

This Mentoring Course was prepared by Rev John Mallison some years ago.

John has passed away now but it was always his intention to share the information freely. This pdf gathers together the slides used in various contexts in the hope they may still be useful. They are intended to accompany the 1998 book which is downloadable at johnmallison.com but I hope that you will buy it in honour of his work.



Welcome Skills And Tools For Effective Mentoring

Today's Program Will Cover:

- 1) Understanding mentoring - an introduction
- 2) Some guidelines for mentors
- 3) Asking good questions and listening
- 4) Setting boundaries
- 5) The role of prayer
- 6) Using the bible
- 7) A design for mentoring - role play
- 8) Mentoring and small groups

Skills & Tools for Effective Mentoring

Today's program will cover:

- An Overview Of Mentoring
- Some Guidelines For Mentors
- Setting Boundaries
- The Role Of Prayer
- Using The Bible
- Peer-Mentoring
- Finding Those To Mentor
- Finding A Mentor

Welcome Strategies For Mentoring

Today's Program Will Cover:

- 1) An overview of mentoring
- 2) What to look for in mentors
- 3) When to mentor
 - Life stages
- 4) Mentoring beginners in the faith
- 5) Equipping mentors
 - How adults learn
 - Using this resource
- 6) Implementing a mentoring system

Your Response

- What do you plan to **stop** doing
- What do you plan to **continue** to do
- What do you plan to **begin** to do

Who has been a mentor to you?

- How did you find that **helpful**?
- What did **you learn about mentoring** from them?

Mentor It's Origin and Meaning

(In Greek mythology – Odysseus)

- The name of the **wise & trusted companion & friend of Ulysses**
- **Guardian** of Ulysses' house during his 10 year absence at Trojan wars
- **Teacher and advisor** of Ulysses' son Telemachus

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Definition

Christian mentoring is a dynamic, intentional relationship of trust in which one person enables another to maximise the grace of God in their life and service

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Significant Words, etc (in definition)

- **Dynamic** - Active, Growing, Flexible, Stimulating, Empowering
- **Intentional** - With Purpose and Direction - Orderly
- **Relationship** - Connection, Bond, Affinity, Mateship, Concern, Commitment
- **Trust** - Rely Upon, Put Confidence in
- **Enable** - Give the Means to Make Possible
- **Maximise** - Make the Most of
- **Grace of God** - All God Freely Offers Us in Christ

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Other Definitions

- **Gunter Krallmann:**
'A mentor in the biblical sense establishes a close relationship with a protégé and on that basis through fellowship, modelling, advice, encouragement, correction, practical assistance and prayer support influences his/her understudy to gain a deeper comprehension of divine truth, lead a godlier life and render more effective service to God'.
- **J Robert Clinton:**
'Mentoring refers to the process in which a person with a serving, giving, encouraging attitude (Mentor), sees the leadership potential in a still to be developed person and is able to prompt or otherwise significantly influence that person along to the realisation of his/her potential'.

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Other Definitions cont...

- **BISHOP JOHN REID:**
'Peter was commissioned by Jesus to strengthen his other followers, "...**help your brothers be stronger...**" (Luke 22:32).

Just as Jesus enabled him to minister, Peter was to do the same with his peers.

Mentoring describes an intentional and deliberate attitude to encourage another's life and ministry. It finds its biblical base in Jesus' words to Peter'.

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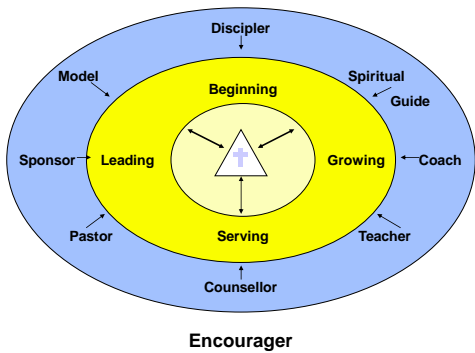
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Mentoring - Part Of The Fabric Of Life

- The value of having a friend and adviser.....
'Two are better than one' (Ecc1 4:9)
- Parents/children
- Artisan/apprentice relationship
- Coach of a sportsperson or team
- Mentoring at all levels of commerce, industry, education and public life
- Mentoring was a way of life in Bible Times
- Jesus, with his disciples, provides our prime mentoring model
- The New Testament is full of 'one another' and 'together' passages pointing to Christianity as relational

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Stages In Discipleship

- Beginning** - Conversion
- Becoming** - Discipleship
- Ministering** - Obedience
- Leading** - Reproducing

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Encouragement

Mentors must be encouragers.
 If a mentoree goes away discouraged, we have failed.
 There should **always** be a **positive and helpful outcome**.
 There will be times when we will speak firmly, even reprimand,
 but it must always be from a **gospel perspective of hope**.

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Encouragement Is Love Expressed.

- It is an assurance of commitment to another.
- It gives a sense of support, reduces fear, raises morale and gives confidence.

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Mentoring

A Journey of Faith

The mentor's role:

- Facilitator on the journey
- Make available all which will enable the mentoree to come to:

Wholeness in Christ

...

Walking together **with Jesus**
 on the journey of Christian life and service

Meeting any point of struggle with

- Love
- Compassion
- Understanding

In this context we can

- feel safe, and
- grow through our struggle

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Embracing **all** aspects of growth

- Spiritual
- Physical
- Intellectual
- Emotional

(The **whole** person)



- Mentoring is a very significant role **every** Christian disciple can fulfil ... irrespective of age or experience.
- It is not restricted to 'giants of the faith'.

The basic requirement is a living relationship with God and an ability to listen and respond sensitively, and to encourage.

If this is true of you, **you** can be God's agent in enriching another person's life.

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You Can Do It cont...

- **Men**: they **often fear to share** their inner struggles, thoughts and feelings, lest disclosure erodes others' confidence in them. **But deep bonding can take place.**
- **Women**: they are **natural mentors and co-mentors.**
- **Busy people**: some of the best mentoring is done by very active people.
- **Housebound**: they can mentor by means of their phones or by inviting others to visit them.
- **Seniors**: the wisdom of long experience can greatly benefit others. **Growing older as participants rather than spectators!**

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Women Are Natural Mentors /Mentorees

When Under Stress.....

'Men Go Into Their Caves

Women Talk'

("Men Are From Mars, Women Are From Venus...."

John Gray)

Go and make disciples of all nations,

baptising them in the name of the Father and 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 28:19,20, NIV)

'Witness' (Luke in his gospel 24:48, and in Acts 1:8, 22:15)

'My'

- Tell of one's personal knowledge and experience of Jesus Christ.
- Be living proof of the truth of the gospel of Christ
- Testify to Jesus Christ by word and deed by who we are, what we say and what we do.

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Mentoring or Disciplemaking

'Disciple' (73 times in Matthew's gospel)

- 'Learner'
- Developing knowledge and understanding of God's nature and purposes in the context of a growing personal relationship with God in Christ that results in gratitude for God's grace (undeserved kindness) expressed in exclusive loyalty and obedience to him
- New values, attitudes and behaviour which reflect Jesus Christ

"Go and

make disciples

of all nations, baptising 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."

....Matthew 28:19,20

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Key Verb - 'Make Disciples'

Other 'doing words' - subordinate to it

They instruct in the **'how'** (what is involved)

- 'GO' - Identify with others; Reach out; Get involved
- 'BAPTISE' - Publicly own Christ; Make him heard
- 'TEACH' - Help develop knowledge, understanding and application to life of Christ's teachings

'Go' can also read

'As you go'

- in the routines of daily life
- in our daily encounters

Make disciples as a way of life

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Ongoing Disciplemaking

'And the things you have heard me say in the presence of many witnesses **entrust to reliable people who are qualified to teach others also**'. (2 Tim 2:2)

'Also' is an ongoing verb.

We teach those who are able to teach others, who are able to teach others, and so it goes on.

Jesus' Remarkable Promise

'I am with you always'

Christ's unfailing presence and power transforms

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'All authority in heaven and on earth has been given to me... And surely I am with you always to the very end of the age.'

•What encouragement do you receive from these words of Christ?

•What difference would it make to your mentoring/disciple-making if this promise of Christ was really taken seriously?

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The Biblical Foundation

- The big picture of God
- The true perspective on Human Beings
- The power of Spiritual Community

.....

The limitless power of Calvary, the Empty Tomb and Pentecost

.....

Optimism Realism

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An Adequate Idea Of God

Most of the problems we face from time to time grow out of an inadequate idea of God.

- God is unconditional love
- God is merciful, full of grace
- God is faithful
- God is holy and righteous
- God is ever-present
- God is all-knowing
- God is all powerful

God Is The Mentor

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As Disciples (mentors) we are not the maker (enforcer)

We are not self-sufficient builders

God is the mentor

Christian mentors are

under mentors

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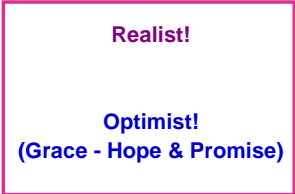
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New Testament Perspective on Human Beings



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Our God-given Vision

The vision God gives us in Christ
 is all about **possibilities**
 - **what might be, not what is.**
 People need not be locked into more of the same.
 It is about **new realities**
 which can be seen and apprehended **by faith.**
 The Good News is **that life can begin again!**
 God's call is to actualise through the Spirit
 what we already are in Christ - new creation.
 (2 Cor 5:17)

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The Vision God Gives To Us In Christ

What might be, not what is

People need not be locked into more of the same

Life can begin again!

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‘Two are better than one,

because they have a good reward for their toil.

For if they fall, one will lift up the other;

but woe to one who is alone and falls
 and does not have another to help.’

Ecclesiastes 4:9-10

It's better to have a partner than go it alone.

Share the work, share the wealth.
 And if one falls down, the other helps,
 But if there's no one to help, tough!...

By yourself you're unprotected.
 With a friend you can face the worst.
 Can you round up a third?

A three-stranded rope isn't easily snapped.

- Ecclesiastes 4:9-12, *The Message*

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‘One another’ ‘together’

We are Christians not only for our own sake
 but also for the sake of others

“Pious Particles” - Moffatt

“The Bible knows nothing of solitary religion”
 ... Wesley

**“We are to watch over
 one another in love”**

Partners

Spiritual Mates

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The “ONE ANOTHERS”



Love one another -
 as Christ loved His disciples

John 13:34-35
 1 John 3:11



Restore one another -
 carry each other's burdens

Galatians 6:1-2

Bear with and **forgive one another**

Colossians 3:13

Build up one another

1 Thessalonians 5:11

Encourage to believe...
protect from sin's deceitfulness

Hebrews 3:12-14



**Stir one another to love and
 good works...encourage to hope**

1 Thessalonians 5:11

Confess sin to **one another**
Pray for one another

James 5:16

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'Watch Over One Another In Love'

- John Wesley's 'General Rules for Methodist Fellowships'
- Released in 1743.
- Key to his success in retaining those who were converted through that revival.
- In class meetings and one-to-one, they cared for one another.

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'Let us consider how we may
spur one another on towards
love and good deeds.
Let us not give up
Meeting together,
As some are in the habit of doing
But let us
Encourage one another...'

Hebrews 10:24,25

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'To Spur One Another On . . .'

- To call forth
- Summons
- Invite
- Beg
- Urge
- Appeal to

' . . . Towards love and good deeds'

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'Encourage One Another'

- Inspire with courage, faith and hope
- Console, comfort, cheer up
- Support, assist
- Inspire to press on, persevere

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παρακαλέω - To Encourage

'Holy Spirit' (paraklete) – from the same root

The Supreme Encourager

When we encourage, we share in
the ministry of the Holy Spirit
- channels of grace

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The Context Of This Passage

- A personal relationship with God
through Christ's Death
- Direct access into his presence
- Make full use of this privilege
"Draw near to God"
"With confidence"
To receive all the grace he has for us

Mentoring essentially is
encouraging others to do the same

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- Context -

- **Confidently use our direct access to God's presence through Christ's completed work** (v. 19-21)
- **Keep seeking after holiness, righteousness** (v. 22)
- **Maintain a strong hold on the hope we have in Christ** (v. 23)
- **Rely upon God's utter faithfulness** (v. 23)

**'Keep each other on your toes
so sin doesn't slow down your reflexes'**

Hebrews 3:13 (The Message)

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**"Your words
have kept people on their feet"**

Job 4:4

**'Let us see how inventive we can be in
encouraging and helping out one another'.**

(Hebrews 10:24,25, The Message)

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**'We all blossom in the presence of one who sees
the good in us and who can coax the best out of us.'**

.....Desmond Tutu

Disadvantages Of Trying To Make It On Our Own

- Not the way God created us - created relational beings
- 'The self-made man worships his creator'
- No points of reference - Don't have compass bearings -
- go astray
- Become discouraged very easily
- Lose one's perception and perspective
- No accountability
- Achieve less
- Loss of objectivity
- No one to share joys with - attainments, successes, dreams
- No one to share sorrow or pain
- No synergy - interaction, empowerment
- No one to rescue us when we fall or go astray (rescue from ourselves)
- No one to help to keep us honest in our P R material!!

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Disadvantages Of Trying To Make It Alone

- No one to tell you, you need to think again
- Limiting available resources
- No accountability
- Internalisation without conclusion (action/change)
- Nothing to combat discouragement - can live in a state of confusion
- Disconnected
- No 'bench marks'
- No one to rescue us
- Burnout is possible
- Inability to grow
- Can become selfish / self-centred

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Jesus - Our Prime Model

His Being:

- Who he was as a person - his character, his integrity, his credibility, his uniqueness.

His Words:

- What Jesus said indeed proved to be words of life (*John 6:68*).
- He spoke plainly so all understood, always enabling the practical application.
- He never compromised the truth - sometimes meant offence and loss of supporters.

His Deeds:

'We have never seen anything like this' (*Mark 2:12*).

All Jesus' ministry was motivated by divine love.

Jesus entrusted his ministry to the disciples with remarkable results.

They were instrumental in changing the course of history!

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JESUS - OUR PRIME MODEL Cont...

'All biblical mentoring then is **under-mentoring**.

**Jesus Christ is the real
and decisive agent**
in Christian mentoring.

He claims our wholehearted trust in him
as present enabler.'

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Jesus - Our Prime Mentoring Model

- Involvement with people
- Patience
- Pure motives
- Personal integrity
- Nobody insignificant
- Human need was above the law
- One on one training of disciples
- Teaching - method - known to unknown
- Set boundaries

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Jesus - Our Prime Mentoring Model cont.

- Compassion
- Got alongside and worked with people
- Took out of situation for instruction
- Acceptance
- Direct
- Freely gave - self / possessions
- Way dealt with politics and religious leaders
- Simplicity of his life
- Everything bathed in prayer
- Creativity
- Stayed focused

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Jesus - Our Prime Mentoring Model cont.

- Willing to give correction (gently)
- Gave clear guidance
- Showed concern
- Praised people
- Humility (didn't blow own trumpet)
- Servanthood
- Forgiveness (never wrote people off - gave another chance)
- Love for people
- Understands our humanity
- Availability
- Empowered people

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I often think of the genuine faith of yours

- a faith that was alive in **Lois** your grandmother

and in **Eunice** your mother before you,

and which, I am confident, lives in you also.

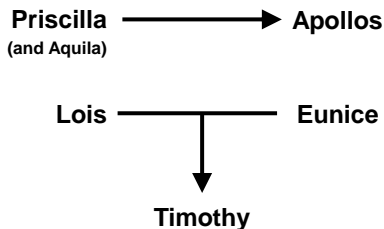
2 Timothy 1:5

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Women Mentors

in the New Testament



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The Heart Of Christian Mentoring

Helping The Development Of A Growing Relationship With God

Mentoring is concerned essentially with assisting a person to recognise and respond to the prompting of God's Spirit so that **the mind and power of Christ** may govern **all** a person is and does in order to arrive at the goal to which God is leading.

It is about enabling another to **'live and keep in step with the Spirit'** (Gal 5:25).

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Być Jak Jezus

Sztuka Kształtowania Uczniów I Przywódców

To Be Like Jesus

Ability To Mentor Disciples And Leaders

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Purpose

To develop

Attentiveness (Trained, Disciplined)

and

Obedience

To **God**

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"Are you tired? Worn out? Burned out on religion?"

Come to me. Get away with me and you'll recover your life. I'll show you how to take a real rest.

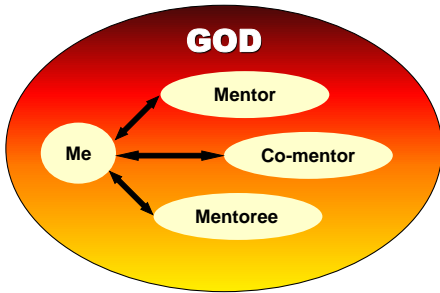
Walk with me and work with me—watch how I do it. **Learn the unforced rhythms of grace.**

I won't lay anything heavy or ill-fitting on you. Keep company with me and you'll learn to live freely and lightly."

- Matthew 11:28-30, *The Message*

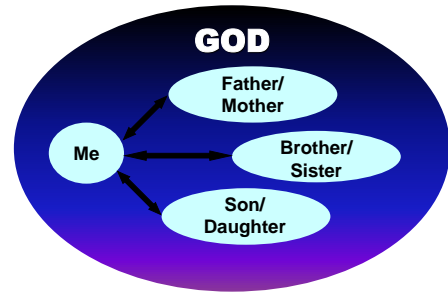
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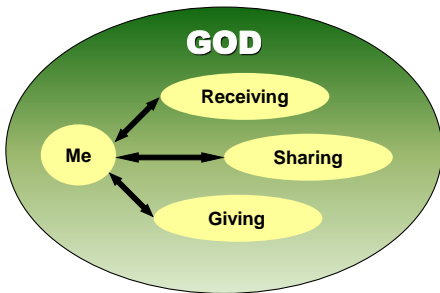
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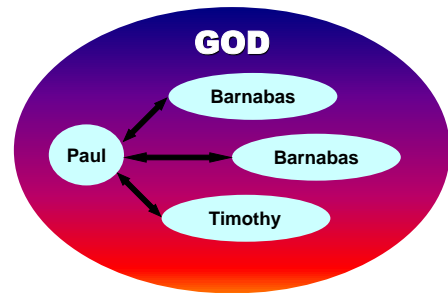
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Receiving and Giving

Peer Mentoring

A **Shared** relationship, involving both giving and receiving.

It is an **Equal** relationship between two people who value and respect each other and believe each can enrich the other.

The 'one another' and 'together' passages of the New Testament can usually be lived out at a greater level of intimacy in peer mentoring relationships.

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Peer Mentoring (continued)

The effectiveness of these relationships is because of unrestricted openness, trust, commitment, sense of responsibility for each other and mutual accountability

which is **already present in good friendships. It can be developed further**

when there is an agreement to be more purposeful.

Unfortunately this so readily available, and most effective form of mentoring is overlooked by many or not developed to its full potential.

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Peer Mentoring

- Begin with a friend
- Set aside regular times to be together
- Maximise your times together
 - Maintain a balance in your relationship
 - Seek to be transparent with each other
- Focus on major areas where we can stray
- Ask good questions
- Be mutually accountable
- Show mutual respect
- Take scripture seriously
- Pray together
- Laugh together, cry together, have fun together
- Arrange some special times together

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Focus On Major Areas Where One Can Stray

- Friendships
- Spouse and family
- Self-centredness
- Management of time
- Pride - self-image
- Lust
- Greed - attitude towards money
- Honesty
- Power
- Acknowledgement of authority
- Servanthood
- Availability for service

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Focus On Major Areas Where One Can Stray cont.

- Anger
- Accountability
- Addictive behaviours (workaholism)
- Self nurture (fitness, days off, etc)
- Integrity
- Attitude
- Tolerance
- Manipulative behaviour
- Forgiveness
- Baggage of past
- Keeping focused
- Self esteem
- Balanced mentoring network

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MAJOR AREAS OF MENTORING

Here are some common areas in which people seek mentoring:

- Development of spiritual life
 - Setting aside adequate time in a busy schedule
 - How to pray more effectively
 - How to understand the Bible and take it more seriously
 - Practising other spiritual disciplines
 - Developing own unique form of spirituality
 - Living and walking in the Spirit
- Giving quality time to - friends, spouse, family

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MAJOR AREAS OF MENTORING cont...

- Management of time and creative use of leisure
- Setting priorities and goals
- Choosing between the good and the best in life and Christian service
- Personal and professional development
- Attitude towards, and use of, money
- Handling power with grace and humility

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MAJOR AREAS OF MENTORING cont...

- Sexual relationships
- Remaining open and honest
- Coping with stress
- Keeping positive and hopeful
- Self-control
- Resolving conflicts
- Relating well to people

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Individually

Try to recall a few Christians who have had a positive influence upon you -- (relatives, friends, teachers' leaders, pastors, etc.).

- In what ways did they influence you?
- How did they help you grow spiritually?
- What encouragement, guidance and support did they give to help you develop as a leader?
- In difficult times how did they care for you?

What do you remember most about their --

- Behaviour?
- Attitudes?
- Values?

List a few words that best characterise them.

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**'Iron sharpens iron,
and
one person sharpens the wits of another.'**

Proverbs 27:17

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