

**Seventh-day Adventist Church
WEST JAMAICA CONFERENCE**



**EYES MENTORSHIP ACTION PLAN 2025
Theme: “Holy Spirit Transformation for End-Time Proclamation”**

**President: Pastor Glen O. Samuels
Mentorship Coordinator: Mrs. Kediesha Mowatt-Grant**

RATIONALE

The West Jamaica Conference has consistently prioritized outreach programmes aimed at positively transforming lives, particularly among youth. A significant number of these young people are at risk or disengaged, making it imperative to provide urgent interventions. These initiatives focus on engaging, training, and mentoring youth, aligning with the Conference's mission to teach new skills, foster meaningful relationships, and empower youth for service and leadership.

MISSION STATEMENT

To glorify God by proclaiming the Everlasting Gospel, meeting human needs, and discipling every believer in West Jamaica Conference.

VISION STATEMENT

Every believer living in readiness for Christ's second coming.

GOAL

To positively transform the spiritual and social lives of at-risk youth in Western Jamaica by implementing a mentorship programme in each local church. This programme will foster leadership development, revive, restore, and refocus disengaged youth, and ultimately reduce violence and crime in communities.

OBJECTIVES

- To establish sustainable mentoring relationships with at least 500 mentors and 1,000 at-risk youth in the West Jamaica Conference constituency by the end of 2025, focusing on building meaningful connections and fostering personal transformation.
- To implement structured and sustainable mentorship programmes in all districts within the West Jamaica Conference constituency by June 2025, establishing a framework for leadership development, spiritual growth, and ongoing community engagement.
- To coordinate and launch at least one ongoing skill-based training and behaviour modification programme in each parish, ensuring long-term impact by equipping at-risk youth with tools for personal growth, attitude adjustments, and positive social change.
- To ensure each church or district organises consistent and meaningful social, spiritual, or developmental events or initiatives in 2025, providing mentees with ongoing opportunities for spiritual, social, and personal growth in their local communities.
- To integrate sports-based mentorship activities that foster teamwork, discipline, and emotional intelligence as tools for behaviour change, ensuring mentees gain practical skills for positive interpersonal and social interactions.

WHAT IS MENTORSHIP?

Mentorship is a positive, supportive relationship that encourages a young person to develop to their fullest potential. It can be formal or informal, adapting over time to meet the changing needs of the mentee. The Bible highlights the importance of mentorship through relationships such as Moses mentoring Joshua, Elijah guiding Elisha, and Paul mentoring Timothy.

A mentor acts as a coach, sounding board, and role model, offering guidance, encouragement, and constructive feedback. Mentorship has significant positive effects on young people, helping them navigate personal, academic, and professional challenges. Mentors assure mentees that they are not alone in facing daily struggles, fostering a sense of belonging and empowerment. In practice, this can involve regular meetings, skills training, spiritual guidance, and providing a safe space for mentees to share and grow.

The ultimate goal of mentoring relationships is to connect young people with experienced individuals who can guide their social, spiritual, emotional, and economic growth. Through these relationships, mentees gain the tools and confidence to overcome challenges and achieve their goals. This is particularly important in addressing social issues such as violence, unemployment, and lack of support systems.

The mentorship programme of the West Jamaica Conference aims to empower youth to enhance their own lives while positively impacting their friends and communities. Coordinators will play a crucial role in ensuring that mentorship relationships are formed, nurtured, and sustained, equipping mentees to thrive and become agents of positive change in their environments.

TARGET AUDIENCES & STAKEHOLDERS

1. Seventh-day Adventist Churches in the West Jamaica Conference:

- Includes all pastors, church elders, youth leaders, and departments such as the Youth (Master Guides, Ambassadors, and Pathfinders) and Community Services. These groups will provide mentors, organise events, and foster spiritual growth.

2. Seventh-day Adventist High Schools in the West Jamaica Conference:

- Includes PTAs, extracurricular clubs, and societies. Schools will identify potential mentees and peer mentors while offering a supportive environment for the programme.

3. Volatile Communities in Western Jamaica:

- Focuses on areas affected by crime, unemployment, or lack of resources. Key stakeholders include Citizens' Associations, Community Development Committees (CDCs), the Social Development Commission (SDC), HEART/NSTA Trust, local security forces (e.g., JCF, JCD), police youth clubs, family courts, orphanages, and other social service organisations. These groups will provide resources, facilities, and additional support.

4. Youth Participants:

- **Mentees (14 years and older):** Young people seeking guidance and support.
- **Peer Mentors (16-23 years):** Youth capable of mentoring peers while receiving guidance themselves.
- **Regular Mentors (24 years and older):** Experienced individuals who serve as role models and guides.

5. Families and Parents:

- Parents and guardians of mentees will play a key role in providing emotional and logistical support to youth outside of formal mentorship activities.

8 STEPS TO START THE EYES MENTORSHIP INITIATIVE IN YOUR DISTRICT

STEP 1- Appoint Leadership:

Work with your District Pastor to appoint a Local Church Mentorship Coordinator (LCMC) for each church and a District Liaison Officer (DLO) to oversee the mentorship programme at the district level.

STEP 2- Promote and Recruit:

Raise awareness about the EYES Mentorship Initiative within your local churches and communities. Use announcements, flyers, social media, and outreach events to recruit mentors and mentees.

STEP 3- Approve Potential Mentors:

Collaborate with the District Pastor and to create a list of potential mentors. Submit the list to the Church Board for approval.

STEP 4- Conduct Training:

The DLO, with support from the LCMCs, coordinates district-level mentor training sessions. Training materials will be provided by the Parish Liaison Officer (PLO) to ensure consistency.

STEP 5- Recognise Mentors:

Celebrate the completion of training by hosting an EYES Mentor Pinning Ceremony. Invite the PLO to the event and liaise with the West Jamaica Conference EYES Mentorship Secretariat for support. Pins will be provided at no cost.

STEP 6- Pair Mentors and Mentees:

Assign mentors to mentees through a selection or pairing process led by the LCMCs. Mentees can be drawn from both the church and the surrounding community.

STEP 7- Plan and Execute Community Projects:

Mentors and mentees collaborate on projects designed to positively impact at-risk youth in their communities. Funding requests can be submitted using the EYES Mentorship Projects Funding Allocation Form.

STEP 8- Monitor and Evaluate Progress:

Regularly assess the mentorship relationships, training outcomes, and community projects. Collect feedback from mentors, mentees, and community members to improve the programme and address any challenges.

ROLES AND ACRONYM GUIDE:

- **LCMC (Local Church Mentorship Coordinator):** Coordinates the mentorship programme at the local church level, working closely with the District Pastor and DLO.
- **DLO (District Liaison Officer):** Oversees the mentorship initiative across the district, supports LCMCs, and ensures district-wide training and project implementation. This individual also serves as an active member of the District Youth Federation, with full voting rights and a voice in decision-making processes.
- **PLO (Parish Liaison Officer):** Provides training materials, guidance, and serves as a liaison between districts and the West Jamaica Conference EYES Mentorship Secretariat. This individual also serves as an active member of the Parish Youth Federation, with full voting rights and a voice in decision-making processes.
- **EYES (Empowering Youth, Engaging Society):** The mentorship initiative designed to foster leadership, positive behaviour change, spiritual growth, and community engagement.

ROLES AND RESPONSIBILITIES

Local Church Mentorship Coordinator (LCMC)

The **Local Church Mentorship Coordinator** serves as the official liaison between the **local church** and the **District Liaison Officer (DLO)**. This person is responsible for:

- Updating the Church Board, membership, and community on mentorship activities and progress.
- Recruiting mentors and mentees within the church and community.
- Assisting the DLO with the planning and execution of district-level mentor training sessions.
- Monitoring mentor/mentee relationships and providing feedback to the DLO.
- Maintaining and updating the local church's mentor/mentee database.
- Planning and executing activities and initiatives that foster strong mentorship relationships within the church and surrounding community.

District Liaison Officer (DLO)

The **District Liaison Officer** is the official liaison between **Local Church Mentorship Coordinators (LCMCs)** and the **Parish Liaison Officer (PLO)**. This person is also a member of the District Youth Federation with vote and voice. The DLO is responsible for:

- Supporting LCMCs in the recruitment of mentors and mentees.
- Coordinating the planning and execution of district-level mentor training sessions, with guidance and materials from the PLO.
- Maintaining and sharing the district's mentor/mentee database with the PLO.
- Organising and overseeing the Mentor Pinning Ceremony in collaboration with the LCMCs and PLO.

Parish Liaison Officer (PLO)

The **Parish Liaison Officer** is the official liaison between the **District Liaison Officers (DLOs)** and the **Mentorship Secretariat** of the West Jamaica Conference of Seventh-day Adventists. This person is also a member of the Parish Youth Federation with vote and voice. Additionally, the PLO is a member of the Mentorship Secretariat, as appointed by the Executive Committee of the West Jamaica Conference. The PLO is responsible for:

- Supporting DLOs in the recruitment of mentors and mentees across the Parish.
- Providing training materials and guidance for district-level mentor training sessions.
- Maintaining and sharing the Parish-wide mentor/mentee database with the Mentorship Secretariat.
- Guiding and supporting the planning and execution of Mentor Pinning Ceremonies across the Parish.

LOGO:



MENTORS' PLEDGE

Commissioned by God, I endeavour to be a positive change agent in my church and community; empowering and engaging youth for holistic transformation. With this pledge, I affirm my commitment to fulfill the mission of the EYES Mentorship Initiative of the West Jamaica Conference of Seventh-day Adventists.

MENTORS' SONG

I want to be a beacon in the night
Shedding light on a pathway of hope
I want to be a voice of encouragement
To a youth who cannot cope
Lead me Lord (To the corners and the alleys of each street)
I will go (Shout the message to the perishing we meet)
Through the heat, rain or sleet
I was called to be God's feet
I'm a mentor
Empowering youth!
Engaging society!
I'm a mentor!

CONFERENCE'S STRATEGIC INITIATIVES FOR YOUTH MENTORSHIP

1. Inter-Parish Mentorship-Sponsored Sports Competitions

Objective: Foster unity, mentorship engagement, and positive behaviour change among SDA and non-SDA youth through team sports.

Details:

- Conference-sponsored Parish-level competitions culminating in finals during Youth Mentorship Month (June).
- **Teams:** Mixed teams with 50% SDA youth (peer mentors/ mentors) and 50% mentees (including non-SDA youth).
- **Sports:** Football and Netball

Expected Outcome: Build teamwork, encourage mentorship bonds, foster behaviour change, and promote community integration.

2. Behaviour Mastery Weekend Camps

Objective: Equip mentees with emotional intelligence and conflict resolution skills.

Details:

- **Frequency:** One weekend camp per Parish per quarter.
- **Topics:** Anger management, conflict resolution, peer pressure, and emotional intelligence.
- **Goals:**
 - Impact at least 100 mentees per camp.
 - Conduct post-camp follow-ups to track behaviour improvements.

Expected Outcome: Reduce conflict and enhance positive behaviour patterns among mentees.

3. Young Parents Empowerment Series

Objective: Support young parents in developing parenting and life skills.

Details:

- **Format:** Quarterly online series open to all Parishes.
- **Topics:** Parenting skills, financial literacy, family dynamics, and emotional health.
- **Goals:**
 - Reach at least 100 young parents per session.
 - Provide online certificates for attendees who complete the series.

Expected Outcome: Strengthen family structures and improve outcomes for children in at-risk homes.

4. Mentorship Training

Objective: Enhance mentor capacity and knowledge on critical mentee issues.

Details:

- **2nd & 4th Quarters:** New Mentors' Training
- **2nd Quarter:** Advanced online training on topics like digital mentorship, suicide prevention, and mental health, etc.
- **4th Quarter:** Year-end mentorship roundtable conference for knowledge sharing and feedback.
- **Goals:**
 - Train 500 new mentors in 2025.
 - Upgrade existing mentors through advanced seminars.

Expected Outcome: Build a network of highly skilled mentors to support the mentorship programme.

5. Community Development Projects

Objective: Empower mentees to contribute to community transformation.

Details:

- **Process:** Mentorship clubs in each Parish submit innovative community project proposals.
- **Execution:** The best project from each Parish (4 total) receives funding for implementation.
- **Goals:**
 - Award J\$100,000 per winning project for execution within the current year.
 - Track project impact using measurable metrics (e.g., beneficiaries reached, outcomes).

Expected Outcome: Foster innovation, a sense of civic pride, and responsibility among mentees through mentorship-driven community projects.

6. Pilot Centres for Learning and Activities

Objective: Restore inactive hubs, revitalize existing centres, and establish new hubs for mentorship activities, training, and skill development.

Details:

- **Restoration Efforts:** Identify and refurbish inactive or underutilized centres within SDA churches, focusing on updating resources and engaging community stakeholders.
- **New Hubs:** Establish at least one equipped hub per district for digital literacy, vocational training, and remedial education.
- **Activity Expansion:** Incorporate maker spaces for creative, hands-on activities that foster innovation and practical skill-building.
- **Goals:**
 - **Restoration and Establishment:** Launch or restore four major centres (one per Parish) by mid-year.
 - **Skills Training:** Train 100 mentees in digital literacy and vocational skills across the centres in partnership with HEART/NSTA Trust in 2025.
 - **Outcome:**
 - Provide mentees with tools for personal and professional growth.
 - **Sustainability:** Ensure each centre has a self-sustaining framework, such as partnerships with local businesses, to remain active beyond 2025.

RECOMMENDED PROGRAMMES & SERVICES FOR LOCAL CHURCHES

Mentorship opportunities exist in every church and surrounding community, regardless of size. The programmes offered through the local church's Mentorship Initiative should be tailored to meet the unique needs of that church and community, guided by prayerful reflection. The following list outlines suggested programmes and activities that can be implemented through the EYES Mentorship Initiative at the local level:

1. EYES Mentorship Outreach Projects Weekend – “See the Need, Meet the Need”

Mentors and mentees engage in community service over a weekend by addressing local needs through projects such as cleaning, food distribution, and minor repairs.

2. Youth Mentorship Month

A month-long celebration to raise awareness about mentorship, featuring workshops, talks, and community outreach to highlight the programme's positive impact on youth.

3. Youth Mentorship Day – “Mentorship Matters”

An option for this day is to make it a special Sabbath, where church services are brought to community youth hangout spots, with a focus on engaging mentees and initiating mentorship bonds with disengaged and unattached youth in the community.

4. District EYES Mentorship Expo in Preparation for the Conference-wide EYES Mentorship & Ambassador Expo

A district-level expo where mentees showcase their small businesses and projects, building excitement and engagement leading up to the conference-wide event scheduled for *August 24, 2025*.

5. Local Church or District Nominations for Youth Mentorship Awardees

Local nominations should be submitted to the Conference by August 28, 2025, for recognition at the *Youth Mentorship Awards Gala on November 16*, honouring exceptional mentors and mentees for their dedication, leadership, and contributions to the mentorship programme.

6. Mentorship Club in Church (Involving Church and Community Youth)

You may establish a mentorship club that brings together church and community youth for activities and discussions that foster growth, relationship-building, and personal development.

7. Homework Centre

A designated space where mentors help mentees with academic support, tutoring, and exam preparation to improve their academic performance.

8. Sports Competitions Involving Teams with At-Risk Youth and Strong Youth from the Church

Sports competitions where at-risk youth and church youth form mixed teams, with church youth positively impacting and influencing their peers through teamwork, leadership, and healthy competition.

9. Sports & Social Events

Organise social and sports events such as tournaments, picnics, and community marches to build mentorship relationships and create opportunities for fellowship.

10. Skills Training & Behaviour Modification

Workshops focused on life skills, emotional regulation, and employability, including anger management, conflict resolution, and entrepreneurship training.

11. Literacy & Numeracy Programmes

Academic support programmes providing remedial classes, computer literacy workshops, and exam preparation to enhance literacy, numeracy, and academic confidence.

12. Seminars on Moral & Spiritual Values

Seminars and role-playing activities that teach moral and spiritual values, including prayer breakfasts and one-week rehabilitation camps to strengthen character and spiritual growth.

13. Mentorship Through Digital Learning

Provide mentees with digital literacy skills and online learning resources, equipping them for success in a technology-driven world.

14. Parent-Youth Mentorship Support Programme

Involve parents in the mentorship process to support youth development at home and within the community through workshops and mentorship support groups.

15. Career Mentoring Days with Industry Professionals

Connect mentees with professionals in various industries to explore career opportunities and gain practical insights through mentoring days and job shadowing.

16. Emotional Resilience Workshops

Equip mentees with tools to manage stress, build emotional resilience, and cope with life's challenges through workshops on emotional regulation, and stress management.

17. Peer Mentorship Programme

Empower youth to mentor and support their peers, fostering leadership, responsibility, and mutual growth.

18. Mentorship in Environmental Stewardship

Promote environmental consciousness and responsibility by involving mentees in sustainability projects such as community clean-ups, tree planting, and environmental education workshops.

EYES MENTORSHIP CALENDAR OF MISSION 2025

MARCH

- 6 Virtual EYES Mentorship Young Parents' Empowerment Series- Part I (GOS, KMG, JB)
- 28-30 EYES Mentorship Mentee Behaviour Mastery Weekend Camp- St. James (GOS, KMG, JB)
- 30 EYES Mentorship Football & Netball Semi-Finals (GOS, KMG, JB)

MAY

- 6 Cohort I of EYES Mentors' Virtual Training (Conference-wide)- New Mentors (GOS, KMG, JB)
- 23-25 EYES Mentorship Outreach Projects Weekend – See the Need, Meet the Need Tour (GOS, KMG, JB)

JUNE

- 1-30 Youth Mentorship Month (GOS, KMG, JB)
- 1 EYES Mentors' Advanced Training- Pinned Mentors (GOS, KMG, JB)
- 5 Virtual EYES Mentorship Young Parents Empowerment Series- Part II (GOS, KMG, JB)
- 21 Youth Mentorship Day – Mentorship Matters (GOS, KMG, JB)
- 26 Deadline for Submission of Mentorship Clubs' Project Proposals (GOS, KMG, JB)
- 27-29 EYES Mentorship Mentee Behaviour Mastery Weekend Camp- Hanover (GOS, KMG, JB)
- 29 EYES Mentorship Football & Netball Finals (GOS, KMG, JB)

AUGUST

- 24 EYES Mentorship & Ambassador Expo (GOS, KMG, JB)

SEPTEMBER

- 4 Virtual EYES Mentorship Young Parents Empowerment Series- Part III (GOS, KMG, JB)
- 8 Launch of EYES Mentorship Clubs in SDA-Operated Schools (GOS, KMG, JB)
- 12-14 EYES Mentorship Mentee Behaviour Mastery Weekend Camp- Westmoreland (GOS, KMG, JB)

OCTOBER

- 14 Cohort II of EYES Mentors' Virtual Training (Conference-wide)- New Mentors (GOS, KMG, JB)
- 30 EYES Mentorship Roundtable Conference (GOS, KMG, JB)

NOVEMBER

- 16 Youth Mentorship Awards Gala (GOS, KMG, JB)
- 28-30 EYES Mentorship Mentee Behaviour Mastery Weekend Camp- St. Elizabeth (GOS, KMG, JB)

DECEMBER

- 11 Virtual EYES Mentorship Young Parents Empowerment Series- Part IV (GOS, KMG, JB)

KEY FOR OFFICERS/DIRECTORS/ASSOCIATE DIRECTORS

GOS: Glen O. Samuels – President

KMG: Kediesha Mowatt-Grant - Mentorship Coordinator

JB: Jermaine Bailey - Youth Director

SUMMARY SHEET & QUICK START GUIDE

The EYES Mentorship Initiative is designed to transform the spiritual and social lives of youth in Western Jamaica, particularly at-risk individuals, by establishing a structured mentorship programme across all local churches in the West Jamaica Conference.

Key Objectives

1. Build sustainable mentoring relationships with 500 mentors and 1,000 mentees by 2025.
2. Implement structured mentorship programmes in all districts by June 2025.
3. Launch skill-based training programmes in each parish to foster personal growth and reduce social challenges.

Roles and Responsibilities

- **LCMC (Local Church Mentorship Coordinator):** Manages the programme at the local level.
- **DLO (District Liaison Officer):** Oversees district-wide mentorship activities.
- **PLO (Parish Liaison Officer):** Guides and supports Parish-wide mentorship activities.

Quick Start Actions for New Coordinators

1. Meet with your District Pastor to appoint key mentorship leaders.
2. Recruit mentors and mentees within your church and community.
3. Host a launch event and provide training for all mentors.

By fostering leadership, spiritual growth, and community engagement, this programme aims to prepare youth for positive transformation and Christ-centred living.

ADDITIONAL TOOLS AND TEMPLATES

Monitoring and Evaluation Tools

1. **Mentor/Mentee Progress Tracker:** Record meeting dates, activities, and feedback.
2. **Feedback Form:** Collect input from mentees about their mentor relationships.
3. **Monthly Report Template:** LCMCs submit a brief report summarising mentorship activities to the DLO.

CONTACT INFORMATION

For additional support, reach out to the EYES Mentorship Secretariat:

- **Mentorship Coordinator:** Mrs. Kediesha Mowatt-Grant
- **Email:** mentorship@westhamaica.org
- **Phone:** 1-876-656-7800/ **WhatsApp:** 876- 853-4705
- **Website:** www.westjamaica.org