

APU Non-Employee Undergraduate Spiritual Mentoring

Spouses of Faculty, Staff, and Administrators/Local Area Alumni/ APU Graduate Students/Local Pastors

Policies & Procedures:

Eligibility

1. Applicants must be at least 21 years of age.
2. Applicants must not have a criminal record or be under investigation for illegal behavior of any kind.
3. Applicants must be regularly active in a local church.
4. Applicants must display Christian character in work, family, and personal lives.
5. Applicants must be familiar with and supportive of the mission and ethos of APU.

Application and Approval

1. Non-employees, including spouses of faculty and staff, local area alumni, graduate students, and local pastors, who are new mentors will be required to submit an application to the Spiritual Mentoring Program Director of the program in which they wish to participate, recommendation forms from a local pastor, a friend or family member, and a current APU employee involved in mentoring.
2. Non-employees will also be asked to submit a signed APU statement of faith, and be interviewed by the Spiritual Mentoring Program Director.
3. Spiritual mentoring applicants will also be subject to the program-specific application procedures and training for all of the respective programs.
4. New spiritual mentors will be asked to attend a mandatory training offered multiple times per semester (experienced mentors are also invited). Training will not exceed two hours, so as to not infringe upon schedules, and will also be offered after business hours.

Policies and Procedures

1. Spiritual mentors and students will sign a spiritual mentoring covenant (see Clinton, 1991).
2. A process of mutual evaluation (mentor and mentee) and assessment will be implemented to monitor quality and progress (see Clinton, 1991).
3. Spouses of APU employees may not enter into formal mentoring relationships with students who are currently student-workers of their APU-employed spouse.
4. Non-employee spiritual mentors will not be compensated for spiritual mentoring, as it is considered a volunteer ministry.

Non-employee Spiritual Mentoring Ethical Guidelines

1. Given the inherent power differential in the spiritual mentoring relationship, spiritual mentors must display sensitivity to diversity issues, including racial, ethnic, cultural, socioeconomic status, and theological diversity.
2. Spiritual mentors must display pastoral sensitivity to student's holistic development, and refer student to other Student Life offices as appropriate for care when needs arise outside the scope of spiritual mentor's level of knowledge, training, and expertise.
3. Appropriate ethical boundaries must be observed at all times. APU's HR, Student Life, Campus Pastors Office, and Spiritual Mentoring Program Directors reserve the right to address potential ethical violations (such as spiritual abuse, inappropriate touch, inappropriate emotional boundaries, etc.) with any spiritual mentor, involving supervisors and university administration as appropriate.
4. The spiritual mentoring hour must take place in a public area, preferably on campus, or APU office that has an uncovered window in an unlocked door. (*Note: Mentors are strongly discouraged from meeting with students alone off campus. Meeting off campus with small groups is permissible if appropriate precautions are taken to enable full compliance with APU's student handbook and ethical standards.*)