



EDGE Mentoring Overview & Model

www.edgementoring.com

EDGE Mentoring is a virtual mentoring network that brings together “high capacity” young and emerging leaders (i.e. “Mentees/Members”) that have a desire to lead and a passion for Christ, who are matched with a committed Mentor. EDGE helps emerging leaders sharpen their spiritual, personal and professional edge so they can lead and live at a higher level.

Vision Of What EDGE Is Building:

A national and expanding virtual mentoring network that offers emerging young “high capacity” leaders (in their 20's) from a variety of backgrounds (business, non-profit, educational, professional, etc.) the opportunity to participate in a synergistic experience in a group with their peers while being mentored by a seasoned, proven, godly leader. The mentor and mentees match their desire to lead with their passion for Christ.

Mission Of What EDGE Is To Achieve:

Equip “high capacity” emerging leaders in a wide variety of fields to become all that God is calling them to be...at home...at work...in their communities...so that they can change the world, and in turn, one day equip the next generation of godly leaders to do the same.

Model Of Success:

As part of our leadership and mentoring program, we define success by focusing on three distinct areas; relationships, learning, and networking.

3 Key Outcomes Of EDGE Mentoring:

RELATIONSHIPS:

The first area of value from EDGE Mentoring is building deep, substantial, authentic, transparent, “life-changing” relationships. Relationships are developed as participants get a chance to interact with fellow members and learn together while being guided by a Mentor who is willing to model transparency by being “real,” and sharing his/her life/career story and experiences with the members of the group. Typically the groups are 5-8 in size and the common foundation for everyone is a thirst to develop their leadership and a passion for Christ. With this common foundation and some common criteria for selection, the relationships are fast to develop -even virtually. EDGE Mentoring group members also attempt to get together 1-2 times a year for a retreat /conference and this allows for the relationships to go to even a greater level of depth.

LEARNING:

The second area of value is learning. EDGE Mentoring focuses on key areas of development with a combination of content, experiential stories from mentors and mentees and Biblical application. Utilization of books, videos, movies, and visiting speakers/mentors that share their stories create highly interactive 1 hour mentoring calls two times per month. Each call allows for each member to gain an insight or idea and allow them to be “re-fired” until the next call. Key learning points/lessons are shared in the Members Only area of the EDGE Mentoring portal/website, where the opportunity to journal and offer private blogging of thoughts is also included for more interactive learning between calls.

NETWORKING:

The third area of value is networking. The ability to create a network is vital to any development of a great leader. EDGE Mentoring members are taught how to leverage this principle and thus begin to build a network of leaders who share the same path and have a common foundation in Christ, giving them an advantage in life. EDGE creates networks in three ways: (a) between the members of the various EDGE groups, (b) through the visiting and leading mentor, and (c) through a relationship with other organizations such as Truth@Work, a national organization comprised of hundreds of Christian business owners and marketplace leaders. EDGE begins to open this door to a network that can be utilized by members.

How Does It Work?

An **EDGE** Mentoring Group is comprised of 5 to 8 emerging young “high capacity” Christian Leaders from a wide range of disciplines and industries, who gather together two times each month to participate in a conference call/discussion forum with a seasoned Mentor who has been hand-picked to lead that group.

During the calls, participants process current and relevant issues they are facing in their personal-professional- and spiritual lives. A wide variety of resources and topics are a part of the model- including cutting edge literature, articles, books, and special guest speakers.

In today’s fast and virtual world, consistency and simplicity are more important than formality and long sessions. Thus EDGE centers the mentoring around a one hour conference call approximately every two weeks. The calls can be done from anywhere, are very interactive and are a way to stay connected with other leaders.

EDGE Members enjoy the following benefits:

- 2 Mentoring calls/ month
- Paired with a seasoned mentor who is vested in their success and called/committed to equip the next generation of godly leaders
- A group of their peers from across the country to share in a "life changing experience"
- A safe & confidential place to share their issues, challenges, successes, and failures
- Proven "cutting edge" leadership concepts, curriculum, materials, and guest speakers
- Personal/Professional/Spiritual "Life Integration"
- Development of their annual goals, a life plan, mission statement, and PSOP (Personal Standard Operation Procedure)
- A growing network for personal & professional connection
- Quarterly webcasts connecting all EDGE participants nationally
- Annual retreat with their EDGE Mentoring Group
- Annual national EDGE Conference

EDGE Members (i.e. Mentees) must complete a thorough application and interview process, complete a Member Covenant of Commitment (see end of this document), and must be approved by the staff of Truth@Work, EDGE's partnering organization. Members are carefully selected and must meet pre-approved criteria of participation, including, but not limited to: (1) a proven and demonstrated desire to walk closely with Jesus Christ, (2) a demonstrated passion to live a life of integrity, (3) a willingness to submit to a process with a group of their peers, (4) a willingness to be vulnerable, open, and authentic in sharing from their life/career/spiritual experiences, victories, failures, struggles and defeats, and (5) a willingness to fulfill the expectations and commitments of the program (prepared for calls, attendance on calls, confidentiality, willingness to "invest" financially to participate, etc.) The annual investment is \$500 per Member. In cases of financial need, EDGE has established scholarship opportunities, and EDGE will work with a qualified Member to assure financial challenges will not prevent participation.

EDGE Mentors enjoy the following benefits:

- The opportunity to be paired with emerging leaders who are called/committed to become the next generation of godly leaders
- A chance to "give back" part of the blessings God has given and share the lessons learned during their life / career
- A "turn-key" system complete with content, curriculum, and a state of the art technology platform to interact with their EDGE Members
- The chance to learn from young leaders what they need to know to remain relevant as a leader today
- A group of their peers from across the country to share in this life changing experience
- Exposure to some of the most cutting edge leadership concepts and materials available today
- Personal/Professional/Spiritual "Life Integration"
- A growing network for personal & professional connection

EDGE MENTORS must complete a thorough application and interview process, complete a Mentor Covenant of Commitment (see end of this document) and must be approved by the staff of Truth@Work, EDGE's partnering organization. are carefully selected and must meet pre-approved criteria of leadership, including, but not limited to: (1) a proven and mature walk with Jesus Christ, (2) a demonstrated life of integrity, (3) a passion for "building" into the next generation of godly leaders, and (4) a willingness to be vulnerable, open, and authentic in sharing from their life/career/spiritual experiences, victories, failures, and defeats.

EDGE Mentoring Meeting Format:

Each Mentoring Call is designed to last 1 hour- and calls take place two times per month, at the day/time discretion of the MENTOR and group.

Members call into each gathering, and are provided either a conference-call phone number and access code, or call in via Skype or other audio/video technology platform (as determined by each mentor and group on a case by case basis).

EDGE groups follow a “Quarterly Rhythm,” which has been designed to provide for a unique, diverse, and effective experience and learning/growth environment comprised of 3 elements:

1. Open “Roundtable” discussion times
2. Structured Curriculum segments
3. Reading & Discussion of book and/or leading literature



EDGE MENTORING QUARTERLY RHYTHM OF EDGE MEETINGS

Call 1

- Open Roundtable**
- 5 minute prayer/mentor insight
 - 50 minutes-top 2 roundtables
 - 5 minutes-prayer/ close/reminder to connect

Call 2

- Curriculum Content**
- 5 minute prayer/insight
 - 50 minutes-Curriculum Discussion (Part 1, Part 2 Reminder to group)
 - 5 minutes close/summary/reminder to connect

Call 3

- Curriculum Content**
- 5 minute prayer/insight
 - 50 minutes-Curriculum Discussion (Part 1, Part 2 Reminder to group)
 - 5 minutes close/summary/reminder to connect

Call 4

- Open Roundtable**
- 5 minute prayer/mentor insight
 - 50 minutes-top 2 roundtables
 - 5 minutes-prayer/close/reminder to connect

Call 5

- Book Review**
- 5 minute prayer/insight
 - 50 minutes-book discussion
 - 5 minutes-summary/close/connect

Call 6

- Book Review**
- 5 minute prayer/insight
 - 50 minutes-book discussion
 - 5 minutes-summary/close/connect

Ongoing Communication Activities:

- Reading 1 book a Quarter
- Interaction between members (Facebook, Twitter, Linked-in, etc)
- Mentor Communicating to Members via email, text, portal, etc



Narrative Of “Quarterly Rhythm” Format:

The “**Open Roundtable**” (*1st and 4th calls of each quarter*) are designed to allow Members the opportunity to share openly and authentically about the problems, challenges, and opportunities that they have in their Personal-Spiritual- and Professional lives. The format of this element is outlined below. It’s primary purpose is to allow for a significant degree of “free flow” for the Members to develop deeper relationships with one another as they hear the issues that their fellow members are experiencing, and to have the opportunity to guide, advise, counsel, and learn from one another.

For the “Open Roundtable” Discussion calls, Members come prepared to share a problem, challenge, struggle, or opportunity they are currently dealing with. These issues can be of a Personal-Spiritual-or Professional nature. The MENTOR asks Members to identify the most critical issue in their life that they would value input on. Members are asked to identify on a scale of “1 to 10” the level of urgency to receive input, counsel, and discussion. The higher the score, the more urgent the issue. The MENTOR then identifies the two most pressing/critical issues the group will cover, and the group will invest @ 25 minutes per issue. The Members whose issues are covered then provide a 3 to 5 minute summary of the issue, including the one line description of what they want the group to address, a brief background of the key elements and history of the issue, and the impact of this issue on their life if not addressed. The MENTOR/group ask a few clarifying questions, and the Discussion ensues. The MENTOR monitors the discussion and determines when “closure” needs to occur and then asks the Member what follow up and action steps are needed next.

The “**Curriculum**” (*2nd and 3rd calls of each quarter*) are designed to provide specific structure and meaningful content for authentic discussion on a wide variety of topics, ranging from establishing personal core values, personal mission, and personal integrity, to understanding God’s design and plan for their work and efforts in the marketplace, to professional development topics to help Members enhance their leadership and performance in their careers. The EDGE Mentoring website/content portal has several years of content “pre-packaged,” so the MENTOR never need worry about what the group will talk about next. The format is easy to follow, and provides a complete “turn-key” system.

For the Curriculum Discussion calls, Members log in to the EDGE Mentoring website portal, and go to the link identified as “This month’s curriculum.” Members then watch a series of 3 videos: (1) a brief Introduction video describing the content, (2) the actual teaching video, and (3) a brief summary video reviewing key components of the teaching video.

Members download the pdf “workbook” for the curriculum, and complete the discussion questions in the workbook, and prepare for the next call.

The “**Book Review**” (*5th and 6th calls of each quarter*) are designed around leading books and literature as identified by the MENTOR. Upon committing to become a MENTOR in the program, each leader is asked to identify 6 to 10 books that have been most influential to the MENTOR, and that have been the most impactful in shaping the MENTOR’s worldview, skill sets, passion, values, etc, in life/work/relationship with Christ. These books are posted by the MENTOR in each group’s portal website in the “Group Blog” section. Each MENTOR and group will decide together whether each Member will purchase the books, or if the MENTOR will provide copies to the Members.

This aspect of the program allows for the Members in each group to be exposed to a wide variety of literature and books, and allows the MENTOR the opportunity to share authentically how and why these books have been so influential to the MENTOR.

For the Book Review/Discussion calls, the MENTOR posts that quarter’s book in the “Group Blog” area of the EDGE Mentoring website portal.

Over the course of each quarter, while other elements of the “quarterly rhythm” are taking place (Open Roundtable, Curriculum, etc.), Members are reading an assigned book or literature as posted by the MENTOR. In the EDGE Mentoring program, Members will read a minimum of 4 books per year.

The MENTOR determines whether the group is required to read and discuss the entire book that quarter, or may focus only on key chapters and/or concepts of the book.

For calls 5 & 6 of each quarter, the MENTOR will post the reading assignment and Discussion questions/concepts in the “Quarterly Rhythm” section of the website.

Members can review the reading assignments and discussion questions in the “Quarterly Rhythm” link of their EDGE Mentoring home page.

Topics / Books Covered

In the first year of the EDGE Mentoring program, the following is a sample of the topics/books EDGE Members study/ complete:

Books:

- Good To Great In God's Eyes – Chip Ingram
- The Janitor- How An Unexpected Friendship Transformed a CEO & His Company-Ray Hilbert/Todd Hopkins
- Wild Goose Chase- Reclaiming The Adventure of Pursuing God- Mark Batterson
- Crazy Love-Overwhelmed By A Relentless God- Francis Chan

Topics:

- Developing Your Personal Operating Principles (for business/career/key decisions)
- Understanding & Applying “The Four Step Biblical Decision Making Model”
- Developing Your “Personal Board of Directors”
- Building Your Personal Development Plan
- Integrity- Every Christian Leader's Challenge
- Keys To Effective Execution Of Goals/Plans
- Keys To Giving & Receiving Godly Counsel
- Understanding God's Design For Your Work & Career
- Developing Your Marketplace Ministry Testimony
- 7 Impacts Of Fear On The Christian Leader
- The Bema Seat Of Christ- How Every Christian Leader Will Be Judged
- 12 Words That Will Change Your Life & Leadership Forever

Mentor Training:

EDGE Mentors, while serving as volunteers, are invited and strongly encouraged to participate in a variety of training opportunities to learn new mentoring skills, and enhance the leadership of their EDGE Mentoring Group(s).

EDGE Mentors are asked to read the following books within the first year of leading an EDGE Group:

- The Mentor Leader: Secrets to Building People and Teams That Win Consistently – Tony Dungy
- Good To Great In God's Eyes- Chip Ingram
- The Janitor- How An Unexpected Friendship Transformed a CEO & His Company-Ray Hilbert/Todd Hopkins
- Wild Goose Chase- Reclaiming The Adventure of Pursuing God- Mark Batterson
- Crazy Love-Overwhelmed By A Relentless God- Francis Chan

EDGE Mentors also are invited to participate in ongoing training conference calls, workshops, seminars, where they learn mentoring “best practices” and peer coach one another to grow in their mentoring skills.

The Need For EDGE Mentoring:

The target audience for EDGE Mentoring is young emerging Christian leaders, who are in their early to mid to late 20's. This group of individuals is part of what is known as the "Millennials," or "Mosaics" as they have been called in some circles.

Particularly, EDGE is targeting what we call "high capacity" Christian leaders. These are individuals who have demonstrated a clear propensity for influencing those around them, who are serious about their personal, spiritual, and professional development, and who demonstrate a strong commitment to living out their Christian faith in all areas of their life. EDGE participants are highly interested in investing in themselves, and understand the importance of transparency, authenticity, and submitting to a group process for accountability in their growth plan.

Generations, like people, have personalities, and Millennials -- the American teens and twenty-somethings who are making the passage into adulthood at the start of a new millennium -- have begun to forge theirs: confident, self-expressive, liberal, upbeat and open to change.

A few statistics provide insight to the profile of who EDGE is reaching:

The Pew Research Center reports there are roughly 50 million Millennials who currently span the ages of 18 to 29.

Millennials have a distinctive reason for feeling distinctive. In response to an open-ended follow-up question, 24% say it's because of their use of technology. (Pew 2010)

44% of Millennials say that marriage is becoming obsolete, compared to 35% of Boomers who feel the same way (Pew Study 2010)

43% of 18-24 year-olds say that texting is just as meaningful as an actual conversation with someone over the phone (eMarketer 2010)

37% of those ages 18-29 are unemployed in 2011 (Pew Study 2010)

35% of employed Millennials have started their own business on the side to supplement their income (Iconoculture 2011)

26% of Millennials say they are not affiliated with any religion (Pew Study 2010)

23% of Millennials think they will still be with their first employer after two years (8095 Live survey 2011)

7 average number of jobs a person will have by age 26 (Intrepid Study 2010)

In its research, Pew found that nearly six-in-ten respondents cited work ethic as one of the big sources of differences between young and old. Asked who has the better work ethic, about three-fourths of respondents said that older people do. By similar margins, survey respondents also found older adults have the upper hand when it comes to moral values and their respect for others.

They are more ethnically and racially diverse than older adults. They're less religious, less likely to have served in the military, and are on track to become the most educated generation in American history.

Their entry into careers and first jobs has been badly set back by the Great Recession, but they are more upbeat than their elders about their own economic futures as well as about the overall state of the nation.

They embrace multiple modes of self-expression. Three-quarters have created a profile on a social networking site. One-in-five have posted a video of themselves online. Nearly four-in-ten have a tattoo (and for most who do, one is not enough: about half of those with tattoos have two to five and 18% have six or more). Nearly one in four have a piercing in some place other than an earlobe -- about six times the share of older adults who've done this. But their look-at-me tendencies are not without limits. Most Millennials have placed privacy boundaries on their social media profiles. And 70% say their tattoos are hidden beneath clothing.

Despite struggling (and often failing) to find jobs in the teeth of a recession, about nine-in-ten either say that they currently have enough money or that they will eventually meet their long-term financial goals. But at the moment, fully 37% of 18- to 29-year-olds are unemployed or out of the workforce, the highest share among this age group in more than three decades.

They are the least overtly religious American generation in modern times. One-in-four are unaffiliated with any religion, far more than the share of older adults when they were ages 18 to 29. Yet not belonging does not necessarily mean not believing. Millennials pray about as often as their elders did in their own youth.

Just one-in-five Millennials (21%) are married now, half the share of their parents' generation at the same stage of life. About a third (34%) are parents, according to the Pew Research survey.

They respect their elders. A majority say that the older generation is superior to the younger generation when it comes to moral values and work ethic. Also, more than six-in-ten say that families have a responsibility to have an elderly parent come live with them if that parent wants to. By contrast, fewer than four-in-ten adults ages 60 and older agree that this is a family responsibility.

Christian Millennials:

It does not take much effort to see that the world in which we live is more challenging than ever for young and emerging Christian leaders to effectively live out their Christian faith in all areas of their life. As they enter into young adulthood, their early to mid 20's is the stage in life when many of their most important decisions will be made, including, but not limited to: where they will work and live- what career path they will take- who they will date and perhaps marry- where they will choose to invest their time, talent, and treasure. And each one of these, and many other key decisions, will be made based upon their "worldview."

Younger Christians are increasingly no longer turning to the traditional church or orthodox approaches when it comes to growing in their Christian faith.

It has been said that each person is greatly impacted and shaped by the books they read (what goes in their mind), and the people with whom they associate. EDGE Mentoring "immerses" each member in a highly engaging experience, where they are challenged and stimulated to excellence and growth by associating with "high capacity" and godly leaders, and continue reading of exceptional Christian literature with a solid Biblical worldview.

The Barna Research Group, one of America's leading organizations specializing in research on the condition of the American church cite the following statistics regarding today's young Christians who although brought up in the church, upon finishing high school:

- 4 out of 10 are **spiritual nomads**- meaning they have no ongoing interaction within a church or spiritual community
- 1 out of 9 are **prodigals**-meaning they have "lost their faith" and no longer consider themselves Christian
- 2 out of 10 are **spiritual exiles**-meaning they have difficulty connecting their faith to the 'real world'
- Only 3 out of 10 remain faithful to their faith and Christian heritage from their teens thru their early 20's

David Kinnaman, one of the country's leading experts on the spiritual condition of America's next generation and author of *"You Lost Me-Why America's Youth Are Leaving The Church & Rethinking Faith,"* directed the research, concluded: "The reality of the dropout problem is not about a huge exodus of young people from the Christian faith. In fact, it is about the various ways that young people become disconnected in their spiritual journey. Church leaders and parents cannot effectively help the next generation in their spiritual development without understanding these three primary patterns. The conclusion from the research is that most young people with a Christian background are dropping out of conventional church involvement, not losing their faith."

By featuring web based learning modes, groups formed with members from across the country, as well as brief and highly engaging conference calls, EDGE Mentoring leverages a model that is highly attractive and valuable to today's young and emerging Christian leaders. As they are known, "Mosaics" (Gen Y'ers) are less interested in traditional gatherings and lengthy lectures than they are in leveraging technology and engaging in highly spontaneous interactive methodologies and platforms (think Facebook/Twitter, etc). Kinnaman goes on to say, "Moreover, their pervasive technology use is deepening the generation gap, allowing Mosaics to embrace new ways of learning about and connecting to the world. The significant spiritual and technological changes over the last 50 years make the dropout problem more urgent. Young people are dropping out earlier, staying away longer, and if they come back are less likely to see the church as a long-term part of their life."

And while true that most college/university experiences have a mostly negative impact on the spiritual development of emerging Christian leaders, Kinnaman points out, "The problem arises from the inadequacy of preparing young Christians for life beyond youth group." He then indicates research findings showing that "only a small minority of young Christians has been taught to think about matters of faith, calling, and culture. Fewer than one out of five have any idea how the Bible ought to inform their scholastic and professional interests. And most lack adult mentors or meaningful friendships with older Christians who can guide them through the inevitable questions that arise during the course of their studies. In other words, the university setting does not usually *cause* the disconnect; it exposes the shallow-faith problem of many young disciples."

Kinnaman offers this conclusion, which EDGE feels speaks perfectly to the power and validity of the EDGE Mentoring program, "Churches, organizations and families owe this generation more. They should be treated as the intelligent, capable individuals they are—a generation with a God-given destiny. Renewed commitment is required to rethink and realign disciple-making in this new context. Mosaic believers need better, deeper relationships with other adult Christians. They require a more holistic understanding of their vocation and calling in life—how their faith influences what they do with their lives, from Monday through Saturday. And they also need help discerning Jesus' leading in their life, including greater commitment to knowing and living the truth of Scripture." (underlined for emphasis).

A second reason that young people depart church as young adults is that something is lacking in their experience of church. One-third said "church is boring" (31%). One-quarter of these young adults said that "faith is not relevant to my career or interests" (24%) or that "the Bible is not taught clearly or often enough" (23%). Sadly, one-fifth of these young adults who attended a church as a teenager said that "God seems missing from my experience of church" (20%).

History of EDGE

EDGE Mentoring is an initiative of Truth@Work, an Indianapolis, Indiana non -profit ministry founded in 1998 (www.trutahtwork.org).

EDGE is the result of a friendship and shared vision of two men, Jeff Simmons and Ray Hilbert.

Jeff is the President, Elanco Animal Health, division of Eli Lilly and Company, Greenfield, IN. Ray is the CEO/Co-Founder of TRUTH@WORK, a non-profit ministry headquartered in Indianapolis, IN.

In 2007, Jeff hand- picked three young high capacity young men who were strong Christian leaders in their fields (ministry and business). He began facilitating conference calls with these leaders for an hour two times per month. These young leaders discussed and shared a wide variety of issues and challenges they were facing as they were discovering their path and place in the world. Jeff was able to "mentor" them, by not only sharing his life, but also the personal disciplines and practices that he had implemented over the years that had enabled him to become the President of one of America's leading companies, while addressing the need to balance and grow in his spiritual journey with Christ, as well as being the husband and father (of six children) that God was calling him to be. Jeff's commitment to these three young men was that he was dedicated to helping them "sharpen their personal edge," thus the name "EDGE Mentoring" was born.

The initial core group of young men began to share what the calls with Jeff meant to them with a few of their friends. Eventually that group grew to be ten young leaders, and they continue to meet to this day. The group is geographically spread out across the country, and work in a variety of career fields, and also include college students. Some are married, some are single. Some come from traditional families with strong church backgrounds, others do not.

Ray Hilbert of TRUTH@WORK leads a ministry called TRUTH@WORK, that he co-founded in 1998, that works with Christian business owners, CEOs, Presidents, and key executives. TRUTH@WORK's core program is their Christian Roundtable Group. This format brings together 10-15 Christian marketplace leaders for a half day each month, where they study and learn how to build their businesses and organizations on biblical principles and practices. These groups serve as "peer advisory boards" to one another, and they help each other grow in all areas of their lives, personally/professionally/spiritually. There are currently approximately 500 of these Christian business and marketplace leaders engaged in the roundtables in 15 chapters across the country.

Feeling a calling to build into the next generation of Christian business leader, in 2009, TRUTH@WORK launched what it called an "Emerging Leaders Roundtable," which was comprised of a group of 10 young Christian leaders, who began to meet once each month to help each other grow in their leadership and live out their faith in the marketplace.

In 2009, Jeff and Ray met each other and a friendship began to develop. As they would spend time together and share their heart, passion, and vision for equipping the next generation of Christian leaders in the marketplace. In their meetings, Jeff would share what God was doing in his EDGE group, and Ray would share what was happening in his Emerging Leaders group. After a few months, it became obvious to the two men that they should join forces and actively work to build EDGE into a national movement, which is now well underway.

Partnership of EDGE & TRUTH@WORK

TRUTH@WORK has the needed resources, network, and relationships to serve as the host of EDGE Mentoring.

With it's network of nearly 500 Christian business leaders from across the country, TRUTH@WORK has an exceptionally strong pool of Mentors to draw from.

TRUTH@WORK has also invested tens of thousands of dollars in a state of the art web based content portal for EDGE to leverage in its program and format. At the EDGE portal website, members can access their learning curriculum, interact with other EDGE members, as well as network and access the entire network of TRUTH@WORK members nationally.

TRUTH@WORK also has the needed staff and administrative support services needed to build and sustain EDGE as a national movement.

The Plan of Where EDGE Is Headed

EDGE is in the process of building a substantial national network of Mentors and Mentees.

The objectives to be accomplished by the end of the year 2012:

- Partnerships with 6 to 10 Christian Colleges & Universities to offer Mentorships to top graduating Seniors
- Identify, train, and launch 25 additional Mentors
- Identify, recruit, qualify and engage 200 additional Mentees
- Hold initial National EDGE Conference in 3rd Quarter in Indianapolis, IN
- Conduct inaugural Mentor training retreat prior to EDGE National Conference
- Build "speaker's bureau" of leading highly successful "guest speakers" in a variety of areas for EDGE calls
- Secure scholarship and fundraising efforts totaling \$100,000 to cover program expenses, including a full-time EDGE Executive Director, National Conference expenses, website development, etc.

What Our Members Say:

"Edge Mentorship has given me a realistic perspective at what it looks like to be a man who pursues significance in a career but most importantly as a man who pursues a relationship with Christ while making me a more convicted Follower because of the example set from the top down." **Chris M.**

"EDGE Mentoring has been one of the most influential personal growth experiences of my life. The conversations, lessons and relationships I've had through this group have helped me strive towards my greater potential and created a thirst within me to continue developing myself as a leader." **Beau W.**

"I am really grateful for my time with my EDGE group. It is very valuable for me to have a group of guys in my life with whom I can share the ups and downs of my spiritual development. Although we come from completely different backgrounds, our conversations are a constant encouragement as I seek to understand what it means to be a leader following after Christ." **Barry R.**

"Edge has given me a network of other young men who share the same Christian faith and are striving towards personal and professional excellence. The opportunity to be mentored by a godly leader such as Jeff Simmons has provided me with a role model who I can emulate while adding my own personal touch. I'm a better man for being in this group and I'm thankful for the chance to have a "Personal Board of Directors" through Edge." **Dave N.**

"EDGE Mentoring has been about relationships. Edge has brought together with some of the most amazing godly gentlemen I have ever met. The brotherhood we have developed runs deeper than many relationships I have had for many years before EDGE was conceived. The vulnerability and candidness we share about the path with the Lord has been the foundation of our relationships. Most importantly, through these relationships, I have been able to develop a more intimate relationship with the Lord." **Brad A.**

Our Statement of Faith:

- We believe that there is one God, eternally existing in three persons: the Father, the Son, and the Holy Spirit.
- We believe that the Bible is God's written revelation to man, and that it is verbally inspired, authoritative and without error in the original manuscripts.
- We believe in the deity of Jesus Christ, His virgin birth, sinless life, miracles, death on the cross to provide for our redemption, bodily resurrection, and ascension into heaven, present ministry of intercession for us, and His return to earth in power and glory.
- We believe in the personality and deity of the Holy Spirit, that he performs the miracle of the new birth in unbelievers and indwells believers, enabling them to live godly lives.
- We believe that man was created in the image of God, but because of sin, was alienated from God. Only through faith, trusting in Christ alone for salvation, which was made possible by His death and resurrection, can that alienation be removed.

EDGE Mentor Covenant

As an EDGE Mentor::

I believe that growth occurs in an atmosphere of **honesty**.

Therefore, I will be completely honest with those that I Mentor.

I believe that with Mentoring, comes the responsibility to live my life with **integrity**.

Therefore, in word and deed, I will conduct myself with integrity.

I believe that to truly help others, is to truly **care** about their well being.

Therefore, as a Mentor, I will seek to make the well being of my EDGE Members my top priority.

I believe that **commitment** is the foundation that meaningful relationships are built upon.

Therefore, I will not quit. I will work with my EDGE Members until our work is completed.

I believe that open and timely **communication** is essential to the Mentoring process.

Therefore, I will provide appropriate feedback and input to my EDGE Members.

I believe that my EDGE Members' **goals** are essential to the Mentoring process.

Therefore, I will work with each Member to help establish goals and walk along -side them as each goal is fulfilled.

I believe that **consistency** develops trust in relationships.

Therefore, I agree to fulfill the agreements that I establish with those that I Mentor.

I believe that **confidentiality** is important to the sanctity of the Mentor / Mentee relationship.

Therefore, the information that I am privileged to will remain confidential, unless otherwise stated by the Mentee(s).

I believe that there are **seasons and stages** in each person's life.

Therefore, I will travel along side my EDGE Members as long as the need exists. However, I am committed to respecting and recognizing the day when the Member(s) is no longer in need of my services and I will celebrate with them as they realize their full potential.

*I believe that trust and transparency are developed within an environment of **honor** and **respect**. Therefore, I will respect and honor my EDGE Members' time and other commitments by keeping all scheduled meetings, phone calls, and appointments with my EDGE Group unless an unavoidable and/or unanticipated personal emergency or illness occurs.*

Sincerely,

Date:

EDGE Mentor

EDGE Mentoring Group Member Covenant

As a participating member of an EDGE Mentoring Group::

I believe that growth occurs in an atmosphere of **honesty**.

Therefore, I will be honest with my group and Mentor at all times.

I believe that to experience true growth is to live a life of **integrity**.

Therefore, in word and deed, I will conduct myself with integrity.

I believe that my EDGE Mentoring Group and facilitator **care** about my well being.

Therefore, I will take risks and allow my group and/or my Mentor to challenge my way of doing things.

I believe that **commitment** is the foundation that meaningful relationships are built upon.

Therefore, I promise to honor the commitments I make to my Group and Mentor.

I believe that open and timely **communication** is essential to growth.

Therefore, I will provide honest and complete information to my Group and Mentor when asked..

I believe that **goals** are essential to the growth process.

Therefore, I will work diligently to evaluate and establish personal goals which are consistent with my values and priorities. I will move forward until each goal is fulfilled.

I believe that **consistency** develops trust in relationships.

Therefore, I agree to fulfill the agreements that I establish with my Group and Mentor.

I believe that my Group and Mentor will respect the **confidentiality** of the things I share.

Therefore, I will stretch myself to be as honest and vulnerable as possible in order to enable maximum growth in all areas of life.

I believe that there are **seasons and stages** in each person's life.

Therefore, I will work diligently to make the most of the relationship and I will honestly evaluate and communicate where I am in terms of my personal development.

*I believe that trust and transparency are developed within an environment of **honor and respect**. Therefore, I will respect and honor my Group's time and Mentor's time and other commitments by keeping all scheduled meetings, phone calls, and appointments unless an unavoidable and/or unanticipated personal emergency or illness occurs.*

Sincerely,

Date _____

FAQ's:

Q: What is the EDGE Mentoring Program?

A virtual network of Christian leaders from business, ministry, non-profit, education, and other fields who are paired with a called and committed godly Mentor who equips them to "sharpen" their personal and leadership edge.

Q: Who participates as an EDGE Mentoring Member?

Emerging "high capacity" Christian leaders from a variety of fields and career paths who are *serious* about sharpening their "edge" in all areas of their life and leadership.

They understand that real life change occurs within the context of *community*.

They know that they cannot "go it alone" if they really want to succeed and grow to the next level.

They are willing to invest a few hours each month- in themselves, and in others.

They understand the value of learning from an older, more experienced Christian leader who is willing to build into their lives.

Q: Who participates as an EDGE Mentor?

A seasoned, called, and committed godly Christian leader who wants to apply the Biblical principle of investing in the next generation as found in *2 Timothy 2:2*.

They know that real life change occurs within the context of *community*.

They understand the importance of keeping their own personal edge sharp- and that a great way to do so is by building relationships with the up and coming generation of leaders.

They are willing to take a few hours each month to invest in themselves, and in others.

They want an opportunity to "give back" much of what they have been given in life.

They are serious about establishing their "legacy" by passing along what they have learned and experienced.

Q: What is covered in each EDGE Mentoring call?

Each EDGE Mentoring call is comprised of several key elements:

Content/Curriculum - Participants view a brief video module on a wide variety of issues and topics designed to help participants grow personally, professionally and spiritually while integrating their faith and Biblical principles and practices into all areas of life.

Assignments - Members complete homework to help them prepare for discussions on the content/curriculum at each call.

Open Discussion Forums- Members are given the opportunity each call to present their current critical business and/or personal problems, challenges and opportunities to the group to gain godly insight, wisdom, encouragement, counsel and accountability.

Accountability & Goal Setting- Members write down and share their top goals and commitments. They also give account to the group on their progress in these areas. Because we are serious about accountability "penalties" or "fines" can be assessed when goals and commitments are not met.

** Additionally, EDGE Mentoring groups meet face to face up to 2 times per year for a retreat/conference at a location agreed upon by the group.

Q: Who develops the content and curriculum for EDGE Mentoring?

Truth@Work has developed much of the content and curriculum for the EDGE Mentoring Program. In addition, other leading business experts and consultants in a wide variety of disciplines and expertise help to develop materials.

Q: How long has the program existed?

Since 2007

Q: What is the EDGE Mentoring Content Portal?

It is an online digital delivery system developed by Truth@Work.

The Content Portal contains several key elements that offer value to EDGE Mentoring participants:

- Dozens of video teaching/training modules facing today's emerging Christian leaders including such issues as: professional performance and development, leadership, personal purity, integrity, life purpose, life calling, spiritual growth, integration of biblical principles in business, case studies, moving testimonials from several Christian leaders, and much more.
- Podcasts of presentations on a wide variety of issues facing today's Christian business leaders.
- Membership Directory to connect EDGE Members with Christian business owners and marketplace leaders from across the country.
- A Community Forum is available that allows Christian leaders from across the country to connect in meaningful interactive discussion forums, they can discuss and give counsel on personal, professional, and spiritual issues.
- Hundreds of business articles on a wide variety of issues and topics (coming soon!).
- An E-Countability@ Section that allows participants to electronically record and track progress on their personal, spiritual, and professional goals and commitments.
- "Scorecards" also present participants with tracking systems to show percentages of goals hit, along with the tracking of growth in their personal, professional, and spiritual lives.

Q: How is this program different from other "small group" programs in my church or area?

It is a true "peer group" for emerging Christian leaders in a wide variety of fields from across the country.

The model provides true "ROI" in terms of personal and professional improvements for participants.

The content and model is designed for real application in the "real world" of business and today's marketplace.

It is a Christ-centered, Biblically principled personal and professional development and growth program, not a "Bible Study" or standard "small group" program.

It contains some of the most "cutting edge" leadership materials on the market today.

It provides young leaders the chance to build relationship with godly and seasoned mentors.

Q: What does it cost to participate?

The investment to participate is \$500 per year. The fees cover the costs of participating in the program, books covered in the model, as well as entrance to an annual national EDGE Mentoring Conference.

In order to offer the program at such an incredibly low cost, EDGE Mentoring is subsidized by donors who believe in and understand the importance and value of the model. Scholarships are available in cases of financial need, and participants can apply.

Approximately 2/3 of the cost of the program is paid for thru the generous gifts of our donors.

Q: Why is there a cost to participate when other things I have seen are free?

There are several reasons there is a cost to participate in EDGE Mentoring, including but not limited to:

First, EDGE Mentoring provides tremendous value to its Members. When compared with other "secular" training, coaching, and professional development programs, it is "pennies on the dollar" in terms of its real value in the marketplace.

Every EDGE Mentoring call presents innovative content paired with discussions that help our Members grow in their leadership skill sets. The program provides real business value that is worth much more than it costs to participate. Consider what it would cost to regularly gather a group of advisors, experts, Mentors, and consultants to help you process real business and personal issues. That alone could cost hundreds or thousands of dollars per month. By providing our Members with a "Christian Board of Advisors," the value of participation is tremendous.

Additionally, EDGE has invested tens of thousands in developing its online content and delivery portal, and charges a monthly fee structure in order to help meet its operational costs, so that EDGE can continue to offer the high quality products, programs, and services that are so critical to the program's success.

It may be helpful to think about the monthly fees along the lines of paying tuition for education at a Christian college or university, but in this case, it is for participating in a Christ-centered, Biblically principled personal and professional development program.

Many ministries focus a large percentage of their time on raising funds for ongoing operational sustainability. By having a fee structure attached to its programs, EDGE Mentoring is able to maintain focus on the personal relationships with our participating Members.

EDGE invests considerable funds to continually grow the program and offer it to an ever increasing network of emerging leaders.

Only emerging leaders who are *serious* about their are invited to participate in EDGE- and one way to demonstrate a commitment to sharpening the personal and professional edge is by financially investing in doing so.

Q: What are the terms to participate in EDGE Mentoring?

It is critical to understand that EDGE is intended for emerging Christian leaders who are *committed* and *serious* about sharpening their personal and professional edge, and for Mentors who are committed and called to investing in those leaders.

Therefore, in order to participate, EDGE Members are required to commit to an initial 12 month term. At the end of the initial 12 month commitment, Members can either terminate their commitment or renew their membership for an additional 12 month period.

It takes time for a deep and meaningful connection and relationship to develop between EDGE Members and the Mentor, so it is important that both Members and Mentors are committed to the program and the model.

Q: Are all members in the roundtable groups committed Christians or are some still considered "seekers"?

EDGE cannot know what is in the heart of any of our individual Members, only they and God know the depth of their relationship and commitment to Him. What we can say is that every participating member in EDGE Mentoring is required to sign our Statement of Faith indicating their agreement to it and that they personally believe what it says, and must complete a thorough application and interview process.

It is critical that in order to give and receive "Godly counsel" as part of the model, each EDGE Member and Mentor must have the indwelling of the Holy Spirit through a personal relationship to God through Jesus Christ.