



**FORERUNNER
MENTORING**

BOARD OF DIRECTORS
ON-BOARDING (REVISED 4/2019)

OUR VISION

Our vision is to help young men overcome the effects of an absent father by building relationships founded on Jesus Christ.

OUR MISSION

Our mission is to develop positive and productive members of society as we partner with single mothers to provide Godly mentoring relationships through quality programs in the Lake Highlands community.

OUR THREE MAIN PROGRAMS

- MENTORING
- AFTER-SCHOOL PROGRAM
- FORERUNNER FAMILY

BOARD OF DIRECTORS



Bryant Gullette
Board Chairman



Chad Lancaster
Financial Committee - Treasurer



Scott Frost
Executive Committee



Mac Macfarlan
Development Committee

CEO



Zachary Garza Sr.
Founder & Executive Director

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Director of Monitoring



Daniel De Jesús
Director of Programs

COORDINATORS



Caroline Cash
Organizational Coordinator



Caroline Gibbons
Literacy Coordinator & Foundations Program Team Lead

TEAM LEADERS



Victor Peña
Development Program Team Lead



Tre' Crume
Equipping Program Team Lead



Caroline Gibbons
Literacy Coordinator & Foundations Program Team Lead

COACHES



Devin McCauley
Grade Coach | Development Program



Wes Johnson
Grade Coach | Equipping Program



Joel McMillan
Grade Coach | Equipping Program



Jeanine Campbell
Grade Coach | Foundations Program

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Executive Committee

FULL-TIME STAFF



Zachary Garza Sr.

Founder & Executive Director



Daniel De Jesús

Director of Programs



Stephen Murray

Director of Mentoring



Caroline Gibbons

Literacy Coordinator &
Foundations Program Team Lead



Caroline Cash

Organizational Coordinator

PART-TIME STAFF



Tre' Crume

Equipping Program Team Lead



Victor Peña

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Grade Coach | Equipping Program



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Jeanine Campbell

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MENTORING



FORERUNNER MENTORING



DRIVING QUESTION

"If a young man grows up without a male role model in his life, who is he going to look up to?"

OUR ANSWER

A mentoring relationship between a Godly man and a boy with an absent-father.

WHO CAN BE A MENTOR?

- **MEN WHO:**

- Have time to invest into mentoring
- Have a personal and intimate relationship with Jesus Christ
- Are in active membership at a local church
- If married, have the blessing of their wife
- At a minimum, the ability to fulfill at one year commitment

***MENTOR* COMMITMENT**

- See your Forerunner at the minimum, once every two weeks. We prefer once a week.
- Contact him via text or a phone call once a week.
- Make every effort to come to our Forerunner events.
- Make every effort to come to our Forerunner Trainings

MENTOR RESPONSIBILITIES

- Show up
- Speak truth
- Love God

***MENTORS* SHOW UP**

WE ASK THAT THE MENTOR SHOW UP ON A CONSISTENT BASIS TO SEE THEIR FORERUNNER. WE BELIEVE THIS IS THE MOST IMPORTANT PART OF BEING A MENTOR

- This includes coming to FMP events, school lunches, our after-school program, and initiating with the Forerunner outside of our programs.

***MENTORS* SPEAK TRUTH**

WE ASK THAT OUR MENTORS BE THE MOST ENCOURAGING PERSON IN THE LIFE OF THEIR FORERUNNER. WHEN OUR FORERUNNER SEES THEIR MENTOR COMING, WE WANT THEM TO KNOW THAT INTERACTION IS GOING TO MAKE THEIR DAY BETTER.

- We ask that if our Forerunner is doing 99 things wrong and 1 thing right, you focus on that 1 thing.
- Focus on who he is, not what he is doing. Ask the Lord to change your heart so you see the Forerunner as the Lord sees them.

***MENTORS* LOVE GOD**

- **OUR EXPERIENCES TELL US THAT THAT DOESN'T WORK OUT TOO WELL. ACTIONS SPEAK LOUDER THAN WORDS. HE IS GOING TO LEARN HOW TO BECOME A GODLY MAN BY WATCHING YOU BE A GODLY MAN.**
- **IF WE LEAD BY EXAMPLE. OUR PROGRAM WILL:**
 - Teach them the word of God
 - Teach them how to excel academically
 - Teach them how to build strong Godly character
 - Teach them how to deal with their emotions and how they respond to difficult situations

HOW DO WE TRAIN THEM?

- **MONTHLY MENTOR TRAININGS**
- **QUARTERLY FACE-TO-FACE**
- **YEARLY FALL RETREAT**
- **YEARLY WINTER CONFERENCE**
- **YOU CAN MENTOR PODCAST**

WHO IS OVER OUR MENTORS?



Stephen Murray

Director of Mentoring



Zachary Garza Sr.

Founder & Executive Director

AFTER-SCHOOL PROGRAMS



**FORERUNNER
MENTORING**



AFTER-SCHOOL PROGRAMS

DRIVING QUESTION

“If a young man grows up without a male role model in his life, who is going to teach him how to act like a man of God?”

AFTER-SCHOOL PROGRAMS

OUR ANSWER

A time intensive, biblically-based program dedicated to equipping our young men with the skills needed to be a man of God

AFTER-SCHOOL PROGRAMS

SCHOOLS WE SERVE

- Lake Highlands Junior High
- Lake Highlands Elementary
- Skyview Elementary
- Wallace Elementary
- Northlake Elementary
- Merriman Park Elementary

WHAT DOES OUR AFTER-SCHOOL PROGRAM LOOK LIKE?

WE BELIEVE OUR AFTER-SCHOOL PROGRAMS SHOULD MAKE UP 50% OF OUR EFFORTS

- After-school programs equip our Forerunners with the skills needed to fulfill their potential in:
 - Education
 - Character
 - Leadership

AFTER-SCHOOL PROGRAMS

K-2ND

FOUNDATIONS PROGRAM

3-6TH

EQUIPPING PROGRAM

7-8TH

DEVELOPMENT PROGRAM

K-2ND

FOUNDATIONS PROGRAM



K-2ND

FOUNDATIONS PROGRAM

- **FOCUSED ON IMPROVING LITERACY IN A CHRIST-CENTERED ENVIRONMENT**
- **EVERY KID IN OUR PROGRAM IS:**
 - Classified as poor
 - Minority
 - Single-parent household
 - English-Language-Learner
 - Behind grade level in reading



WHY IS THAT IMPORTANT?

In order for our young men to become all that the Lord created them to be, we believe in fulfilling their academic potential. We believe that reading is the foundation of a good academic education.

HOW DO YOU DO THAT?

- We spend three hours a day with our students Monday through Thursday afternoons.
- We get the kids from their classrooms around 2:50pm.
- Their mom picks their kids up at 6:00pm.

WHAT DOES A NORMAL DAY LOOK LIKE?

WE SPEND THREE HOURS A DAY WITH OUR STUDENTS MONDAY THROUGH THURSDAY AFTERNOONS.

- Our basic model is:
 - An hour of fun and snack
 - We do this to build relational capital and to help our kids exercise/get rid of their energy
 - 30 minutes of reading through the bible
 - We use the bible to expose our kids to reading
 - 90 minutes of activities to develop literacy
 - We use fun and interactive games to teach reading and phonic skills through iStation and LLI curriculum

WHO RUNS IT?



Caroline Gibbons

Literacy Coordinator &
Foundations Program Team Lead



Jeanine Campbell

Grade Coach | Foundations Program



Daniel De Jesús

Director of Programs

3-6TH

EQUIPPING PROGRAM



3-6TH EQUIPPING PROGRAM

- **FOCUSED ON BUILDING CHARACTER THROUGH THE FOUNDATIONS OF THE HOLY BIBLE**
- **MOST EVERY KID IN OUR PROGRAM IS:**
 - Classified as poor
 - Minority
 - Single-parent household
 - Behind grade level in reading



WHY IS THAT IMPORTANT?

In order for our young men to become all that the Lord created them to be, we believe in teaching Godly character through the Holy Bible. It is our goal for our young men to learn who Jesus Christ is and why we should follow his ways and not our own.

HOW DO YOU DO THAT?

- We spend three hours a day with our students Monday through Thursday afternoons.
- We get the kids from their classrooms around 2:50pm.
- Their mom picks their kids up at 6:00pm.

WHAT DOES A NORMAL DAY LOOK LIKE?

WE SPEND THREE HOURS A DAY WITH OUR STUDENTS MONDAY THROUGH THURSDAY AFTERNOONS.

Our basic model is:

- An hour of fun and snack
 - We do this to build relational capital and to help our kids exercise/get rid of their energy
- An hour of educational tutoring
 - We use our staff and volunteer tutors to help our kids execute their homework assignments
- An hour of character building through the Bible
 - We use fun and interactive games to teach them the basic of the Word of God

WHO RUNS IT?



Tre' Crume

Equipping Program Team Lead



Wes Johnson

Grade Coach | Equipping Program



Joel McMillan

Grade Coach | Equipping Program



Daniel De Jesús

Director of Programs

7-8TH DEVELOPMENT PROGRAM



7-8TH

DEVELOPMENT PROGRAM

- **FOCUSED ON DEVELOPING SKILLS THAT WILL HELP OUR FORERUNNERS SUCCEED AS THEY TRANSITION FROM BOYHOOD TO MANHOOD**
- **MOST EVERY KID IN OUR PROGRAM IS:**
 - Classified as poor
 - Minority
 - Single-parent household
 - Behind grade level in reading



WHY IS THAT IMPORTANT?

In order for our young men to become all that the Lord created them to be, we believe in being teaching our young men how to be successful in life during the transition from boyhood to manhood.

HOW DO YOU DO THAT?

- We spend three hours a day with our students Monday through Thursday afternoons.
- We get the kids from their classrooms around 3:35pm.
- I take them home at 6:00pm.
- A basic day is:
 - One hour of tutoring
 - One hour of teaching

WHAT DOES A NORMAL DAY LOOK LIKE?

Monday

CLEAN OUT BACKPACK

CHECK PLANNER

**CHECK GRADES ON
FOCUS**

**CREATE TUTORING
SCHEDULE FOR THE
WEEK**

GO TO TUTORING

**PROVERB – DISCOVERY
BIBLE STUDY**

Tuesday

CLEAN OUT BACKPACK

CHECK PLANNER

GO TO TUTORING

**MANHOOD TRAIT
THROUGH BOOK**

Wednesday

CLEAN OUT BACKPACK

CHECK PLANNER

GO TO TUTORING

**JESUS - DISCOVERY BIBLE
STUDY**

Thursday

CLEAN OUT BACKPACK

CHECK PLANNER

GO TO TUTORING

**EXPERIENCE OR SKILL OR
PROFESSION**

WHO RUNS IT?



Victor Peña

Development Program Team Lead



Devin McCauley

Grade Coach | Development Program



Daniel De Jesús

Director of Programs

FORERUNNER FAMILY



WHAT IS FORERUNNER FAMILY?

Forerunner family ministry serves and supports our mothers through friendship and community to help them flourish as the leaders

DRIVING QUESTION

“If a young man grows up without a male role model, who is the most important person in his life?”

OUR ANSWER

A ministry that builds a relationship to serve and support the person who has the greatest impact on the life of our young men; their mother.



WHY IS THAT IMPORTANT?

In order for our young men to become all that the Lord created them to be, we believe that the best way to do that is to support mom as she leads a Christ-Centered household. In as many cases as possible, we want to be a suppliment, not the solution, to our mothers.

HOW DO YOU DO THAT?

WE DO THE FOLLOWING:

- Contacting our moms with a Forerunner friend at least twice a month
- Providing Family Dinners each month to build relationships
- Providing Enrichment Classes every other month to provide support
- Providing Get-a-way Days every quarter to serve our single mothers

WHO RUNS IT?



Caroline Gibbons

Literacy Coordinator &
Foundations Program Team Lead



Zachary Garza Sr.

Founder & Executive Director

WHAT IS NEXT?



**FORERUNNER
MENTORING**



2019-2020

- Move all ASP off site
- Manage transportation
- Start to engage High School Forerunners
- Aim for 60 families in our program
- Continue building relationships with all Title 1 schools in LH