Associated Task:	Recruiting
STAR Domain:	Faith Journey
Associated Competency:	Creating Trust
Associated Task:	Spiritual formation
STAR Domain:	Culture
Associated Competency:	Adaptability
Associated Task:	Embracing failure
STAR Domain:	Intergenerational Connections
Associated Competency:	Mentorship
Associated Task:	Generational literacy and Digital literacy
STAR Domain:	Community
Associated Competency:	Authenticity and Inclusivity
Associated Task:	Managing conflict
STAR Domain:	Church Leadership
Associated Competency:	Influence and Purpose
Associated Task:	Creating buy-in
STAR Domain:	Frameworks, Programs, & Events
Associated Competency:	Learning
Associated Task:	Sticky programs and Measure and assess



s.t.a.r.

FOR YOUNG
ADULT MINISTRY