

# MENTORING

God's Plan For Kingdom Growth

The Decision | Commitment | Discipline  
Growth | Character Development | Serving  
Mentoring | Training | Empowering | Releasing

Jesus said, "Go and make disciples of all nations..."

## Part 4 • 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 from them.
  - A. Childhood
  - B. Youth, Young adult
  - C. Adult

### MENTORING STYLES

*Adapted from Connecting: The Mentoring Relationships You Need to Succeed by Paul Stanley and Robert Clinton*

*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. There are 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.*

1 \_\_\_\_\_ "Hands on," direct involvement.

1. **Discipler** — A more experienced believer of Christ shares with a newer believer the ability to 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.

**2** \_\_\_\_\_ As the need arises.

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.

**3** \_\_\_\_\_ Requires personal initiative.

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 them 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 how to teach, handle large crowds, heal the sick, cast out demons, care for the broken.
10. Jesus shared with His disciples unique and personal experiences such as the transfiguration and His prayer in Gethsemane.




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Discipling/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, discipling that new believer, and facilitating spiritual growth in their commitment to Christ. 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)

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### **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. 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 or her.
  - 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. \_\_\_\_\_ others what you have learned.

### **WHEN YOU ARE MENTORING OTHERS**

1. \_\_\_\_\_ the relationship. Intentionally establish the purpose and direction of the relationship. The mentoree pursues the mentor.
2. Jointly agree on the \_\_\_\_\_. Clarify the purpose in writing if necessary.
3. Determine the frequency of interaction. Establish a pattern that both can depend upon even if it is less frequent. Busy mentors may not always be able to be impromptu.
4. Determine the type of \_\_\_\_\_. Be up front and honest. Establish consequences if accountability is broken. Without this element it will not work.
5. Clarify the level of confidentiality. Never violate that. Establish what must be held in strict confidence, what can and cannot be shared with others.
6. Set up communications mechanisms. Trust and openness is extremely effective. However, set ground rules about what is allowed and what is not allowed.
7. Set the \_\_\_\_\_. Mutually determine the length of time for the mentoring relationship and avoid open ended mentoring! Different types of mentoring relationships vary in length of time for empowerment to happen.
8. Periodically \_\_\_\_\_ the relationship. Is the relationship accomplishing its purpose? There should be honest feedback.
9. Modify expectations to fit the purpose. Modify where mutual expectations are not being met. Change it to accomplish a mutual purpose.
10. Bring \_\_\_\_\_. Mentoring relationships which have no definite end will create uneasy feelings. 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.

The following chart represents a crucial activity that can produce success in life and in ministry!

These are the important relationships of accountability we need with more mature Christians (Paul), with people our age and spiritual development (Barnabas), and with emerging Christians (Timothy). Many who finish life victoriously have these types relationships throughout the years.

1. Develop the ACCOUNTABILITY of being a “BARNABAS.”
  - A. Barnabas was willing to be used by the Lord. (Acts 4:36-37; 9:26-30) He was an encourager and his name meant “Son of Encouragement.” Many ministry leaders have needed a modern-day Barnabas to come alongside them to give encouragement and ministry opportunity. (1 Timothy 1:18-20)
  - B. A “Barnabas” is someone who can and will hold you accountable. Although this can be someone outside our church, as a leader, it needs to first begin with the relationships in Christian Life Center. (Acts 9:26-30)
2. Develop the insight and DISCIPLINE to pursue a “PAUL.”
  - A. Barnabas pursued and mentored Saul the persecutor when he became a believer. Read the account in Acts 9:26-30; 11:25-26; 13:1-3, 6-12.
  - B. A “Paul” is an older person, chronologically or spiritually, who is willing to help you build character and provide the tools for life and ministry. They can also be a historical or contemporary model.
3. Develop the ability to TRAIN a “TIMOTHY” through a successful mentoring relationship. This is someone you are discipling in the Christian faith. (Acts 16:1-5)
  - A. Below are a few steps to follow when discipling someone. The entire list of steps is found on page 4.
    - Mutually agree on the purpose and the life cycle.
    - When, where and how often will you meet?
    - Be accountable.
    - Adjust if necessary.
    - Bring closure and review the mentoring: Have you accomplished the desired results? If there a need or willingness to continue, go through the steps again.

**Directions** — Write the names of people who are currently in those positions as well as those you believe will be on the following page. Then transfer the names who currently fill those roles onto the Mentoring Chart.

If there are no names in one or more of the three boxes pray and ask the Lord to reveal people to you or pursue people God has already laid on your heart. This is an extremely important lifestyle for our sake as well as for the sake of God’s Kingdom.

**WORKSHEET** — Write down the names here before transferring them to the chart.

**1. The people who currently fill the role of a PAUL.**

A. People I believe I need to include at some point in time.

**2. The people who currently fill the role of a BARNABAS.**

A. People I believe I need to include at some point in time.

**3. The people who currently fill the role of a TIMOTHY.**

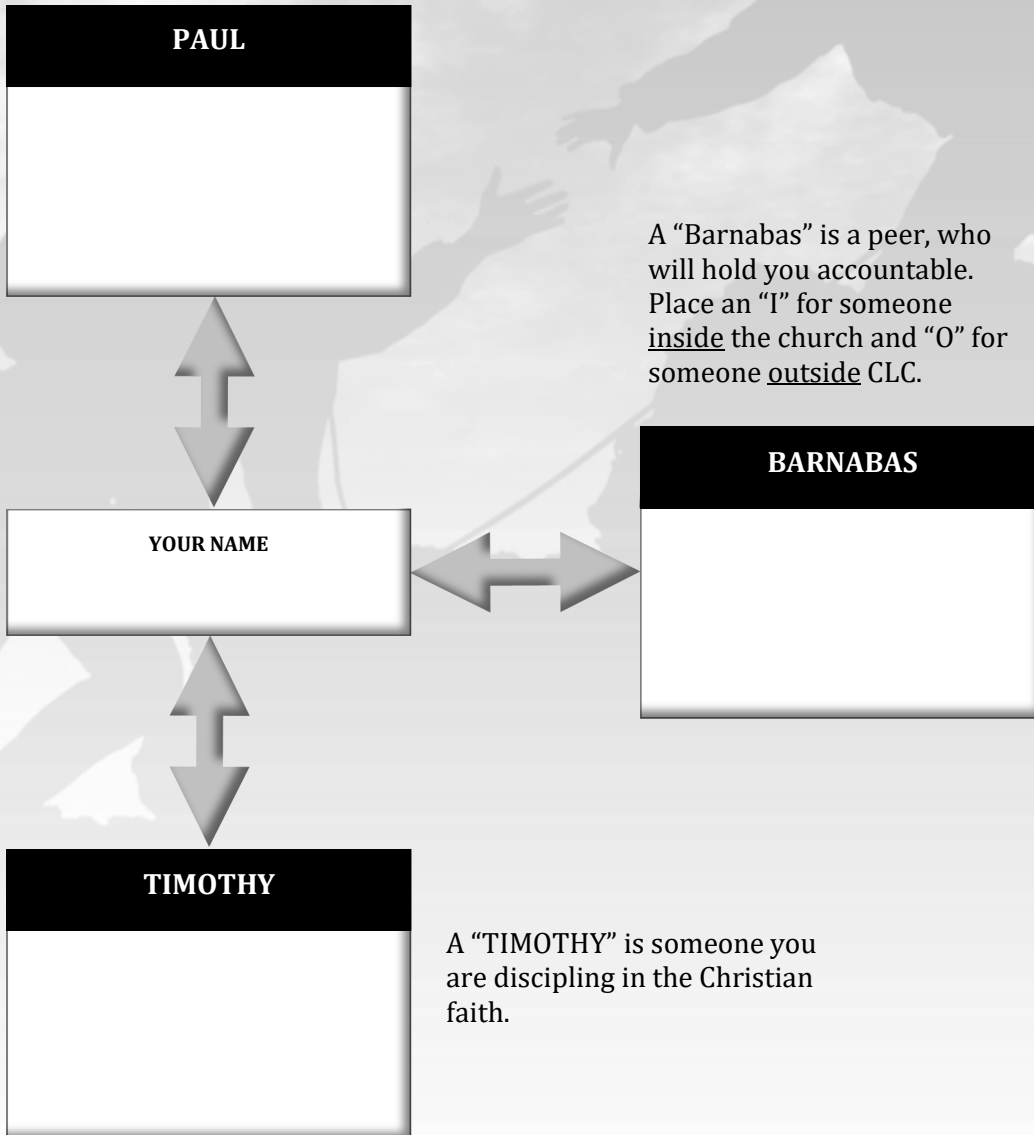
A. People I believe I need to include at some point in time.

## BE A BARNABAS ▶ PURSUE A PAUL ▶ TRAIN A TIMOTHY

A "PAUL" is an older person, chronologically or spiritually, who will help you build character and provide the tools for life and ministry.

### Personal notes:

A "Barnabas" is a peer, who will hold you accountable. Place an "I" for someone inside the church and "O" for someone outside CLC.



A "TIMOTHY" is someone you are discipling in the Christian faith.

## ANSWERS — MENTORING

relational process  
Intensive

Occasional  
Passive  
modeled  
assumptions  
fail  
personalities

subordinate  
put into practice  
progress  
closure  
Teach

Establish  
purpose  
accountability  
life cycle  
evaluate  
closure