



M|A|N

Mentoring A Nation

MENTORSHIP- the necessity for discipleship

FOUNDATIONAL

Blessed is the man Who walks not in the *counsel* of the ungodly,
Nor stands in the path of sinners, Nor sits in the seat of the
scornful;" Psalms 1:1

We can safely then say " blessed is the man who walks in the
counsel of the godly....."

SUCCESSFUL DISCIPLESHIP ?

Successful Discipleship requires the counsel of the godly- **in mentorship**- where zeal and wisdom interact to advance the cause of discipleship.

Mentor- The word “mentor” is defined as “a wise and trusted counselor or teacher.” A person who gives a younger or less experienced person help and advice over a period of time.

Definitions of a mentor/mentoring:

- ▶ 1. A wise and trusted counselor or teacher.
- ▶ 2. The process of taking one's talents, gifts and abilities, and sharing them with, imparting or depositing them into others.
- ▶ 3. The ability to reproduce in others that which has been produced in you
- ▶ 4. The transference of advice, counsel, training and encouragement to others
- ▶ 5. The practice of assigning a junior member of staff to the care of a more experienced person who assists him in his career (commerce, business)

Mentoring is dependent on two persons:

- ❑ The protégé (mentoree)
- ❑ The guide, coach, leader who desires to take someone (mentoree) under their wings.

The expectations and desires in regards to mentoring, should be clearly stated and understood by both parties.

Some examples from the scriptures

- ❑ Elijah and Elisha
- ❑ Jethro and Moses
- ❑ Moses and Joshua
- ❑ Moses and Caleb
- ❑ Samuel and Saul
- ❑ Jehoiada and Joash
- ❑ Jesus and the Apostles
- ❑ Barnabas and Paul
- ❑ Barnabas and John–Mark
- ❑ Paul and Timothy
- ❑ Paul and Titus
- ❑ Priscilla and Aquila and Apollos

Eight types of mentors : Paul Stanley:

- ▶ 1. Discippler– Provides guidance in the basics of following Christ, by helping a young Christian develop spiritual gifts and habits.
- ▶ 2. Spiritual guide– helps a mentoree at any stage of the Christian life to assess his or her own development and take initiative for change and growth
- ▶ 3. Coach– Motivates and imparts skills needed to meet a task or challenge such as parenting or ministry
- ▶ 4. Counselor– Acts as a sounding board, offering advice regarding specific situations

- ▶ 5. Teacher– Helps the mentee learn about and understand a particular subject and motivates him or her to use this knowledge
- ▶ 6. Sponsor– Selects potential leaders within his or her organization and provides the encouragement, leadership skills and resources to succeed in the organization
- ▶ 7. Contemporary model– Indirectly motivates and imparts values by serving as a model for life, ministry or profession
- ▶ 8. Historical model– Someone from the past who teaches dynamic principles and values for life, ministry and/or profession.

The level of mentoring in each mentoring relationship must be defined as well as the expectations on both sides. This will help to avoid disappointments and disillusionment.. It is also important to understand that mentoring relationships are many times seasonal in nature.

Qualities of a good mentor

- ▶ 1. Strong role model
- ▶ 2. Able to share their life experiences with the mentoree/protégé
- ▶ 3. Able to maintain Godly standards
- ▶ 4. A good listener
- ▶ 5. Able to develop a protégé without making him a clone
- ▶ 6. Have the God given ability to teach others and reproduce himself

- ▶ 7. Have the spirit of wisdom
- ▶ 8. Have an innate ability to build up and encourage others
- ▶ 9. Tactful but direct
- ▶ 10. Able to give advice and then withdraw
- ▶ 11. Have a sense of humour
- ▶ 12. Help mentoree/protégé to set Godly goals
- ▶ 13. Willing to expose new truth and new material
- ▶ 14. Able to give sensible advice

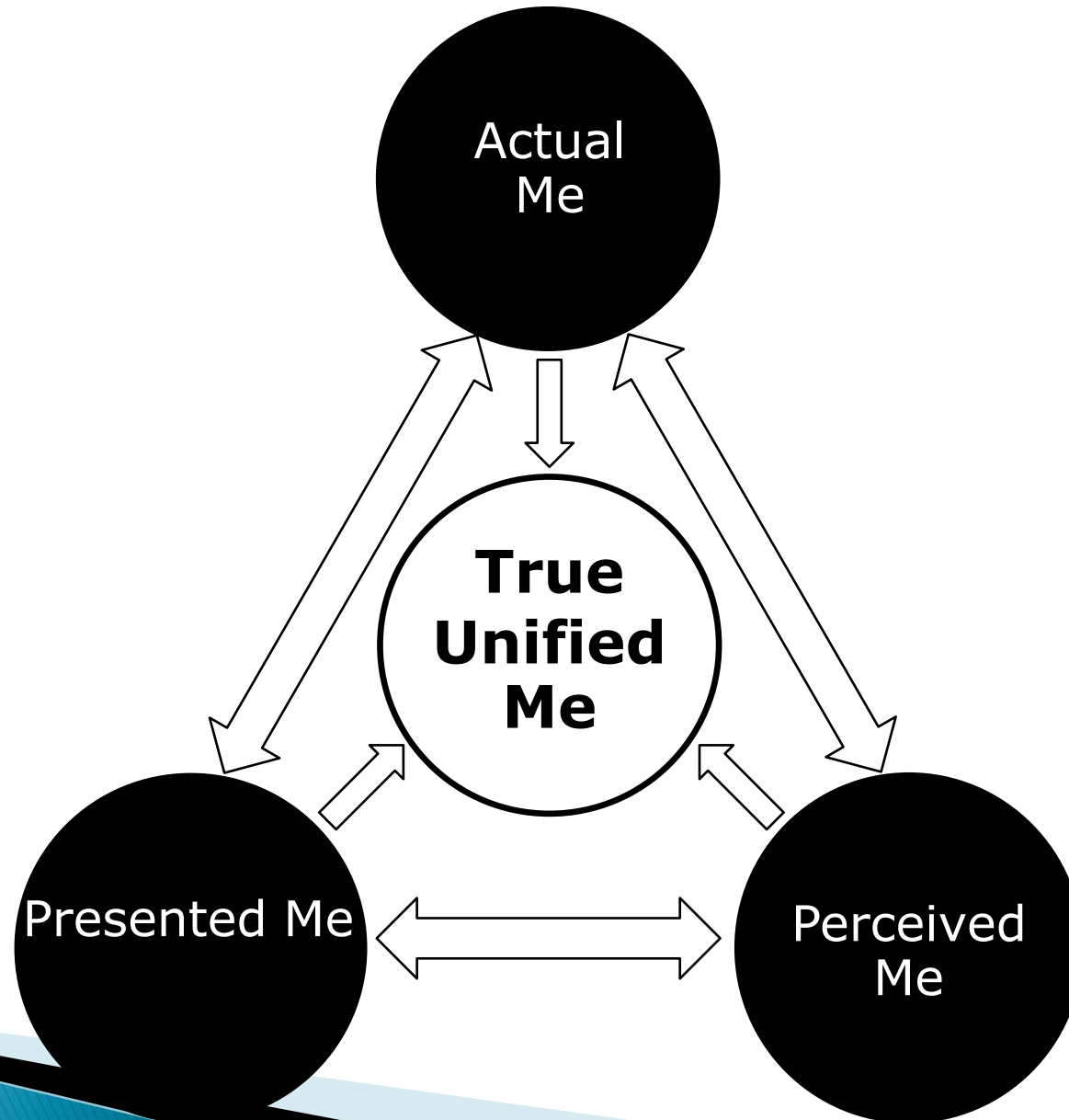
Qualities of a good mentee/protégé

- ▶ 1. Have potential
- ▶ 2. Be teachable
- ▶ 3. Self-motivated
- ▶ 4. Goal oriented
- ▶ 5. Responsible

Levels of Sharing

- ❑ Clichés (How are you?)
- ❑ Fact (What you know)
- ❑ Opinion (What you think)
- ❑ Emotion (What you feel)
- ❑ Revealing our needs (who you are)
- ❑ Transparency (who you are)

The Segregated Self



How Do We Shorten The Gap Between The True Me And The Actual Me

- Believe that the world needs your inner voice more than your outer performance.
- Face and deal with the fears of being who you are.
- Sharpen the listening to your conscience.
- Act with immediate obedience to the voice of your conscience.
- Do not shy away from the intimacy or confrontation of a life truly lived.

How Do We Shorten The Gap Between The Actual Me And The Presented Me

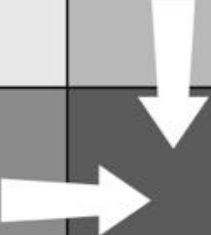
- Do not lose yourself and your unique significance in an effort to be acceptable.
- Do not fall into the snare of a performance trap.
- Do not allow pride to pull you into an image that satisfies the flesh, but does not benefit the soul.
- Unmask to ensure transparency. Ask people close to you to reveal your blind spots to you.
(The Johari Window)

How Do We Shorten The Gap Between The Actual Me And The Presented Me

- **Invite mentors and soul mates to keep you accountable to express your true self.**
- Love people truly and unconditionally so that their response does not determine your attitude or behavior.
- Serve the needs (not the wants) of others selflessly so that satisfying yourself by pleasing others will not be the driving force of your life

The Johari Window

JOHARI WINDOW		
	Behaviour known to self	Behaviour unknown to self
Behaviour known to others	Arena	Blindspot
Behaviour unknown to others	Hidden (Mask)	Unknown

The diagram shows the Johari Window table with two white arrows pointing towards the 'Unknown' quadrant. One arrow points downwards from the 'Blindspot' quadrant, and the other points horizontally from the 'Hidden (Mask)' quadrant.

How Do We Shorten The Gap Between The Actual Me And The Percieved Me

- No one can fully control the Perceived Me since stereotypes plague every culture.
- Do not allow others to pull you into their mold or stereotype.
- Make sure you know who you are, by understanding the fundamentals of your identity.
- Make sure that you know the imprint you want to leave on the lives of people and be intentional about it.

Knowing Your Identity Means Knowing Who You Are NOT

- Defining identity often requires us to define the things we do not adopt as part of our identity.

"The tendency of most is to adopt a view that is so ambiguous that it will include everything and so popular that it will include everybody."

-- Martin Luther King

As Christians We Have Two Distinct Yet Integrated Identities

- Primary Identity: I am a Christian – a child of the Living God!
- Secondary Identity: A man with a past, a present and a future!

MENTORSHIP: Loving-Discipleship in action ?

Part of what loving discipleship requires is helping people to come into purpose for their lives. The counsel of good mentors does this well.

This is summarized in Proverbs 20:5

“The purposes of a person’s heart are deep waters, but one who has insight draws them out.” Proverbs 20:5

An abiding call to mentorship

God's command to the community of his people in Deut 6, conveys a sense of an abiding call to Mentorship as a way of life.

.....Mentorship of the younger by the older.

- ▶ " these commandments that I give you today are to be on your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up. Tie them as symbols on your hands and bind them on your foreheads. Write them on the doorframes of your houses and on your gates." (Deut 6: 6-9)

PRACTICAL GUIDELINES ON MENTORSHIP (JETHRO)

Exodus 18: 1-24

MENTORSHIP-JETHRO

In one sense this is a prophetic looking-forward, a prefiguring of the operation of the real source of wisdom that would come alongside us through the post resurrection ministry of our great high priest- the Lord Jesus.

Practical Mentorship

What this Jethro/Moses
mentorship looked like

What Jethro did

He met with Moses
Verse 7

What Jethro did

He Spent some moments to understand how Moses was doing personally (verse 7).

What Jethro did

He gave a listening ear to what Moses Ministry was accomplishing and the trials and crosses in the work (verse 8).

What Jethro did

Jethro celebrated with
Moses (verse 9).

What Jethro did

Jethro and Moses
worshipped together (verse
12).

What Jethro did

They ate together (verse
12).

What Jethro did

He spent time observing
Moses at work (verse 14).

What Jethro did

Jethro asked Moses
searching questions to allow
him to think (verse 15).

What Jethro did

He challenged Moses "kill-dead" approach to ministry (verse 17).

What Jethro did

Jethro provided wise counsel
(verses 18–23)

What Jethro did

Moses was receptive to the
counsel (verse 24)

PRACTICAL GUIDELINES FOR MENTORSHIP (PAUL)

The prison letter to Timothy (2 Timothy).....filled with farewell
mentorship emotions

What we learn from Paul

Mentorship among us must grow into maturity for best effect, for time does run out.

.....maturing mentorship

- ▶ **a true son** conveys a sense of authenticity, not just in the nature of the relationship, but in the outcome of the discipleship. Mentors must make their relationship authentic. (1 Timothy 1:2)
- ▶ **A Beloved son** conveys to Timothy an affirmation of fatherly affection by this mentor, this father figure that Paul was. Mentors must make fatherly affection a priority. (2 Timothy 1:2)
- ▶ **My son** conveys personal attachment, and a sense of legitimacy. Mentors must ensure the relationships have the look and feel of legitimacy. (2 Timothy 2:1)

Mentorship must not just grow from week to week,
but from strength to strength

What we learn from Paul



Mentors must look for opportunities to deploy and encourage mentees into impactful things.

Mentors must develop and present others for ministry

In writing to the church at Colosse, Paul affirms and accredits Timothy in an additional way...

- ▶ “Paul, an apostle of Jesus (Christ by the will of God, and ***Timothy our brother,***”
(collosians 1:1 NKJV)

***Mentors should not be
afraid of reverse
Mentorship....***

Reverse Mentor:

Business definition: an initiative in which older managers are paired with, and mentored by younger employees on relevant topics

.....Paul valued reverse mentorship

- ▶ in his loneliness and sense of abandonment Paul says to Timothy: “Be diligent to **come to me quickly;**” 2 Tim 4:9 NKJV
- ▶ “The Lord grant mercy to the household of Onesiphorus, for **he often refreshed me,** and was not ashamed of my chain; but when he arrived in Rome, **he sought me out very zealously and found me.**” 2 Timothy 1:16-17
- ▶ “Only Luke is with me. Get Mark and bring him with you, for **he is useful to me** for ministry.” 2 Timothy 4:11 NKJV

MENTORSHIP OBJECTIVES ?

- ❑ Gift discovery and development
- ❑ New believer development
- ❑ Ministry development
- ❑ Leadership Development
- ❑ Life and career development

Mentorship Options

- ▶ One-on-one assignments of volunteer mentees and volunteer mentors (Senior Church Leaders' responsibility)
- ▶ Small group (3-4) mentorship (M-groups)
- ▶ Intergenerational groups (gender based)
- ▶ Apprenticeships (younger person understudy of senior person)
- ▶ Inter-generational pairing (gender-based)
- ▶ Sponsorship (helping younger person to connect with gift-development support)
- ▶ Team Leadership appointments for growth and development

Mentorship Routes

- ▶ Formally scheduled calendar arrangements (eg twice monthly at 7:00 am)
- ▶ Bible Studies– topical studies, book studies
- ▶ Family integration of mentee
- ▶ Travel Trips
- ▶ Ministry Trips

The Church must become and be a mentoring community

NB: Appoint someone to oversee mentorship program, assignments and follow up of program adoption and commitments

.....*mentoring community*

“And let us consider how we may spur one another on toward love and good deeds, not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.” Hebrews 10:24-25

“I myself am convinced, my brothers and sisters, that you yourselves are full of goodness, filled with knowledge and competent to instruct one another.”
(Romans 15:14)

.....*mentoring community*

We must also support times when unique grace (grace not held widely in the church, and not present in groups) is used to call everyone together for things:

- Bible studies
- Prayer studies
- Etc

“Yet I have written you quite boldly on some points to remind you of them again, because of the grace given me”. (Romans 15:15)

**We must make the Mentorship
experience diverse if we want to
enrich the discipleship
experience.**

.....diverse mentorship experience

“You, however, know all about my teaching, my way of life, my purpose, faith, patience, love, endurance, persecutions, sufferings—what kinds of things happened to me in Antioch, Iconium and Lystra, the persecutions I endured. Yet the Lord rescued me from all of them.” (2 Tim 3:10-11)

***Mentors must make
themselves examples***

..... Making ourselves examples...

- ▶ *And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.” 2Timothy 2:2)*
- ▶ *“Follow my example, as I follow the example of Christ.” (1Corr 11:1)*
- ▶ *“The things which you learned and received and heard and saw in me, these do, and the God of peace will be with you.” (Phil 4:9)*
- ▶ *“But we command you, brethren, in the name of our Lord Jesus Christ, that you **withdraw from every brother who walks disorderly** and not according to the tradition which he received from us. For you yourselves know how you ought to follow us, for we were not disorderly among you; nor did we eat anyone’s bread free of charge, but worked with labor and toil night and day, that we might not be a burden to any of you, not because we do not have authority, but to **make ourselves an example** of how you should follow us.” (2 Thess 3:6-9)*

**Mentors must
authenticate their own
discipleship**

Authenticate your own discipleship

Rely upon and draw strength from the presence of God's grace. The arm of flesh will fail us.

(“You therefore, my son, be strong in the grace that is in Christ Jesus.” 2 Timothy 2:1

Authenticate your own discipleship

We must be interested ourselves in intentionally passing on what we have experienced and learned.

“And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.” (2 Timothy 2:2)

Authenticate your own discipleship

In this enterprise of building the kingdom, remember there is no place to make up our own rules

“And also if anyone competes in athletics, he is not crowned unless he competes according to the rules.” (2 Timothy 2:5 NKJV)

Authenticate your own discipleship

Part of our discipleship is to go after deeper spiritual insight through meditation on the word of God

- ▶ *(“Consider what I say, and may the Lord give you understanding in all things”.....2 Timothy 2:7)*

Authenticate your own discipleship

We must avoid the ruin and distraction that comes from splitting hairs on things and arguing about words.....especially the negative impact on others' faith

- ▶ *“Remind them of these things, charging them before the Lord not to strive about words to no profit, to the ruin of the hearers.” 2 Timothy 2:14 NKJV*

Authenticate your own discipleship

We must actively protect our call from assassination. Lest we think we out-grow sin, the desires that are associated with youth can arrest us at any age.

“Flee also youthful lusts; but pursue righteousness, faith, love, peace with those who call on the Lord out of a pure heart.” 2 Timothy 2:22)

Authenticate your own discipleship

The operation of God's grace in the repentance of unbelievers must not be obstructed by the arrogance of believers. We must be patient in dealing with others who oppose and who do not understand what we believe.

“And a servant of the Lord must not quarrel but be gentle to all, able to teach, patient, in humility correcting those who are in opposition, if God perhaps will grant them repentance, so that they may know the truth,”: 2 Timothy 2:24-25

Authenticate your own discipleship

There is no “bly” available by any claim to special selection, for in this realm of time and space, only the Lord knows in advance who will make it, so we must assure our discipleship by decisions to personally turn away from some things.

“Nevertheless the solid foundation of God stands, having this seal: “The Lord knows those who are His,” and, “Let everyone who names the name of Christ depart from iniquity.” 2 Timothy 2:19”

DEEP DIVE : Post Seminar Meeting 1

- ▶ Read Chapter 4 of “ *Mentoring to Develop Disciples and Leaders*” (John Mallison) at either link below
- ▶ <https://www.johnmallison.com/data/Mentoring%20to%20Develop%20Disciples%20&%20Leaders.pdf>

<http://manmentoringanation.yolasite.com/resources/Mentoring%20to%20Develop%20Disciples%20%26%20Leaders.pdf>

- perform the exercises on Page 89–90
- Discuss your discoveries with your assigned group

<http://manmentoringanation.yolasite.com/>

DEEP DIVE : Post Seminar Meeting 2

- ▶ Read Chapter 5 of “ *Mentoring to Develop Disciples and Leaders*” (John Mallison) at link either below

- ▶ <https://www.johnmallison.com/data/Mentoring%20to%20Develop%20Disciples%20&%20Leaders.pdf>

<http://manmentoringanation.yolasite.com/resources/Mentoring%20to%20Develop%20Discipl%20es%20%26%20Leaders.pdf>

- perform the exercises on Pages 103–105; page 110 ; pages 122–123
- Discuss your discoveries with your assigned group

<http://manmentoringanation.yolasite.com/>

DEEP DIVE : Post Seminar Meeting 3

- ▶ Read Chapter 6 of “ *Mentoring to Develop Disciples and Leaders*” (John Mallison) at either link below
- ▶ <https://www.johnmallison.com/data/Mentoring%20to%20Develop%20Disciples%20&%20Leaders.pdf>

<http://manmentoringanation.yolasite.com/resources/Mentoring%20to%20Develop%20Disciples%20%26%20Leaders.pdf>

- perform the exercises on 155
- Discuss your discoveries with your assigned group

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