



*M*entoring

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THE LEADERSHIP PARADIGM

Exodus 33:12-13 *Moses said to the LORD, "You have been telling me, 'Lead these people,' but you have not let me know whom you will send with me. You have said, 'I know you by name and you have found favor with me.' If you are pleased with me, teach me your ways so I may know you and continue to find favor with you. Remember that this nation is your people."*

1. The command to lead.

- Fear and timidity in leading. (Joshua 1:6-9)
- Positional leadership vs. servant leadership. (John 13:1-17)
- A watchman (Ezekiel 3:16-21) standing in the gap. (Ezekiel 22:30-31)
- The leader as a shepherd (1 Peter 5:2-4), not a "hireling" (John 10:12-13)

2. Relationships of mentoring and partnership.

- "I wish to have on my epitaph: 'Here lies a man who was wise enough to bring into his service men who knew more than he.'" — Andrew Carnegie
- Be a Barnabas (accountability), pursue a Paul (growth), train a Timothy (legacy).

3. Favor with God.

- Character vs. ability.
- Humility (Psalm 18:27; Philippians 2:5-9) and obedience to His Word. (Genesis 4:2-5; 1 Samuel 15:22; Proverbs 3:3-4)
- Understanding authority in all its forms. (Matthew 8:5-13)

4. Desiring to know God and His ways.

- Knowing His acts vs. knowing His ways. (Psalm 103:7-14)
- Paul's cry to know Him. (Philippians 3:10-11)

5. Stewardship of God's people.

- Even though people may follow us, we must never see them as "our" people but as His people. (Exodus 19:5-6; Deuteronomy 7:6; 1 Peter 2:9) Psalm 100:3 *We are His people and the sheep of His pasture.* (Psalm 95:7)
- Our task is to develop people in their relationship with God. (1 Corinthians 11:1; Ephesians 4:11-12)

6. Jesus' leadership style.

- Mark 10:35-45 *...whoever desires to become great among you shall be your servant. And whoever of you desires to be first shall be slave of all...*

TYPES OF MENTORING RELATIONSHIPS

*Information is adapted from Connecting: The Mentoring Relationships You Need to Succeed in Life
by Paul D. Stanley and J. Robert Clinton.*

Mentoring is a RELATIONAL PROCESS 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 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.

INTENSIVE, Hands on

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.

OCCASIONAL, 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.

PASSIVE, 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.

THE STEPS OF SUCCESSFUL MENTORING

- 1. Establish a strong relationship.**
 - The stronger the relationship, the greater the empowerment. As you look for potential mentorees, keep compatibility in mind.
- 2. Agree on the purpose.**
 - A basic rule in planning is to begin with the end in mind. When mentoring proves disappointing, the problem usually points back to unfulfilled expectations.
- 3. Determine the frequency of connection.**
 - Intensive mentoring works best with at least once a week contact.
- 4. Decide on the type of accountability.**
 - What should be done if protocols or commitments are violated?
- 5. Clarify the level and manner of communications.**
 - As a mentor, ask, "If I see an area of concern, how and when do you want me to communicate it to you?"
- 6. Set the life cycle.**
 - It's best to avoid open-ended mentorships. Have short periods, evaluation, and closure with the possibility of continuation rather than a relationship where things are uncertain.
- 7. Evaluate regularly.**
 - See what should be done to improve the mentoring. Joint evaluation is always best. bring expectations down to what is more likely going to happen.
- 8. Bring closure at the right time.**
 - Mentoring that has no clear end will usually dwindle to nothing with uneasy feelings on the part of both people. Both should be involved in mutually ending the mentoring relationship.

Discussion

1. Has mentoring been a part of your Christianity? If not, why not?
2. Which of these steps/parts might be difficult to do?
3. Is there anything you would you add to the list?
4. Based on tonight's discussion, what action are you willing to take?

BE A BARNABAS. PURSUE A PAUL. TRAIN A TIMOTHY.

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 basic steps to follow when discipling someone. (See page 3)
 - 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 is a need or willingness to continue, go through the steps again. Be sure to continue to intentionally set the life cycle.
4. Place the names of people who may occupy those relational places in your life today. Then develop a chart of people who may fill those places soon.

MENTORING CHART

