



**Save the Date** for our special 10th Year Anniversary Celebration on **October 13th** from **6-8pm**.

**Bring your youth along for the festivities!**

- We can use some help setting up and taking down the day of the event.
- We could also use several of you camera buffs to take photographs.
- Can you help find donors for the silent auction? Both services and material goods are needed. (We are happy to provide donation acknowledgement.)
- We have a wonderful committee who is working on the details of this event and they may need additional help as the date gets closer. Any help is very much appreciated so let us know if you are available to lend a hand.

Thanks in advance and we look forward to seeing you at this special event!



## August 2010

### *Mentoring Relationship Cycle\**

Where are you and your mentee in the mentoring cycle? Read below to see if you can identify with these stages and explanations of what to expect. (No relationship is easily put in a box so watch for a general description.) Sometimes knowing what to expect can be helpful and knowing what others have experienced is reassuring as well.

#### 1. Early Development Stage:

**Anxiety and uncertainty**—both parties feel the pressure of being observed and assessed. **Try to relax and take it slow.**

**Honeymoon Phase**—things may “click” and you may think you are closer than you really are. **All relationships take time to deepen.**

**Testing of Limits**- Both mentor and mentee may need to test the relationship to see how safe it feels. **Do your best to keep the communication open.**

#### 2. Growth Stage:

**Reciprocal Relationship:** Decision making becomes more mutual. Comfort level increases.

**Building Trust**- Talking begins to reflect trust, openness and honest. More self-disclosure from both mentor and mentee.

**Guilt Feelings**-No one is perfect with follow-through. **Be sure to talk about disappointments in the relationship.**

**3. Maturity Stage:** Both parties are more flexible. Trust now allows for changes in plans and acceptance of each other's feedback. **Enjoy your relationship!**

#### 4. Closure Stage:

**Withdrawal**- Letting go can happen at any time. **Be aware of emotional distance between the two of you.**

**Avoidant Behavior**- You may find excuses to not spend time together. Mentoring goals may seem unimportant. There may be more physical distance when you do meet.

**Denial**-It is easier to pretend that nothing is changing. Be sure to stay aware of your own feelings and behaviors and try to keep the lines of communication open.

**We are here to support you through all stages of the relationship. The closure stage can be very sad for both parties. Even good relationships end sometimes and this is a unique opportunity for us all to practice letting go in a healthy way. When it is time to end your relationship, Powerhouse has some guidelines we will ask you to follow.**

*\*from The Mentoring Institute.*



Maria Hein, 503-234-8757 x. 24

Kathryn King, MSW 503-234-8757 x. 25

Email: [maria@powerhouseprogram.org](mailto:maria@powerhouseprogram.org)

Email: [kathryn@powerhouseprogram.org](mailto:kathryn@powerhouseprogram.org)