PART 3 - MENTORING Dedicating ourselves to developing others.

Exodus 33:12-14  Then Moses said to the LORD, “See, You say to me, ‘Bring up this people.’ But You have not let me know whom You will send with me. Yet You have said, ‘I know you by name, and you have also found grace in My sight.’ Now therefore, I pray, if I have found grace in Your sight, show me now Your way, that I may know You and that I may find grace in Your sight. And consider that this nation is Your people.”

WE’VE ALL BEEN MENTORED BEFORE

1. Write the name of at least one person who significantly impacted you during each of the seasons of your life. Then state what characteristic(s) they imparted or the lessons you learned.

   Childhood
   Youth, Young adult
   Adults

MENTORING STYLES

Mentoring is a ________________________________ between a mentor who knows or has experienced something, and transfers that something to a mentee at an appropriate time and manner, so that it facilitates development and empowerment. Authors of Connecting: The Mentoring Relationships You Need to Succeed outline eight different ways we mentor, all tailored to meet the various needs during different seasons of life. Following is a very brief overview of these mentoring styles.

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<td>Discipler</td>
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follow Christ.

2. **Spiritual Guide** | A mature believer who shares deeper knowledge and understanding and facilitates maturity at important times of life.

3. **Coach** | A process of imparting encouragement and skills in a task through a relationship.

1. **Counselor** | Timely advice and impartial perspective on the mentee’s view of self, others, circumstances and job or ministry.

2. **Teacher** | Imparting knowledge and understanding on a particular subject, motivating the mentee to continue learning and linking them with relevant resources.

3. **Sponsor** | Imparting resources and development to increase effectiveness and influence in an organization.

1. **Contemporary Model** | A living person whose life and work/ministry is used to indirectly impart skills, principles and values. They may or may not know you personally.

2. **Historical Model** | A person now deceased whose life/ministry is recorded and that information is used to indirectly impart skills, principles and values.

**HOW JESUS INVESTED HIS LIFE INTO HIS DISCIPLES**

1. He __________________________ spiritual disciplines and balanced physical disciplines of activity, rest, prayer, solitude and servant leadership.

2. After major events such as the miraculous feedings, He helped His disciples to reflect on what they had seen and experienced.

3. He challenged the disciples’ ____________________________ about the religious views and erroneous beliefs of their day.

4. He listened to his disciples and asked questions to stimulate thinking.

5. He allowed them to ____________, forgiving them and offering encouragement and solutions.

6. He used Scripture to help them understand their mission and to challenge to be more than they were.
7. He adapted his approach to the ______________________ of the different disciples.

8. He did not create an atmosphere of a superior to a lesser, but ate and drank with them and lived at their level.

9. Jesus taught them in real life how to teach, handle large crowds, heal the sick, cast out demons, care for the broken.

10. Jesus shared with His disciples unique experiences such as the transfiguration and His prayer in Gethsemane.

**WHEN YOU ARE THE ONE BEING MENTORED...**

1. When you’ve decided on the mentor, clarify your expectations.
   - Never be offended if he or she cannot find the time to do that.
   - Do not have expectations higher than can be met. The goal of mentoring is improvement not perfection.

2. Ask the right questions.
   - Prepare the questions beforehand and make them strategic for your growth.

3. Adopt a ______________________ learning posture.
   - Don’t let ego get in the way. Trying to impress your mentor will set up barriers and prevent you from receiving what he or she is trying to give you.

4. Respect the mentor but don’t idolize him.
   - God is faithful to allow you to see your mentor’s weakness, setting you up for possible disappointment.

5. Immediately ______________________ what you are learning.
   - Knowledge becomes reality by doing it.

6. Be disciplined.
   - Arrange for ample time, select the subject matter in advance, and do your homework to make the sessions profitable.

7. Reward your mentor with ____________________.
   - If you show appreciation but make no progress the mentoring experience is a failure.

8. Don’t threaten to quit.
   - Let your mentor know that you are a determined winner.

9. Mutually agree to bring _____________________.
   - Don’t be offended if he or she suggests that you have received all they can give you.

10. ___________________________________________________________
WHEN YOU ARE MENTORING OTHERS...

Discipling (or mentoring) is an activity that is often overlooked in the American church or abused and used to control people. However, this is the very means by which God has commanded us to expand the Kingdom in our generation. (Matthew 28:18-20)

Mentoring at it’s highest level is leading someone to Christ (or discipling a newer believer) and facilitating spiritual growth in their commitment to Christ, character and calling. The responsibility also includes teaching discipline in Bible study, prayer and involvement in a local church. The ultimate goal is train them to “stand on their own two feet” and begin to disciple someone else. (2 Timothy 2:2)

1. _______________ the relationship.
   • The mentee sees qualities in potential mentor and requests the possibility to begin a relationship. Never be angry when the possible mentor cannot do it. Keep going!

2. Jointly agree on the ________________.
   • Clarify the purpose in writing if necessary.

3. Determine the frequency and length of time for each interaction.
   • Mentors are usually busy and may not always be able to be impromptu.

4. Set the ________________.
   • Mutually establish the length of time for the mentoring relationship and avoid open ended mentoring. Life cycles require a beginning and a closure.

5. Periodically evaluate the relationship.
   • Is the relationship accomplishing its purpose? There should be honest mutual feedback.

6. Modify to fit the purpose.
   • Sometimes mentoring drifts so modify where expectations are not being met. Change it to accomplish a mutual purpose.

7. Bring ________________.
   • When the life cycle is finished and expectations have been met, bring closure, or set a new life cycle.

THE MENTORING CHART

"Be a Barnabas; pursue a Paul; train a Timothy."

1. The following chart represents an important activity and can ________________ in life and in fruitful ministry. It represents the important relationships of accountability we have with more mature Christians (Paul), with people our age and spiritual development (Barnabas), and with emerging Christians (Timothy). Many who finish their life victoriously have these types relationships throughout the years.
2. In the spaces below, write the people who fit those descriptions at this time in your life.

A. A “PAUL” is an older person (chronologically or spiritually) who is willing to help you build character. They have been “down the road of life,” and are willing to share their successes and failures. They can also be one of the two passive models explained in this lesson.
   - 1 Timothy 1:18-20

B. A “BARNABAS” is someone who is a peer and will hold you accountable. It is good to have those involved in your church (“inside”) and those outside the church (“outside”).
   - Acts 9:26-30
   - Inside:
   - Outside:

C. A “TIMOTHY” is someone you are discipling in their Christian life. Your responsibility is to be a model of mature discipleship, encourage, teach, gently correct as needed, and to pray for their spiritual formation.
   - Acts 16:1-5

3. Now transfer the names to the chart.

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**HOMEWORK**

1. Use the Weekly Time Sheet. Check what you do each day.

2. Continue reading Mentoring 101 by John Maxwell.


4. Memorize Matthew 28:18-20  *Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”* (Matthew 28:18-20)

**FINAL QUIZ:** Put together a strategy with practical steps on how you can begin a lifestyle of discipling others.
THE MENTORING CHART

Transfer the names from the previous page to each of the boxes below.

Paul

Barnabas Inside

Your Name

Barnabas Outside

Timothy

NOTES
DECISIONS OR DISCIPLING?

If we were to win one soul to Christ every day (without discipling) vs. discipling one person per year who in turn disciples one person per year, the conversions outnumber the discipling until the 13th year, then discipling outnumbers conversions.

<table>
<thead>
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<th>DECISIONS</th>
<th>DISCIPLING</th>
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<td>Winning one person to Christ every day of the year...</td>
<td>Discipling one person each year who, in turn, disciples one person per year...</td>
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<td>2. 3</td>
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*Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” Matthew 28:18-20*
WEEKLY TIME SHEET & JOURNAL  “…redeeming the time…” Ephesians 5:16

Check ✓ each box as you do the activity for that day.
Name ________________________________ Date __________________________

My accountability partners are ____________________________________________

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Write the memory verse here before class. (Must be done from memory)

Journal on the back (please be brief and to the point)
relational process
Intensive — Hands on

Occasional — As the need arises
Passive — Requires my initiative
modeled
perspectives and assumptions
fail

personalities
subordinate
put into practice
progress
closure

Teach someone else what you have learned.
Establish
purpose
life cycle
closure
assure success