

Cornerstone

Newsletter & Magazine June 2017

A Family of Friends - Developing the Cornerstones of Africa's Next Generation

Mentoring Relationships

Mentorship is increasingly being recognized as one of the key factors that help people reach their higher potentials in life. Mentors come in various categories: **Career Mentors** for guidance on your area of work or study. **Life Mentors** for advice on relationships, financial management, health etc. **Spiritual Mentors** for knowledge, wisdom and understanding about the meaning and purpose of life.

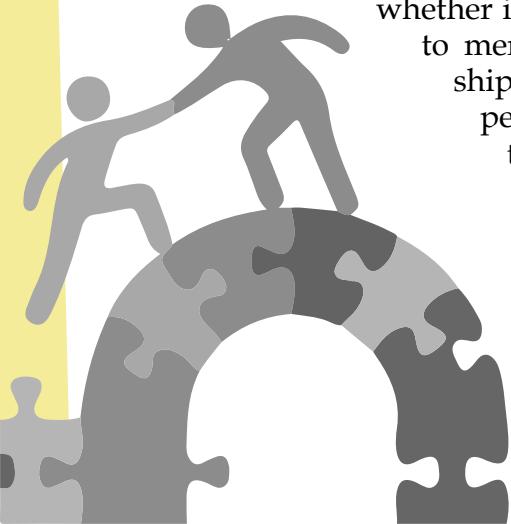


Typically, mentoring takes place within a relationship where a person with greater experience and wisdom guides another person to develop personally or professionally. It is the process of transferring knowledge, character qualities, skills and wisdom from one to another.

From a spiritual point of view, there are two essential qualities that a mentor must have for their mentee: **Faith for them:** Faith sees the child of God in them. **Love for them:** Love reaches through all that obscures that child of God and patiently draws forth that highest version of them.

We all need three levels of relationships in our lives to develop our capacities to the fullest. **We need older mentors:** Senior relationships who have walked life's journey ahead of us that we can learn from on what to expect around the corners that we have yet to reach. **We need peer mentors:** Friends of the same age, going through the same stages of life we are in who we have allowed to speak into our lives and provide accountability to mutually held values. Finally, **we need younger people that we can mentor:** We all grow the most by teaching others. We are pushed to the 'top of our game' when we know that other people are looking up to us.

Mentorship is not optional for followers of Jesus. He tasked us to go and make disciples. So, whether it is senior friends who are trying to mentor us, intentional peer friendships, or us trying to mentor young people, it's all about a process intended to make us conform to the likeness of Jesus. In this newsletter, we want to examine this more deeply. For, the more awareness we can bring to it, the more we will be able to make the most of its incredible beneficial influences.



and...

- * NEW Milestones Section: Celebrating Significance
- * Centerfold Pictorial
- * Thoughts from Tim



Cornerstone Development Africa

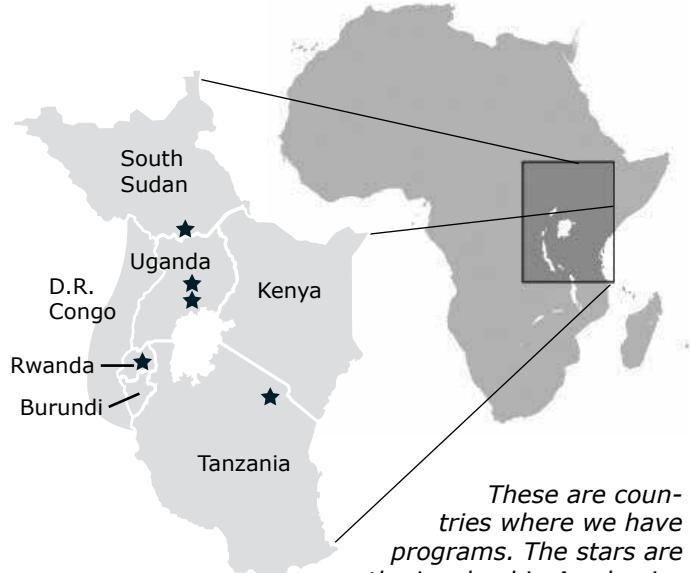
We are a family of friends in the spirit of Jesus committed to:

- * Equipping and advancing a movement of servant leaders with a shared vision for the positive transformation of their communities, nation and region.
- * Compassion for the poor with a focus on young people.
- * Working across the lines of culture and faith differences.
- * Maintaining a long-term partnership with each other.
- * Loving God and neighbor.

Cornerstone Development was established in Uganda in 1988 to help in the rebuilding and development of the nation as it was emerging from a turbulent past. In recent years we have expanded to Rwanda, Tanzania, Burundi, Kenya, Congo and South Sudan. All our programs are directed towards helping under-privileged children, with a special emphasis on youth leadership development. Since its inception the work has steadily expanded to include over 2,000 young people today- in a variety of programs including five schools, ten homes for homeless kids, 4 homes for university youth and sports programs - all designed for providing love, education and character formation.

Our core focus is on "Developing the Cornerstones of Africa's Next Generation". That is, to raise up future leaders with a shared vision of positively transforming their communities and nations, as an outgrowth of their own personal transformation. Our approach involves creating loving, family-like environments in our schools and other programs for under-privileged young people, while empowering them with education and character formation in order

for them to become leaders. Furthermore, the young people coming through our programs are forming a movement that seeks to make a contribution to the



These are countries where we have programs. The stars are the Leadership Academies

betterment of society while promoting reconciliation across all that is dividing humanity. We as a community are a living model of this kind of unity in diversity, in that we are composed of all the different tribes, nationalities, cultures and religious backgrounds found in this part of the world.

In our character development curriculum we teach the timeless, universal principles of forgiveness, honesty, integrity, compassion, kindness, hard work, humility, and of service to the less fortunate, as exemplified in the teachings of Jesus and the perennial wisdom of all traditions, but without affiliation to any one institutional religious group.

See more online:

www.CornerstoneDevelopment.org
www.CornerstoneSchoolsAfrica.org

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Our core focus is 'Youth Leadership Development' after the model of Jesus. So, in addition to our schools, all the various programs we run serve this focus by providing a practical "training ground" where graduates of our schools can learn to serve and pass on what they have received and learned. Each year we put out two magazine's like this one. This newsletter will highlight the power MENTORSHIP has had on our programs that contribute to bringing transformation to East Africa.

CORNERSTONE SCHOOLS (P. 4-6)



In our schools, we seek to create a life transforming learning environment that molds young men and women into leaders whose lives reflect the qualities and principles embodied in the life of Jesus. We mold young people coming from humble backgrounds, but with high potential, into responsible leaders in all fields and disciplines who will be able to serve society beyond their own self interest.

ALUMNI ASSOCIATION - COSA (P. 7-9)



This aspect of our work aims at creating long-term relationships with the students who have graduated from our schools and have joined post secondary institutions of higher learning. This is done through frequent fellowships, maintaining intentional relationships, and continual mentoring. Our real impact will be measured when these graduates make a difference in their nations.

OUTREACH PROGRAMS (P. 12-14)



Through the Africa Youth Leadership Forum, High School Leadership Development Initiative, and Muslim/Christian Relations, we empower youth we have invested in to reach out to their peers with the goal of creating African leaders who will know how to reconcile relationships, speak the truth without being religiously divisive, see people without labels or stereotypes, and ultimately love each other and those whom they lead.

YOUTH MENTORING (P. 15)



In our Youth Corps Homes, we empower young people whom we have invested in at the schools, to reach out to the next generation and pass on what has been given to them. It is a practical training ground where they begin exercising leadership, and cause meaningful change in communities. These homes provide at-risk youth with a sense of family, while meeting their basic needs of love, food, shelter, and guidance.

CELEBRATING SIGNIFICANCE

This is a new section of our newsletter where we can celebrate notable events, achievements, and milestones withinin our Family of Friends.

THOUGHTS FROM TIM

Tim Kreutter explores the power of mentorship through the lens of his own experience being mentored by Doug Coe.



CORNERSTONE SCHOOLS

CORNERSTONE LEADERSHIP ACADEMY UGANDA

Here at CLA Boys School, we were excited to hear of this newsletter's theme because we feel that mentorship is one of the most integral parts of our school. Throughout Jesus' life, he prayed, ate, and walked with his disciples. After spending time with Jesus, his disciples had been transformed into great men and women simply by having lived life with Jesus. This is what we seek to achieve at CLA- we want to create a life transforming environment that will mold young men into future transformational servant leaders whose lives will fully reflect the character qualities embodied in the life of Jesus. Many would simply call us a school. While this is true, we have an environment of mentoring based on the lessons of Jesus that makes us unique. We live side by side with our students, challenging them, encouraging them, praying with them, all so that they can become the best versions of themselves. This philosophy of mentorship calls for an open atmosphere where all are free to provide open and honest feedback, help each other in times of weakness, be with one another in times of strength, and continue to build our family of friends in the spirit of Jesus. This view of life, togetherness, and mentorship- modeled after Jesus- has made a huge impact on the way we relate with our students. For example, we know that humans make mistakes. And with this view of mentoring we believe in the transformation of the individual, not simply compliance. So, instead of punishing students for wrongdoing, we gently correct them reminding them that we are all con-

tinuously learning from one another. The correction comes not only through what we teach, but more so through how we live our lives. Through this way of teaching, we've seen great men graduate from our Academy and become powerful citizens and men of integrity who have continued to positively influence the communities they come from. We've seen the incredible power of mentorship in our own school and students and therefore challenge our students to live a life that will spread these ideas and transform their communities. *By: Kenneth Tumwine*



Discipleship class at CLA Boys Uganda

Every one of us needs someone in our lives who sees God's potential in us and helps us to discover and unfold it. God intended for us to be in communities that could guide us, teach us, and mold us into who God created us to be. We see this at CLA Girls in the lives of the students and the teachers. We know that simply providing education is not enough. We

need to provide love, support, and mentoring in a way that will allow people to grow into the best version of themselves. At CLA Girls we have created an environment that intentionally mentors in the way of Jesus. We form real friendships with the students, spending time with them, talking to them, guiding them. We entrust them with responsibility as part of our mentorship. We attempt, as best as we can, to live lives worth emulating because we know that one of the best ways to mentor is to walk the talk- to be role models. In mentoring, we practice and teach patience, forgiveness, consideration of others, and many other things. We try to practice and teach how to love others. Many of the students that attend CLA have not felt unconditional love from their families and this is something we want CLA to provide. As part of mentorship in the way of Jesus, we try to love and accept our girls unconditionally, showing them that we believe in them and their potential. We see the girls being moved to greater heights just by knowing someone believes in them. In my own life, I've experienced a shift in my life from mentors who taught me my true identity as a Child of God. It is this shift that has inspired me to ensure that the mentoring culture at CLA girls is one of simply pointing others to and emulating the great Love of Jesus. *By: Sarah Mwesiga*



Jackie Mbabazi welcoming students & parents at Thanksgiving Day Celebration in Rwanda

CORNERSTONE LEADERSHIP ACADEMY

RWANDA

Mentoring to me, means holding a person's hand. Neither pulling or pushing, but simply walking alongside them with the aim of helping the mentee have a better view of something specific the mentor targets. While I was at CLA Rwanda as a student, I didn't know much about servant leadership, but as I continued seeing it put into practice by my mentors, both peers and teachers, I learned more about it and was able to help younger students to learn as well. Currently at our school, we run a program called "High School Leaders' Mentorship" through which, along with our students, we meet with the student leaders and teachers of neighboring schools and share with them the leadership principles and habits that we learn at Cornerstone. We intentionally continue visiting them to build our friendships, guide them, and see the impact these teachings have made in their schools. Learning from my own mentors at CLA I have learned that mentoring is an intentional act through which a mentor helps a mentee reach a higher level. We mentor and are mentored in so many ways that we may not even notice. We mentor by example, people around us noticing our behavior and actions. We must be aware of this everyday. This work of mentoring is something that is inspired from a place in the heart. You sacrifice your time, you invest love, you fulfill the desire to return what your mentors gave to you, and finally to live a life of service. I know that by mentoring these young students, they will be able to take what they learn into the corners of the earth that I may never reach. Seeing my mentees makes me feel so proud because I can see great leaders within each of them. Through my time at CLA, both as a student and now a teacher, I've learned mentoring requires sacrifice to be present with your mentees. It requires humility because humility helps both parties to learn from one another. Finally, I've learned that mentoring requires unconditional love because it helps you meet eye to eye with any person regardless of tribe, religion, race, or class. *By: Nzaramba Theoneste* 5

CORNERSTONE SCHOOLS

EKITANGAALA TRANSFORMATION HIGH SCHOOL

Over time I have come to realise that the only way to achieve our vision is through mentoring. As iron sharpens iron, all of us, irrespective of where we are or what we do, we are mentors of some kind and stepping stones for the building of a bigger vision. At Ekitangaala, we are privileged to have the opportunity to influence our students and see them become well positioned to contribute toward the achievement of Jesus' vision for the world. Our students enter our program at a young age. As teachers, we are reminded that we have the ability to mentor them, awaken their hidden abilities, and form relationships with them that will allow them to flourish in the future. We find that as students exit our program, most of them have clear visions, great friendships, and a good attitude toward life and its challenges. We consider these things a result of the way that our teachers choose to live a life that clearly exemplifies what we hope for our students. We love them in pain, we pray with them, stand with them in trying moments, and guide them by reminding them of their potential. Thank you for standing with us as we strive to make a difference in the lives of these students. *By: Kijambo Jimmy*

TANZANIA

Mentorship has yielded great power in the culture of CLA Tanzania. We look to the teachings of Jesus to re-inspire us on how to mentor and live in community. We believe that being a mentor means acting from a place of love for the other person, having faith in their abilities, and hoping with them for a better tomorrow. One thing that has made me realize the power of mentoring in our school is the way students have learned to communicate with one another. As teachers, we create an atmosphere of honest and open communication and this has changed the way many of our students relate to one another. As a headmaster, I feel that I must strive to be loving to the students and staff that God has blessed me with so that attitude will carry throughout the whole school. Our staff attempts to apply this love practically in our relationships with the students. This has always made our program unique and is the basis of transformation of our students. I do my best to weave mentoring into the fabric of our school by making sure I make time for one on one interactions



Senior 5 Students in Discipleship Class

THE LEADERSHIP ACADEMY OF

SOUTH SUDAN

Mentorship has been a powerful force at LASS. Our students, teachers, and the community have benefited greatly from working together, learning from one another, and forming a shared vision.

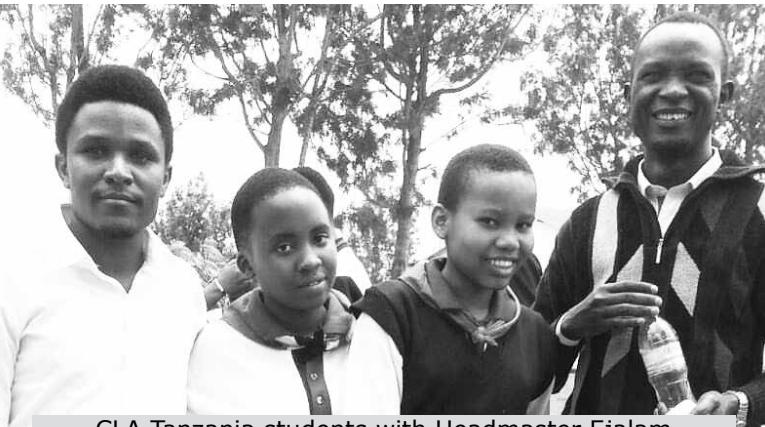
Academic Mentors: This year, we are grateful to introduce academic mentoring as part of our school culture. We will have alumni who performed extremely well stay on at the school to mentor current students. This year we have three alumni who have joined this initiative.

Teacher Mentors and Students Mentors: We also have student-mentors who mentor alongside teacher-mentors. As the teachers train students on discipleship, they are also intended to carry out mentoring at the same time. They do this one on one with the students and through 'group mentoring' at times. The student-mentors (2 boys and 2 girls) are selected yearly and help in peer mentoring which inspires the other students.

Work Contribution: As a school, we involve the students and staff in 'work contribution'. This has always been a significant avenue for students to learn and work together while appreciating the environment and community with the mindset of giving back freely.

Community Outreach: Some of our teachers and students are greatly involved in the community service outreaches such as fellowships, prayer sessions, and community service within Nimule. We have encouraged students and teachers to pray with the community in order to build relationships with the wider community.

Educate! Business Mentoring program: This is a program that recently is taking shape and being nurtured to mentor students in the realm of entrepreneurship. This is the first program in LASS focused on mentoring the students to have a business mind as well as develop projects that are influential and sustainable with a long lasting impact in the community. In March of this year, students were able to clean the area surrounding the school fence and the main road leading to LASS. *By: Charles Labalpiny*



CLA Tanzania students with Headmaster Ejalam

with individual students and workers. This is the way of Jesus and it has made such a difference in our program. It builds unbreakable relationships. For example, I meet weekly for a Heart to Heart meeting with a group of student leaders. The intention is to listen to them, to share personal experiences with honesty, and to learn from one another. This has created a bond between us that has positively impacted our school. The final aspect of mentoring that has proven very powerful for our school is the act of togetherness. Living together in community gives us the chance to apply what we teach in our character development classes. We are prompted to live out the teachings of Jesus by living in a diverse community of students and teachers. Overall, the power of mentorship in our school is undeniable. It is living in the way of Jesus and his mentoring style that makes our approach unique and transformative.

EKOSA gathering in Kampala



CORNERSTONE OLD STUDENTS ASSOCIATION

UGANDA

COSA is driven by mentorship. We view mentorship as an opportunity to serve, build stronger relationships within the family of friends, and as an opportunity to mentor the young leaders of today that will eventually influence and impact society. To create the lasting impact we want to achieve, we deliberately create informal mentoring relationships in our work with the young people knowing that because mentoring is a two way thing, its impact will be felt both by the older and younger generations. We view mentoring as a dynamic, ever evolving relationship requiring substantial investment by both the mentor and mentee. We believe mentorship is powered by empathy and understanding. You see this type of mentoring relationship woven throughout all of our work. To facilitate informal mentoring, COSA members meet in small groups and fellowships in the spirit of Jesus. This has fostered a sense of unity among our members. Old and young generations come together to promote an atmosphere of continual spiritual growth in the spirit of Jesus. Mentoring is central to our work as it promotes internal cohesion and support amongst our members and it shows up in many ways throughout our work. The discipleship curriculum we study at the Leadership Academy becomes more practical during the COSA stage when our members are actually in the professional world and giving back to our communities and impacting the young generation through men-

torship. COSA also offers support in the form of professional mentoring to current students by pairing them with a member in their field of study to mentor them in their careers. We also engage peer mentoring by retreating together to deepen our relationships internally as a larger group. Impacting Uganda and beyond using the message of Jesus is our ultimate aim and we feel that mentoring has played a major role in driving this work. Jesus is the overall mentor and by looking at the way he taught and spent time with others, we mirror our work after these lessons. *By: Mary Nabuuma*

Mentoring has been a major tool in drawing the EKOSA family together. Not only does it provide a space for developmental relationships through which we can flourish, feel supported, and grow, but it also provides practical professional and personal enrichment to our members. One example is the career mentorship we provide. This aspect of our mentoring draws the most members. Another example of mentorship in our programs is the support we've gained from Cornerstone staff. They spend time coming to house fellowships in order to bridge the gap between the older and younger generation while strengthening the Family of Friends. Peer mentorship is also a major part of our program. Due to the close associations with one another, our members improve on their relationships, navigate through the complexities of life, and are provided valuable support by their fellow members in critical moments in life. For example, the class of 2009 contributed a huge amount of money to stand with their classmate who underwent several caesarian operations. You see that our members provide peer mentorship by standing with one another in times of happiness and sorrow. Mentorship is woven into all that we do and we are proud to say that in the Spirit of Jesus we can see these mentoring relationships making a huge impact on our members.

By: Nalugo Bonita



COSA members supporting Simon Edube at his wedding to Esther Namande

TANZANIA

Successful people never reach their goals alone. I have realized this through the many years I have been involved with the Family of Friends, Cornerstone. I was mentored at CLA to be a faithful servant leader. I got inspired by my teachers who tapped into my leadership potential. I moved on to become a mentor in Youth Corps. It was a great experience to give back to the Cornerstone community that had given me so much. During that time, Uncle Tim impacted me a lot through his talks in fellowships and through many inspirational leadership books he gave me. He told me how to do things with a right spirit and I am forever thankful for these lessons who have made me who I am today. He inspired me to mentor others the way he had mentored me. In the COSA community in Tanzania, mentoring has created a positive impact in the lives of many people. Most of our young people have become mentors themselves and have done great things to pass on the lessons they have learned to others. With the support and mentorship within our COSA community we have had many transformed servant leaders coming up in the country. It is from our COSA community that this nation got the youngest Diwani Elia Fredrick in the national polls, Rogathe Loaki and Mwandi Frank were selected to represent Tanzania in Rwanda at the East African Parliament on the Platform of youth ambassador for regional integration, Joram Nkumbi has emerged to be one among the influential motivational speakers here in Arusha through the AYLF and HLDI platforms, and the list could go on and on. During the university holidays, CLA TZ receives many old students coming from around the country with the intention to mentor their young brothers and sisters still at CLA. All of this is happening because of the spirit and power of mentorship these young men and women adopted while at CLA. Our mentoring approach is unique because we model it after Jesus. We seek to impact few who will influence many. We are a family of friends



who are committed to mentoring one another long term. We believe this approach will allow us to continue being a movement of servant leaders who will continue championing positive change in this region.

By: Sam Sanya

RWANDA

Two Thousand years ago, a man named Jesus revealed to us a key aspect of leadership that we now call mentoring (Matt, 28:18-20). He showed us that as leaders we should spend ample time with one or two, or a small group, of people that we lead in order to teach them. For the last eight years, COSA Rwanda has been following this model. Other organizations may find it strange, but following this way of Jesus has served us tremendously. Eight years ago we started COSA with 37 members, one University campus, 2 class coordinators and one staff member. Currently we have close to 300 COSA members, our monthly fellowship have increased almost tenfold, and we have several staff. We have members in China, Costa Rica, the US, and across East Africa. In order to be effective in our program on this global scale, we must look at the importance of mentoring and relationship. I have taken time to develop the team that I work with, given them the freedom and power to lead and do things on their own, and together we have focused on empowering both the campus and generation coordinators. This is the essence of mentoring. We are able to empower these young people through mentorship and now they are mentoring others. We have faith in our team even when we are not entrenched in the work because we have seen them flourish through mentorship. Uncle Tim has been my great mentor and I have learned how to empower and develop leaders like he has done to me. All in all, I am passing on what Cornerstone has passed on to me, and proud to be part of this great family of friends in Jesus. *By: William Kinunu*



COSA Tanzania members

SOUTH SUDAN

In Matthew 5:9 Jesus tells us that as peacemakers we are blessed. This has been a theme that has energized and inspired LAOSA (Leadership Academy of South Sudan Old students Association) members. This year, LAOSA has around 77 members and as we continue to meet together as a community, reflect on the bigger picture of God's intention and vision for our lives and our community. This peer mentoring is one major way that we have seen the power of mentorship in our programs. By meeting together we find ourselves energized to become better people and learn from our peers. We understand that where we are weak, our brothers and sisters may be strong. We are able to embrace this spirit of brotherhood and sisterhood that we have learned from the life of Jesus. We also spend time supporting one another in all of our endeavors. For example, many of our members have taken up leadership positions at different universities. This is a practical way our members are utilizing mentorship and preparing to be future leaders of our nation. Looking at the way Jesus led, we believe that when we fully commit to the transformation of our generation by holistically embracing the idea of mentorship, LAOSA members will make a great impact in their societies. Finally, we view mentorship as a major way to bring reconciliation to our nation and communities. LAOSA members have started an organization called Diverse for Peace and Reconciliation. The aim is to work with youth in our country to focus on the issues of leadership, reconciliation, and mitigating the spirit of tribalism that is a rampant issue in the young country of South Sudan. We were able to bring 300 youth together to train and sensitize them on leadership, reconciliation, dangers of child soldiers, and the importance of love for one another despite our cultural and tribal diversity. This program has helped to unite the youth and spread the spirit that we are all brothers and sisters under one Father, regardless of tribe. We feel that this type of mentorship will be a cornerstone of building peace in our Nation.

By: Dawa Agnes

LAOSA Members having fun at Sipi Falls, Uganda



COSA members dancing at Annual Easter Retreat



Circle discussions at COSA Couples Retreat in Uganda



Tim & Cathy at the wedding of Modeste & Jackie



Cornerstone

Newsletter Pictorial



Julius Ejalam, CLA TZ Headmaster, and son enjoying Lake Victoria at the Staff Retreat

Class at CLA Girls Uganda



Annual COSA Retreat in Entebbe



Traditional dances at CLA Rwanda Thanksgiving Day Celebration





Formulating a Theory of Change for HLD's Monitoring and Evaluation Department



Youth Corps girls repainting their home in Gulu, Uganda



Michael Timmis Jr., Bailey, and Teresa visit CLA Girls in Uganda



High School Leadership Development Small Group



Friends from Lebanon visit Cornerstone Tanzania



LASS alumni elected as Ministers to University Guild Council



Mentors at CLA Tanzania

A Family of Friends!

HLD students participating in a service project



High-School Leadership Development

A group of students huddled around one another or an older member is a common sight in all the High School Leadership Development (HLD) engagements, whether it's the occasional activity bringing numerous students together or the frequent bi-weekly small groups that happen in the HLD schools. While it is true that the values of Leadership, Integrity, Unity, Respect, and Responsibility that HLD is seeking to teach the student leaders are transmitted through lessons, real character change can only happen when these values are modeled by the people around these students. As the adage goes "good character is caught not taught." That is why as a program, we continue to utilize members of the environments in which these students leave and equip them to act as mentors, modeling the values so that the students can learn them. Although we also run high-school programs in Rwanda and Tanzania, I have highlighted just below a few ways in which mentoring is applied in the HLD initiative in Uganda.

Peer Mentoring: At the start of a new program year which comes with the election of new leaders, between 10-20 of the outgoing leaders are selected to serve as peer mentors to the incoming student leaders. These 10-20 peer mentors are selected based on their interest, participation and if they were able to demonstrate learning and practice of the values taught. These peer mentors are then placed in charge of smaller groups of a maximum of 10 members. Among other things, the peer mentor then becomes responsible for leading the group discussions that ensue after every HLD lesson, mobilizing his small group for HLD activities and advising the leaders in his small group on how to address the challenges they face as they exercise leadership on a daily basis. This has been a formal but effective way of mentoring as these student peer mentors have a better understanding of their fellow students and therefore

easily connect understand and help. It's also ideal because these students live together which makes it possible for honesty, opening up to each other and sustaining motivation. In some of our schools, in case a student leader gets a problem with the administration, the peer mentor assigned by HLD is the first individual reached out to address the issue.

Mentoring from superiors: The program has also intentionally engaged older people of various categories to guide, share knowledge and experience with the student leaders we work with. In every region and for every school we have a coordinator whose work is to mentor the students while coordinating program activities. They are a frequent presence to the students, giving them an opportunity to build deep informal relationships with the students for deeper mentoring. They work with other Cornerstone Leadership Academy Alumni and African Youth Leadership Forum members to teach, share with students therefore mentoring them. HLD also works with the patron of the student leaders in every school to act as mentor. We have developed lessons for Patrons on how to be mentors that is taught during our regional mini vision conferences. During our activities, we have consistently engaged certain prominent members of society to speak and share experiences with the student leaders. Exposing our students to an environment with all these people and creating relaxed and interactive activities has led to the establishment of mentoring relationships. Our target now is to further engage other members of the environments in which these students live like the rest of the teachers and even the parents to the student leaders. The learning of values can only occur when the different environments that students experience and learn from are reiterating the same values. Everyone in a student leaders' life must be a positive mentor. *By: Nathan Onyango*

African Youth Leadership Forum

Mentoring is a critical part of what shapes our work. We see mentoring in three dimensions; an older person to a younger person, peer to peer, and peer to a younger person. We have structured our mentorship work in four levels: 1. Senior friends (people in their 40s and above) 2. Friends between 25 to 40 years (young professionals and AYLF alumni) 3. Friends between 18 to 25 years (made up of mainly University students) 4. Secondary school students. The Senior friends spend time sharing their lives with the young professionals. The young professionals spend time in peer mentoring. There is also a platform for the senior friends and young professionals to mentor University and Secondary school students. Another way mentoring is woven into the fabric of the AYLF programming is through small groups. At this level, a lot of peer mentoring is taking place. Additionally, the alumni occasionally meet in small groups with senior friends from all backgrounds including business, politics, civil society, academia, faith, etc. in order to be mentored. Currently we have about 95 small groups across all the countries we work in. The small groups are run by students and are given the chance to grow in relationship with one another while also engaging with AYLF alumni and senior friends. Some are even engaged in one on one mentoring. After AYLF students graduate from University, they are encouraged to go back after graduation to mentor high school students. We also have a leadership curriculum which the students undergo for a specific period as a form of mentorship. The students either discuss it among themselves in small groups on campus or we organize a seminar or leadership training workshop through which they receive this kind of mentoring. This leadership curriculum enhances the other mentoring that is implemented in our work. The students who undergo the leadership



AYLF Gathering in Kenya

trainings are encouraged to back to their communities (former schools, youth clubs or among their peers) to pass on their experiences. So, do we see a big impact from mentoring throughout our work? The ANSWER is a big YES! Without the power of mentorship, our work would not exist. The visionaries of this work have come through this process. We have continued to attract new members because of the mentoring approach and we have maintained members after University because of this approach. As you can see, mentoring is core to the AYLF approach. We aim to keep our alumni engaged in long term relationships and this idea of multi-tiered mentoring has been instrumental in this. Since 2007, our strength has come through these mentoring relationships. Our work is growing at a speed we cannot control because of the desire for people to connect to mentoring relationships. **We cannot properly honor the power of mentorship in our work without mentioning one of the great AYLF mentors, Dr. Byamungu Magadju Gildo.** He mentored a small group in the city of Uvira in DR Congo and spent his life working toward unity. He believed in bringing people from different political, tribal, and religious backgrounds together and because of his belief in these things he lost his life. His life was taken defending the ideal of a brotherhood/sisterhood under one Fatherhood and bringing heaven here on earth. While this is a big setback for the group, we will honor his memory by continuing this work. *By: Allan Sheperd*



AYLF Gathering in Kenya

Gathering at Muslim high school in Kampala



Across The Dividing Lines

Finding Unity in the Principles, Precepts & Person of Jesus

In Uganda, in the work we do with Muslims and Christians, mentoring is a fundamental key in helping people to realize transformation. As we seek to advance the message of reconciliation and unity in the spirit of Jesus to the Muslim community, we recognize that it's through mentorship, modeled after Jesus, that we can be most effective in sharing our vision and ensure that people grasp the message very well. To me, mentoring means choosing to love and spend time together with people you want to see change. This is real love that inspires me to go far in giving of myself to see real transformation in others. This reminds of the great teaching of Jesus "love has no other than this, that one lays down his life for his friends." As a mentor, I tune my mind to that teaching of Jesus. Each time we deeply reflect on the teachings of Jesus in our mentorship groups around the different universities, we are inspired to get to know one another on a heart level. This has been a very important aspect in resolving the issues of misunderstanding, stereotypes, radicalization, and terrorism. These are some of the issues that have kept the gap between Christians and Muslims widening and it calls for a new way of living inspired by the teachings of Jesus. Again with our focus on Jesus and his approach we set our focus on the big picture of the Kingdom of God the Jesus talked about all the time. This has been a motivation that keeps us faithful to continue mentoring others in order to see real transformation in them.

By: Katelyn Faisal

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In Tanzania, in our work with Muslims and Christians, we have found that peer to peer mentoring is one of the most effective ways to draw people together across division. This form of mentoring focuses mainly on sharing life experiences despite the fact that we come from different religious backgrounds. This type of peer mentoring is powerful because both Muslims and Christians come together and share from their heart about their own religious experience and recognize the commonalities between them. Across the country, our participants meet in small groups to discuss their faith, spend time together, and use the teaching of Jesus as a way to bring unity across division while strengthening their own faith. They also take time to share about the spirit behind promoting this idea in society as a way of bridging the gap between Muslims and Christians. This heartfelt peer-to-peer mentorship has proven effective for us in allowing people to come together in the spirit of Jesus despite their differences. *By: Abdallah Babu*



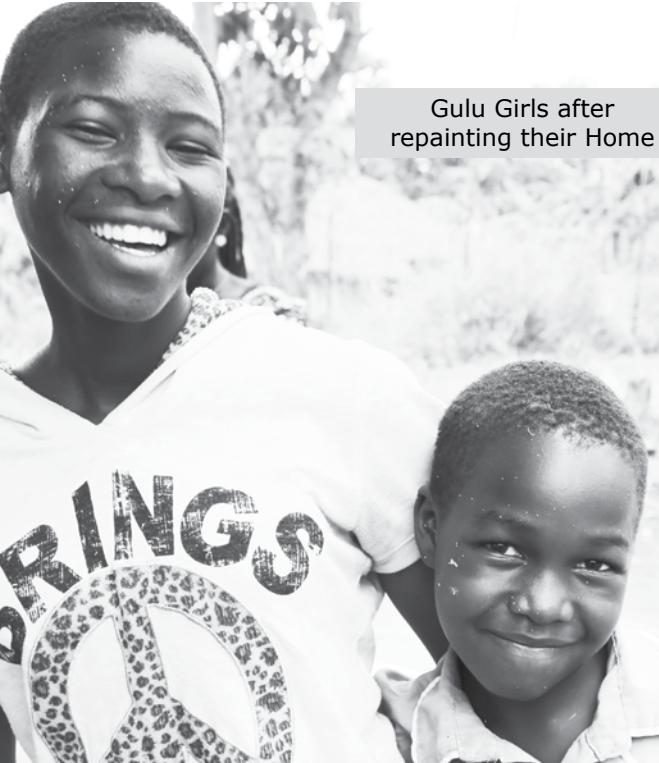
Muslim Christians Relations small group in Arusha, TZ

Youth Corps

Mentoring Homes

The Youth Corps Program exists to transform and empower young people using the principles of Jesus to impact their communities. As 2017 began, our team was full of energy to make an impact in the lives of the youth we serve. We currently have a team of 33 mentors working in 10 Youths Corps homes in Uganda. All of our mentors are CLA alumni who have graduated from A-level and are currently in university. We also have 6 senior staff who work at the head office in Kampala and Gulu. The staff and mentors act as both administrators of the programs as well as mentors to the 150+ youth we serve in our programs. These are mainly youth who have gone through difficult times and those who are under privileged.

After learning about the importance of mentorship at CLA, our graduates are given the chance to practically live this out as caretakers in the Youth Corps Homes. Mentorship is at the base of all we do. We have also been privileged this year with a number of new initiatives at the Learning Center, a place where all our youth are able to gather and learn vocational skills. The most recent event was a Talent Show. It was a beautiful event where we had all the youth come together to showcase their talents such as singing, dancing, etc. Even our youth from Gulu were able to come down for the event and spend time with their brothers and sisters from Kampala.

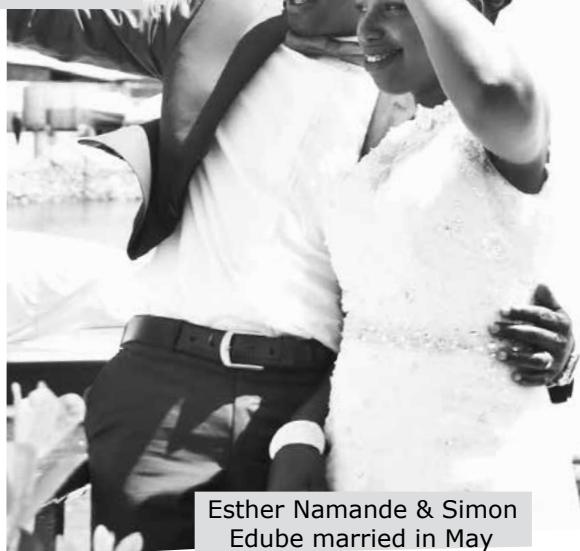


This event was extremely successful; everyone had fun! As a Youth Corps Family, we constantly reflect on the words of Winston Churchill, "We make a living by what we get, but make a life by what we give." Together, we have chosen to live our lives with the aim of creating positive change in the lives of others. For the years I have worked with the youth, I have realized that the only way to mentor others is by sharing our life experiences and God's faithfulness. This is how Jesus mentored. We've come to believe that mentoring is a lifetime job. We have dedicated ourselves to Kingdom work by loving and caring for the underprivileged (Matthew 28:19). We are grateful to God for this opportunity to transform the lives of young people through mentorship relationships in the spirit of Jesus. There is a Buddhist proverb that says, "if you light a lamp for someone it will also brighten your own path." And that is the power of mentoring.

By Simon Luke Edube



In the spirit of celebration, we are adding a new section to our newsletter. We are calling it "Milestones." It is a chance for us to celebrate the significant moments and milestones happening in our community. We believe that significance comes in many forms, from the life changing events to the small moments in our connections with others. Throughout the rest of our newsletter, we celebrate many of the small, but significant everyday moments. This section is a space where we can record and celebrate larger events, best efforts, milestones, and accomplishments in our "family of friends." We want to celebrate weddings, leadership posts, jobs/internships/promotions, published books/music albums, academic results, and more! We are not only mentioning successes, but also valiant efforts that align with our core values. Please note that this section is just a small glimpse of the accomplishments in our community across East Africa. If there is something significant you'd like mentioned in the next newsletter for yourself or another member of the family of friends, please email: cstonemedia256@gmail.com.



Esther Namande & Simon Edube married in May

Academics

- Senkosi Moses (UG-CLA '01) awarded a PhD from University of Melbourne.
- Ojambo Stephen (UG-CLA '02) awarded a PhD from Makerere University.
- Kilama Denis (UG-CLA '02) awarded at PhD from Africa Renewal University.
- Wanyenze Florence was awarded a Master's Degree (UG-CLA '07)
- Agaba Jonan (UG-CLA '07), Byogero Lydia (UG-CLA '06) awarded a Post Graduate Diploma
- Twizeyimana Angel (RW-CLA '10) received a scholarship to earn a Master's Degree in China
- The following TZ-CLA alumni have graduated with Bachelors Degrees from various Universities in Tanzania: Abrahaman Juma, Amedeus Kimaro, Anna Benedict, Barnaba Mnyasi, Elifaraja Massawe, Elijah Fredrick, Elly Johnson, Esther Mnkenyi, Ezron Charles, Flora Kisanga, Joram Nkumbi, Joseph Lyimo, Julieth Msonsa, Justina Charles, Leonce Rwebembe, Magoli Waziri, Magreth Kilewo, Mark Mhangwa, Mary Mazanza, Miriam Mtemi, Mwaija Siwa, Nason Daudi, Neema John, Nice Anthony, Nuru Mapunda, Rehema Simon, Sane Maura, Sara Tarimo, Theresia Kimathi, Upendo William, Vicent Yohana and Yulitha Kiungo
- The following RW-CLA alumni have graduated from various Universities in Rwanda: Abagwaneza Jacky, Bishanga Fred, Cyatukwire Rose, Gacondo David, Habamugisha Ejide, Harelimana John Peter, Hitimana Prosper, Ishimwe David, Kagame Alex, Kanyange Meble, Karengera Tom Safiri, Kimanuka Sam, Kirabo Deborah, Mbabazi Goreth, Mushambo Phionah, Mutesi Irene, Mutoni Betty, Mutoni Justine, Mutoni Sharon, Mwiza Peace, Ndatimana Sedar, Rutinduka Ronald, Sewadata Melchoir, Tengera Dorah, Tumusime Fred, Twagirayezu Saidi, Uwamurera Petience, Uwera Dorren, Uwibambazi Claudine, Kagabo Innocent, Muhoza Flomina, Mutoni Scovia, Tesire Ai-

dah and Tumwine Elias

- The following UG-CLA alumni have graduated from various Universities in Uganda: Kayongo Godfrey, Guma Patrick, Kikomeko Richard, Murangira Flesian, Muluga Akramu, Ocaya Richard, Muthian Bonnifence, Olaka Bonnyface, Otim Martin, Ssekeba Harunah, Akao Juliet, Anena Lilian, Anyait Gladeth, Apio Sharon, Irankunda Immaculate, Kabaganda Esther, Katushabe Perepetwa, Nabukenya Shamimu, Nakawoya Jackie, Nalweyiso Jackie, Namagga Dorine, Ngabire Jackie, Oguzo Loyce, Tuhaise Lilian, Nakawuka Edith and Natukunda Grace
- The various UG-ETHS alumni have graduated from several Universities in Uganda: The following have EKOSA Members have graduated with Bachelors degrees from various universities in Uganda: Naiga Prossy, Bwanga Dennis, Bwanga Yonah, Ayo Oliva, Kirabo Jovia, Kizito Tadeo, Tom Luhanga, Okot Oscar, Serubombwe John, Uwamahor Rehemah, Namalwa Carol, Muteteri Peace, Akello Sharon, Nadongo Cissy, Nakoza hilda, Rwililiza Winnie, Akampulira Janis, Nyiramihanda Phina, Kizito Michael
- Kagame Carlos (RW-CLA '11) graduated with a Bachelor's Degree from Quest University in Canada
- Kagezi Ritah (RW-CLA '11) graduated with a Bachelor's Degree from Lehigh University in the US
- Mfashingabo Michael (RW-CLA '11) graduated with a Bachelor's Degree from Abilene University in the US
- Ainomugisha Rita (UG-CLA '16) received a scholarship to study Community Psychology at Makerere
- Babirye Kyonza (UG-CLA '16) received a scholarship to study Drama and Film at Makerere
- Kafire Alamanzan (UG-CLA '16) received a scholarship to study Procurement and Logistics at KYU
- Tumusime Alex (UG-CLA '16) received a scholarship to study Science in Technology at KYU
- Achola Brenda (UG-CLA '16) received a scholarship to study Business and Computing from Makerere University Business School
- Nabatanda Gloria (UG-CLA '16) received a scholarship to study Counseling and Guidance
- Stella Matitina (RW-CLA '16) received a scholarship to African Leadership University
- Iradukunda Pacifique (RW-CLA '16), Girubuntu Stephen (RW-CLA '16) received a scholarship at Kepler in Business Studies
- Mutoni Dianah (RW-CLA '16) received a scholarship to study at Kepler in Rwanda
- Neserian Erasto (TZ-CLA '17) received a scholarship to study Agricultural Studies at EARTH University in Costa Rica
- Nembuani Loserian (TZ-CLA '17), Namayana Resso (TZ-CLA '16) received a scholarship to Nehemiah Gateway University in Albania for Business Studies
- Umuhzo Edith (RW-CLA '15) received a scholarship to study Medicine and Surgery in China
- Kabatesi Jannette (RW-CLA '15), Hakizimana Alex (RW-CLA '13) received a scholarship to study at Nebraska Lincoln University in the US
- Simbi Fanique (RW-CLA '16) received a scholarship to New Life Africa
- Byiringiro Didier (RW-CLA '15) received a scholarship to study in the US
- Tumwine Enock (RW-CLA '14) received a scholarship to the University of Toronto in Canada
- Wakabu Christopher (UG-ETHS '16) received a scholarship to study Science in Education at Makerere
- The following RW-CLA students were listed top ten in their respective combinations nation wide on 'A' Level Exams: Twinamatsiko Darius (HEG), Muberarugo Jacky (HEG), Stella Matitina (HEG), Batamuriza Diana (HEG), Ishimwe Deborah (HEG), Muhire Faustin (HEG), Uwera Ruth (PCB) Dusabi-

- mana Emanuel (PCB) and Ashimwe Murenzi Jean Claude (PCB)
- Fourteen RW-CLA students participated in the KOICA 2017 National Science Competition and the three of them made it to the national level

Leadership

- Sabitti Sylvester (UG-CLA '13/AYLF) Elected to Guild Representative Council School of Languages, Literature, & Communication- Minister of Information at Makerere University
- Abu Baker (UG-AYLF) Elected Guild President at Islamic University in Uganda Mbale
- Ndizeye Thaina (RW-AYLF) Vice Guild President at Gitwe University
- Awori Emmanuel Biryozi (UG-AYLF) Elected Guild President at MUBS
- Prisca Amongin (UG-AYLF) Elected Guild President at Uganda Christian University
- Asiimwe Ernest (UG-CLA '13) Certificate for remaining on Vice Chancellor's list at MUBS
- Mugarura David (UG-CLA '14), Nansubuga Lillian (UG-CLA '14) Contested for GRC at KYU
- Lopian Paul Scholes (UG-CLA '15) Contested for President of the School of Social Sciences at Makerere
- Kisembo Monica (UG-CLA '14) Contested for Vice President of the School of Social Sciences at Makerere
- Akello Nancy (UG-CLA '13) Interior Minister Africa Hall at Makerere
- Opolot Daniel (UG-CLA '15) Minister of Information, CONAS at Makerere
- Ahabwe Jackie Sabiit (UG-CLA '14) M.P & Minister of Finance at Kampala International University
- Chekjurui Ben (UG-CLA '14) Speaker, MUESSA at Makerere
- Gatete David (UG-AYLF) Elected Guild President, Information & Justice GRC at YMCA
- Mutoni Dianah (KA-AYLF) Class Representative at Mount Kenya University
- Modern Atuhuriire (UG-AYLF) Elected Guild Speaker at Bishop Stuart University
- Dashi Yahya (UG-AYLF) Elected Guild Speaker at Islamic University in Uganda Mbale
- Rubaduka Frank (RW-AYLF) Minister of Foreign Affairs & Cooperation at University of Rwanda
- Munganyenimana Vital (RW-CLA '12) Class Representative at Independent University of Kigali
- Rwigema Emmanuel (RW-CLA '15) Class Representative at Independent University of Kigali
- Kwizera Geoffrey (RW-CLA '15) Class Representative at University of Rwanda
- Kamanzi Geofrey (RW-CLA '12) Class Representative at University of Rwanda
- Mukeshimana Question (RW-CLA '14) Class Representative at University of Rwanda
- Kayinamura Faustin (RW-CLA '14) Vice President of Scripture Union
- Baruta Patrick (RW-CLA '12) Class Representative at University of Rwanda
- Byiringiro Daniel (RW-CLA '14) Class Representative at University of Rwanda
- Hakiziman Alex (RW-CLA '13) Guild

- President of Kabgayi School of Midwifery and Nursing
- Cornerstone Development Rwanda received an award from the district of Rwamagana in recognition of the contribution the organization has made in the development of the district and the country
 - Arinaitwe Enock (RW-CLA '12) Minister of Planning & Production at University of Rwanda
 - Juma Yom Majidi (SS-LASS '15) Elected as General Secretary at Livingstone University
 - Panchol Alier John (SS-LASS '15) Minister of Academic Affairs at Livingstone University
 - Pitia Phillip Lodu (SS-LASS '15) Minister of Disciplinary Affairs at Livingstone University
 - Poni Annet (SS-LASS '15) Minister of Finance at Livingstone University
 - Khemis Zakaria (SS-LASS '15) MP at Bugema University
 - Charles Ohure (SS-LASS '15) MP of Information Technology
 - Loro Ronald (SS-LASS '14) MP of Residential Living

Jobs

- Lagen David started an NGO in Northern Uganda that is now reaching over ten thousand people and employing over 10 staff including four alumni
- Susan Mirembe (UG-CLA '11) Job at Amazima School in Jinja
- Jackie Ngabire (UG-CLA '12) Job at Amazima School in Jinja
- Masembe Simon (UG-CLA '11) Job at Amazima School in Jinja
- Akoli Sandra (UG-CLA '13) Internship in Arua with Nehemiah Gateway University
- Tycoon Ojimo (UG-CLA '06) Job at IGG as a project officer in Hoima
- Asiimwe Venansio (UG-CLA '01) Promoted to HALO Uganda Programs Manager
- Bwanga Yonna (UG-ETHS '12), Business: Natete Plastics
- Mutwatsibwe Max (UG-ETHS '10) Job at Natural Care
- Oryem David (UG-ETHS '12) Job at BTB Insurance
- Musinga David (UG-ETHS '10) Job at Champions United
- Ruth Mbabazi (UG-ETHS '08) Job as Salon Teacher and Manager at Youth Corps Learning Center
- Naiga Prossy (UG-ETHS '12) Job at Standard Signs
- Matandha Abubaker (UG-AYLF) Business: Kabka Rabbit Farm
- Achika Abigail (UG-AYLF) Job as Community Officer with Lutheran in Moyo
- Daniel Mukuye (UG-AYLF) Promoted to New Audit Manager at Eds & Associates
- Stella Kembabazi (UG-YC '13) Internship at Firm Environment Engineering Consults
- Habumugisha Egide (RW-CLA '11) Job as Teaching Staff at Apred Ndera
- Kamanayo Jane (RW-CLA '10) Job as customer care at BRIOCHE
- Muhongayire Edith (RW-CLA '12) Job in marketing at BRIOCHE
- Kagame Alex (RW-CLA '11) Job as Downtown Building Manager

- Munganyinka Dianah (RW-CLA '10) Job as an Accountant
- Byiringiro Didier (RW-CLA '15) Job at Excellar School
- Rutebuka Geofrey (RW-CLA '13) Job at IPRC in Kigali
- Bishanga Fred (RW-CLA '11) Job as a Manager Downtown
- Bazimenyere Jean Pierre (RW-CLA '12) Job as Vocation Trainer at WDA
- Gahiga Deus (UG-CLA '05) Promoted to Managing Director Downtown Building
- Nayigiziki Flomina (RW-CLA '11) Internship at NIDA
- Mugabo James (RW-CLA '11) Internship at Rwanda Transporting Agency
- Mbabazi Gorette (RW-CLA '11) Job as Teaching Staff at Rwamagana
- Nathanael Niyivuga (RW-CLA '09) Job as Rwanda Sales Coordinator for MAESK Line
- Nkotanyi Francis (RW-CLA '10) Job as Customer Attendant at RwandAir
- Kayitesi Odeth (RW-CLA '09) Job as Customer Attendant at RwandAir
- RW-CLA Strength of Unity Choir released a 7 songs music album
- Neema Michael Masagasi (TZ-CLA '16) released a music album entitled "Pole Pole"

Marriage

- Molly Nalunga & Bwanga Emmanuel: Married March 2017
- Tom Mboya & Eileen Agatha: Married May 2017
- Mbonabucya Telesphore and Anisia: Married June 2017
- Modeste Ntaganda & Jacqueline: Married June 2017
- Aduan Angella Married June 2017
- Edube Simon & Esther Namande: Married May 2017
- Christine Encia & Bosco: Married May 2017
- Immaculate Apolo & Denis Abedo: Married March 2017
- Pauline Mutoni & Lugoloobi Godfrey: Married March 2017
- Ntambara Issa & Deborah: Married October 2016
- Musinguzi Ambrose & Waziri Married in 2017
- Edith Aiwang Introduced her fiance to parents in Apac
- Kivumbi Joy Introduced fiancee in May
- Alice Nalubwama Introduced fiancee in June

COUNTRY ABBREVIATIONS

UG: UGANDA, **RW:** Rwanda **KA:** Kenya, **TZ:** Tanzania, **SS:** South Sudan, **BU:** Burundi, **DRC:** D.R. Congo

PROGRAM ABBREVIATIONS:

CLA: Cornerstone Leadership Academy, **LASS:** Leadership Academy of South Sudan, **ETHS:** Ekitangaala Transformation High School, **AYLF:** Africa Youth Leadership Forum, **HLD:** Highschool Leadership Development, **YC:** Youth Corps

The Power of Mentorship

1 Doug taught that Jesus' teachings were for everybody and they create common ground across divisions. As one author put it, Jesus is: "A rabbi to the Jews, a prophet to the Muslims, an avatar to the Hindus, an enlightened one to Buddhist, the Son of God to Christians, a wise teacher to secularists, and a 'friend of sinners' to the rest of us."

2 Doug asked me to simply call myself a "follower of Jesus" and not a Christian. Because, the first term better describes a chosen life-style and the second describes mere membership of a group that many of were just born into.

3 Doug pointed out that Jesus was not a Christian (he was a Jew) and nowhere in the Bible does it say we should be Christians (the term only appears 3 times). Instead we are told to become 'new creations' - there is a big difference between the two.

4 Doug mentored friends who were Muslim, Buddhist, Jewish or Hindu - that remained in their traditions while becoming genuine followers of Jesus. And he taught me how to take that approach and the message of Jesus to the Muslim community.

5 Doug asked me to commit to mentoring young people my whole life - which I accepted. I now see this is an essential aspect for everyone in order to maintain personal growth and to reach their higher potential.

6 Doug asked me to commit to meeting weekly with a small group of friends, which I have been doing every Wednesday for breakfast for the past 20 years.

7 Doug asked me to support the Prayer Breakfast movement that seeks to influence people in national leadership. I told him that I felt called to work for the poor and that leaders were the people who were mostly causing conflict and poverty. He said, "Exactly, I agree and that's why you need to seek to influence them."

In 2005 one of the largest magazines in the US called "TIME" named Doug Coe along with Rick Warren, Joyce Meyers, Billy Graham, Bill Hybels, TD Jakes, etc. as the top 25 evangelical leaders in America. Before the magazine was published Doug called them

18 and asked to them to remove his name. They

refused and then asked him for an official photo, which he refused to give, so they used one off the Internet. He liked to operate confidentially - following the story of the leader called Nicodemus in the Bible- who Jesus accepted to meet privately at night.

Al Quie, the former Governor of the state of Minnesota, described Doug at his memorial service using 3 terms:

1. Radical Integrity: Doug once told me, "If you see anything in my life that I am doing contrary to the teachings of Jesus- you have the right to correct me."

2. Aggressive Collaboration: He tirelessly pushed people to commit to walking through life with others, to create partnerships and to make life-long friendships.

3. No excuses: He was 'all-in.' He felt followers of Jesus were often not as committed to their cause as followers of communism or other such groups operating without divine inspiration.

Lessons I have Learned about Mentorship:

Like all human beings, Doug too "had feet of clay", meaning he had his short-comings. And, this brings up the first point I would like to offer about a spiritual mentorship relationship:

*"If anyone you
meet in the course
of today experiences
anything else other than
unconditional love from
you, then you have not
lived your full purpose
of your calling toward
that person."*

-Doug Coe

1. There are no perfect mentors.

Mentors can help grow your wisdom, knowledge and understanding, but ultimately you must develop and use your own discernment. You can learn even from the weaknesses of your mentor. You can even disagree with them - as I once felt that I needed to do. There are two extremes in regards to this point:
 A.) Those who fail to understand and accept it will get disappointed later in the relationship.
 B.) Those who get overly focused on someone's imperfections may be unable to gain valuable insights from any potential mentors.

2. To attract and hold good mentors you must work on yourself.

There is an old saying "When the student is ready - the teacher will appear." This means, as we cultivate the right conditions within us on the spiritual level, we will attract the right people into our lives. But no one wants to keep investing in someone who is not trying to live to the best of their abilities or does not follow advice. Most good mentors are busy people, so they will want to invest their limited time and energy where they can see a good return on their investment.

3. It is you who must make the Mentor something powerful in your life. There is another saying that says: "You can lead a horse to water but you can't make it drink." Many people can have access to the same mentor but there will be a great difference in their abilities to "download" or to tap the knowledge of that mentor. If someone really speaks to your heart or inspires you in their ways of doing things, you must work to establish a strong connection to them. Ask them questions. Study what they have written. Share with others the knowledge you are getting from them. In all these ways, you will greatly deepen their power of their influence in your life.

3 Tips on Getting Mentors

1. Usually it does not work to just walk up to someone and ask them to be your mentor. Mentorship is often not structured or formal. Mostly mentors come through your natural relationships. Mentors are often simply experienced people that you have purposed to get to know and look to for wisdom. They are people you can observe, learn from the way they do their things, and seek advice from when you have a big decision to make.

2. Since your ideal mentors are probably busy, focused people, it's good to start by offering something of value to their vision or their work. It should be a win-win relationship for both of you. Be wise and figure out something you can do to help them achieve what is important to them. Like Jesus said to Peter: "If you love me, feed my sheep." Visionary people are looking for others who can further their vision.

3. Start small, but be persistent and consistent. It takes time to cultivate trust and for the chemistry of the relationship to develop. It takes time for a mentor to get to know you well enough to determine if you are worth investing in further. When the potential mentor begins to see that you value what they value, that you are teachable and serious about what you are doing, they will see that it is worth investing more in you.

3 Things Young People Need from Their Mentor:

1. They need to know that you care about them and want the best for them: (Jesus communicated love to his disciples and told them he would always be with them.)

- Be Accessible—Giving someone time and attention, listening to them patiently communicates that you love them.
- Be Consistent and Dependable – Young people are vulnerable and need people in their lives that they can count on and trust.

2. They need to be challenged to grow: (Jesus sent out the disciples 2 by 2.)

- Give Responsibility – Delegate to them and give them assignments that can stretch their capacities and help them overcome fears.
- Communicate Expectations – Make it clear that you expect them to put into practice what you are teaching them.

3. They need to be supported: (Jesus referred to himself as the "Good Shepherd." He said, "I do not leave you as orphans but I will send the Spirit to guide you.")

- Guide and Provide – Young people up to a certain age are dependent on older people and without support can easily get overwhelmed by life's challenges. Most studies of people who have succeeded in their pursuits invariably show two things: They worked hard but they were also supported. These two have to be in a healthy balance.
- Collaborate and Connect – Work with them to accomplish goals and solve problems. And, connect them to people who can help them at critical moments to overcome barriers and move to the next level.

Conclusion: Studies of those thriving in various fields of life have found that when such people are asked, they are quickly able to identify at least one or two mentors that helped them reach where they are now. Mentors can help show you the way and get through some of the rough spots but in the end, it is you who must make the journey. I have had many mentors. Some I sought out. Some I attracted. Some I learned from just by observing them. Some from studying everything they wrote. Most of them are completely unaware of what I learned from them. But with all of them - I made them significant to me by what I decided to 'download' from them.

And, now as I said, I find myself being a mentor to others. Of course, I was once young and had to struggle like you, to navigate my way through all of life's challenges. But since I was blessed to have mentors that drew out the highest and best in me - I try to do the same now. So, I want to challenge you to: Seek out senior mentors, cultivate peer mentors and begin now to be a mentor to someone. I promise you that if you do these three things - you will greatly enhance your personal growth and influence.

I will end with a quote from Doug Coe, spoken to a friend just before he died: *"If anyone you meet in the course of today experiences anything else other than unconditional love from you, then you have not lived to the full purpose of your calling toward that person."* By: Tim Kreutter

The Power of Mentorship

Thoughts from Tim

We all owe a big debt to those who have helped us or have inspired us to become who we are today. In February, a spiritual mentor in my life and an inspiration for our Cornerstone community over the last 25 years passed on. His name was Doug Coe. Some of you reading this may have met him or knew of him.

When he died, his family sent out a message requesting people to hold memorial services in their countries and in the small fellowship groups that he championed globally, rather than coming to his funeral in Washington, D.C. They rightly thought they might be overwhelmed trying to cope with large numbers of people, as he had such an extensive influence on many people over the past 50+ years.

But, I really felt like I needed to go in honor of his influence on my life and to be with other friends who were equally inspired by him. So, I traveled and joined around 3,000 others who, despite the communication from the family, also felt they needed to personally come and celebrate his memorial service in Washington D.C.

During his lifetime, Doug purposed to talk to leaders from every country in the world about the teachings of Jesus as a basis for personal transformation and for furthering unity across divisions. He told his children that, when he died, he would not leave them much money, but rather he would leave them friends in every country in the world. His passing has caused me to reflect generally on the influence that 'mentors' can have on all of us. Personally, I find it impossible to even begin to imagine who I would have become had I not come into contact with older and wiser souls who helped me develop my potential and progress more quickly on my spiritual journey.

I am also mindful of the fact that I have come to represent to others what some of my mentors represented to me, something like an icon: A symbol that is bigger than just an individual's personality; a symbol of a

life lived from higher ideals and values than what is ordinarily seen around us.

So, I am seeing that I now represent to others what my mentors meant to me. I am an 'uncle' seeking to pass on perspectives of life and portray a way of being in this world. And this is giving me more insights on the power of a mentoring relationship.

You, too, reading this are called to this process as well: to learn as much truth as you can, to live it out, to teach it and to inspire others. As the Master once said, when speaking of you: "You are the light of the world." (Well, if not you, who then?)



In this way, we each add another link to that long chain in the eternal enterprise of "bringing many sons and daughters to glory" and we help our world move another step towards transformation and the coming of the kingdom of God on earth as it is in heaven.

So, in this article I would like to share some of the things I learned from my mentor, Doug Coe, and some of my thoughts on what it means to have and to be a mentor. I chose to define the term "mentor" in a broad way to include all those who had some significant influence on me. That includes people who I may never have met, but whose writings I absorbed – to the point where they shaped my worldview and ways of doing things. The terms mentor and role model are often used interchangeably. Although I have had many mentors I like to reserve the term 'role-model' only for Jesus. Because, he is the only one whom I feel I should try to copy 100% - in terms of his nature, his character and the way he lived his life.

Lessons from Doug Coe:

I had this view of Jesus before I met Doug Coe, but he challenged me to take it to another level. All of his theology was built around Jesus. Here are a few things I learned from him:

