

The Art of Mentoring

Teaching one on one (like Jesus)

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Mentoring, What Is It, How Is It Done?

- The word “mentor” is defined as “a wise and careful counselor or teacher.”
- The mentor serves as a model and a trusted listener.
- It is a *relationship*, not just something we do!
- We work ourselves out of a job, **not** out of a relationship!
- It is not counseling, teaching, or entertaining...although you will counsel and teach and entertain!
- The process is best characterized by mutual sharing, trust, and enrichment as the life and work of both participants is changed.

Open heart and home

- An effective mentor opens the door to her home and heart!
- John 1:38
- Formal vs. informal mentoring

Choosing mentees

- You can't take on an unlimited number of mentees!
- Ten-year age gap is the most ideal, but not set in stone.
- They tend to choose you as much as you choose them.
- Be selective and prayerful before committing.
- #1 - Are they teachable?
- Are your goals their goals?
- Your general goals: Strengthen Christian walk; lay foundation for a thriving Christian life that will last a lifetime, train a future leader who will be loyal to Christ, the Word of God.

Women need to be mentored

- Every John Mark needs a Barnabus to come alongside him!
- Every wise woman, whether she is single, married, widowed, young or old, is to build her home and nurture relationships. Proverbs 14:1
- We coach, encourage, teach, cheer them on! *Their success is our success!*

Choose appropriate goals and topics

- Choose meaningful topics that have substance. Examples:
 - Relevant and interesting topics first
 - Steps for new believers; The Bible, study helps, practical application, versions, how we got the Bible, how to study the Bible; God's will – decision making; Discernment/wisdom; Problem resolution; Resources for Christian living - Wine study example; Science and the Bible; Prophecy; Spirit World; Cults and religions,

fads and dangerous doctrines; Eternal security; Christian service, one's future, marriage, children, vocation; Family Life, children, discipline, division of roles, etc.

The greatest need of women

- Proverbs 24:3-4
- Most of all, women need
 - Wisdom (the fear of the Lord)
 - Understanding (God's ways)
 - Knowledge (of Christ, the Word)

Before you commit, ask yourself . . .

- Are you willing to be transparent?
- Are you ready to give an answer—or find it?
- Do you know how to biblically resolve problems?
- Is your own Christian life, family, marriage strong and growing?
- Do you understand the concept of separation from worldliness?
- Are you able to have fun, laugh, and enjoy life?
- Are you a lover of hospitality?
- Have you counted the cost? (Mentees can be very immature!)

Advantages of mentoring one on one

- Jesus mentored large groups, small groups *and one on one*.
- He spent three years training and mentoring His disciples.
- He mentored in real life situations in a variety of places!
- Mark 13:3; Mark 6:30

Utilize teachable moments purposefully

- Jesus used teachable moments and Divine appointments skillfully.
- He very purposefully engaged them in discussion using questions and the application of scripture principles.
- Mark 8:27
- Create an environment where mentees are comfortable enough to ask hard questions without embarrassment.

Mentor in the context of ministering

- The "lettuce attitude."
- Let us . . . Camaraderie in ministry
- Mark 1:38
- Luke 8:22
- John 11:14
- John 14:31

Tandem rowing

- Teamwork

- Communication is an essential part of mentoring.
- Listen for the purpose of understanding.
- Help your mentee come to a conclusion through thought processing and discussion.
- Draw out what's in the heart as one would draw water from a deep well.
- Proverbs 20:5

Modeling

- The mentor relies on the Holy Spirit to provide insight, change lives, and teach through the modeling process.
- This takes place by modeling godliness and applied wisdom in his own life and encouraging others to follow his example.
- The Apostle Paul understood this: "Follow my example, as I follow the example of Christ" (1 Corinthians 11:1).

Living out the Christian life in real time

- Not only Jesus and the apostles, but all leaders in the local church are to do their work by mentoring.
- Peter commands, "Be examples to the flock" (1 Peter 5:3) and Paul explains to the leaders at Ephesus, "You know how I lived the whole time I was with you" (Acts 20:17). Paul is telling those he leads, "I showed you, now you show them."
- If a Christian leader is not mentoring someone to mentor, to that degree he or she is not living up to his or her calling.

Mentors aren't perfect!

- Mentors are learning and growing just as mentees are!
- None of us is "done" until our homegoing! John 16:12 (Not all at once!)
- This means modeling humility, conflict resolution, repentance and acceptance of human frailty is part of mentoring and modeling the Christian life!

Correction

- Comfort, Edification, Instruction, **Correction**
- **Prayer:** 1 Chronicles 16:11—*Seek the LORD and his strength, seek his face continually.*
- **Purpose:** Ephesians 4:11-15; Leviticus 19:17; Hebrews 10:24-25; 1 Thessalonians 5:13-14
- **Qualifications:** Ephesians 5:1-2; Romans 15:14-23
- **Attitude:** Eph 4:32; Galatians 6:1; 2 Timothy 2:23-26; Proverbs 31:26
- **Procedure:** Matthew 18:15-17

Bible examples of one-on-one mentoring

- Although the word "mentoring" doesn't appear in the Bible, Scripture does give us numerous examples of mentoring.
- Moses was mentored by his father-in-law Jethro (Exodus 18).
- The mentoring relationship between Eli and Samuel prepared Samuel for the responsibilities that were his after Eli's death (1 Samuel 1-4).
- Barnabas and Paul excelled in mentoring Acts 9-15.

- Paul and Timothy 1 Timothy 1:2
- Priscilla and Aquilla mentored Apollos Acts 18:26
- Elizabeth mentored and supported Mary Luke 1:39-43
- Older women in Titus 2 teaching the younger women Titus 2:1-5

Cautions To Those Who Mentor

- Separate opinion from non-negotiable biblical commands.
- Do not neglect your own family or marriage – recognize seasons of your own life.
- Do not overextend your family's limited resources (time, money, emotional reserves) Share what you have, not what you do not have. PRO 15:17
- Do not live with mentees in your home.
- Do not become entrapped in gossip or unprofitable small talk.
- Do not talk about private issues while children are present.
- Do enthusiastically talk about the Bible when children are within ear shot.
- Maintain loyalty to your pastor – do not unwittingly encourage complaining.
- Know when to launch your mentee – Work yourself out of a job, **not** out of a relationship.
- Get them involved in their own personal walk with God, their family life, church life, Christian service.
- Remember that the object is to get them properly involved in their local church, not to become a substitute for it.
- Know when to let go of a “wayward” mentee.