

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.

This is part 2



Try to recall a few Christian leaders who have had a positive influence on you (relatives, friends, teachers, leaders, ministers, etc)

What words describe their characteristics?

Qualities To Look For In Mentors

- Available
- Integrity
- Maturity
- Gracious
- Positive
- Good listener
- Wise
- Insightful
- Intuitive
- Dependable
- Able to see big picture
- Honesty
- Recognise potential
- Accepting
- Empathetic
- Affirming
- Supportive
- Understanding
- Encouraging
- Sense of humour
- Tough unconditional love
- Willing to share own experiences

Basic Qualities Of A Mentor

Christ Centred

- The foundational quality for Christian mentoring.
- A life touched and continually renewed by Jesus Christ.

Passionate

- Passion is what drives us. To be really effective in mentoring, we need a passion for it.
- Passion can grow as you get involved and see the remarkable difference it can make.

Relational

- Able to establish and maintain relationships.
- Actively listen.
- Can inspire and motivate by their attitude.
- Enjoy being with others.
- Always out to encourage.

Affirming

- Believe in their mentorees - and tell them so

Basic Qualities Of a Mentor cont...

Open and Transparent

- Believable, Real, Honest

Trusting and Trustworthy

- Keep confidences

Available

- Meet agreed commitments
- Available for extra contacts if a special need arises

Able To Facilitate Learning

- Not quick to give advice
- Use good questions are used to probe and enable reflection

Competent

- Capable in the areas in which the mentoree wants to grow

Prayerful

- Pray to prepare, during and between meetings

Basic Qualities Of A Mentor cont...

Prayerful

- Prayer is not an add-on for a good mentor
- 'Prayer leads one to see new paths and hear new melodies in the air. Prayer is the breath of one's life, which gives you freedom to go and to find many signs which point out the way to a new land. Praying is living.'
- On mentors' own personal prayer lists
- Pray together during get-togethers and over the phone

The Main Roles Of A Mentor

- Roles keep changing to meet different needs and situations.
- In practice, roles overlap one another.
- Some mentors will be better equipped to fulfil one role more than another and will perform best when operating that way.

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Discipler

- Discipleship is a process.
- The role of the mentor as a discipler covers every stage in the life of a disciple of Jesus Christ.
- It undergirds all other mentoring roles.

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Spiritual Guide

Paul summarises this role,
'We proclaim him, admonishing and teaching everyone with all wisdom, so that we may present everyone mature in Christ' (*Col 1:28*).

It is essentially about keeping those we help focusing on Christ and keeping their lives open to his grace in the fullest possible way.

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Coach

Coaching is a response to Paul's challenge 'to equip the saints for the work of ministry'. (*Eph 4:12*)

- Providing help in understanding and maximising their ministries.
- The artisan/apprentice relationship or the coach of an individual sportsperson or team, are good models.
- Mentors may involve mentorees in aspects of their own ministry to observe and for them to perform certain tasks,
- Followed by time for reflection on both the mentor's and mentoree's performance.

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Counsellor

Degrees of counselling, from a word of advice to an ongoing relationship with a highly trained professional.

Make referrals to professional helpers when appropriate.

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Teacher

- Integral to most of what a mentor does.
- People learn both formally and informally.
- Mentoring focuses more on informal learning.
- Experience based learning.
- Reviewing of life and ministry experiences, the exploring of options for the way ahead, and planning accordingly.

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Sponsor

Mentors use their position to

- benefit mentorees through their extensive contacts, and
- protect their mentorees.

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Pastor

- Servanthood, an essential aspect of pastoring, is best modelled by Christ.
- Peter's moving dialogue with Jesus after the resurrection.
- Christian mentors will be shepherds to their mentorees as they care for, protect, guide, nourish, comfort, heal and encourage.

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Model

Much of human behaviour is learnt by the observation of models

- Modelling is the greatest form of unconscious learning.
- Mentorees need models as visual aids.
- Jesus' disciples learnt so much from just being with him.
- Paul urged his readers, 'Whatever you have learned or received or heard from me **or seen in me** – put it into practice.
- Probably most of what our mentorees learn from us will be learnt just being with us, from observing who we are – our being, what we do and the way we do it, our attitudes, our values and our behaviour.
- John U'ren – 'Do they see your priorities and values?'
- Biographies and autobiographies of contemporary and historical Christian leaders.

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Encourager

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.

Scripture is a major source of encouragement.

The ultimate encouragement found in God.

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Encouragement

- 'Good Words can make an anxious heart glad' (*Prov 12:25*)
- Failure To Speak can cause discouragement.
- Attitudes influence the effectiveness of mentoring
- The Need To Encourage - to positively influence increased godliness (*1 Thess 2:11,12*), to inspire courage in the face of trials (*1 Thess 3:2,3*), to hearten as one hears of the faith and love of others (*1 Thess 3:6-10*), and to facilitate spiritual development (*1 Thess 5:11*).
- Scripture - a major source of encouragement.
- The Ultimate Encouragement will be found in one's relationship to God.

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Mentoring Styles

Factors Which Determine Style

- Our temperament - affects ...the manner in which we act, feel and think.
- Our perception of mentoring
 - mentoree-centred, concerned mainly with his or her personal development and well-being
 - performance-centred, getting a task done well

Directive and Non-directive Styles

- Directive mentors can often become manipulative, keeping the mentoree in a highly dependent role. (Not all unhelpful.)
- Non-directive mentors act gently and reassuringly.

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Mentoring Styles cont...

Functional Style

- A functional mentor responds to the needs of the mentoree in varying situations.
- Flexible in their styles.
- Both mentoree- and performance-centred.
- Holistic in their approach

Grace-Givers and Truth-Tellers

- **Grace-giving** 'the art of empowering or encouraging someone in their ministry or their station in life'.
- **Truth-telling** 'is the art of informing someone about objective reality'.

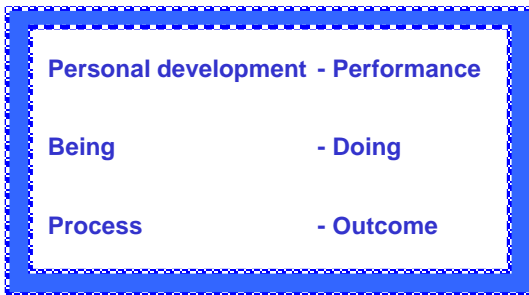
Grace-givers	Friend	Cheerleader	Kind words	Suggests	Listens	Process
Truth-tellers	Boss	Supervisor	Hard words	Assigns	Tells	Product

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Grace-Givers & Truth-Tellers

Grace-Givers - Inspire

- Empower
- Encourage
- Mentoree-centred

Truth-Tellers

- Inform
- Give advice
- Instruct
- Direct
- Performance-centred

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Jesus' Style

Our ultimate model of style

- Jesus knew how to respond to the ever-changing situation of his disciples
- A servant leader but authoritative
- Spoke encouraging words but reprimanded
- Listened but knew when to instruct
- Cheered on
- 'Full of grace and truth' (John 1:14)

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Your Personal Mentoring Resources

Here are some of our possible resources:

- Who you are in Christ
- Who you are as a person
- Your spiritual gifts
- Your knowledge and understanding of the Scriptures
- The skills you have developed
- Life experiences

Your Personal Mentoring Resources cont

- Ministry experiences
- Just being a good listener
- Your ability to encourage
- Your availability
- Your network of relationships
- Your knowledge of available resources
- Your influence with systems and organisations (for sponsoring)

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Our Personal Mentoring Resources

- **Who you are in Christ is the essential resource.**
- Without this resource, none of us can effectively undertake Christian mentoring.
- Our experiences of Christ will vary and so will our spirituality,
but the one constant is that we have a personal, living relationship with him.

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Beginning As A Mentor

- Personal Reflection
Pray
Reflect on past experiences
 - Help you have received
 - Help you have given to others**Identifying potential mentorees**
Refer to the 'life stages' as a framework for your thinking.

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Developing Your Network

God Always Goes Before

- He takes the initiative

Reflect on

- Your network of relationships
- Your mentor(s) mentorees will usually be there

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Discovering A Mentoree

- Keep alert to unspoken cries for help
- Issue open-ended invitations
- Recognise approaches from potential mentorees
- Don't be quick to commit yourself

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The Crucial Role Of Prayer

- **The Need For Prayer Support**
The power of collective prayer
- **Prayer With Mentorees**
- **The Need For Prayer In Effective Mentoring**
Personal spirituality and mission,
Prayer and work,
Faith and action,
Withdrawal and participation
All Belong Together
Jesus said, 'Without me you can do nothing'
(John 15:5b).

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Build Your Prayer Base

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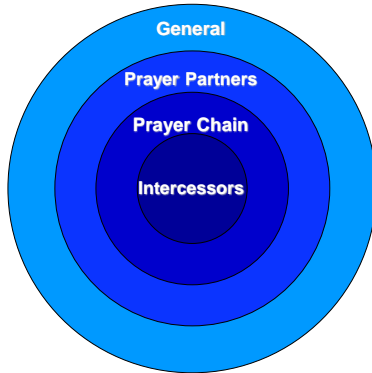
Prayer Strategy

Unknown Supporters
Prayer Partners
Prayer Chain
Prayer Groups
Intercessors

Own time with God

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Prayer Base

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The Model Of Jesus' Prayer Life

Through times of solitude with his Father he maintained that intimacy which undergirded and empowered his whole life and ministry.

(Mark 1:35; Luke 6:12-15)

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- Although Paul had **great gifts** and held an **eminent place in the early church**, he was **dependent on the prayers of others**.
- Strong example of **personal humility** and **mutuality of Christian Community**.

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Paul Asked For Prayer

Eph 6:19,20 "Pray also for me, that..."
"Pray that I may..."

Col 4:3,4 "Pray for us that..."
"Pray that..."

1 Thess 5:25 "...pray for us"

2 Thess 3:1, 2 "Pray for us that ..."
"Pray that we ..."

Heb 13:18 "Pray for us."

Co1 4:18 "Remember my chains."

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“Do not deceive yourselves by
just listening to his word
instead

put it into practice”

“... **Persevere ... A Doer ... Blessed...**”

James 1:22-25

'It is never sufficient simply to have read God's word. It must penetrate deep within us, dwell in us like the Holy of Holies in the Sanctuary, so that we do not sin thought, word or deed.

Just knowing Scripture does not mean that it will change us or automatically prevent us from doing wrong. Scripture must be believed, must come alive for us as being important & relevant, & must be acted upon if it is to be a power of good in our lives. The power of Scripture lies in its ability to give the wanderer direction; the disillusioned, hope; the seeker, answers; the discouraged, comfort; & provide us with the words that reflect God's heart & purpose.

'God's word must become part of the way we think if it is to direct us.' (*Dietrich Bonhoeffer*)

These are the Scriptures

that testify about me

John 5:39

But these are written that you may

believe that **Jesus is the Christ, the**

Son of God, and that by **believing** you

may have **life in his name**.

John 20:31

The purpose of Bible study:

- to meet God in Christ
- and
- to be addressed by him through the Holy Spirit

Personal encounter
with
Jesus Christ



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THE PURPOSE OF SCRIPTURE

IS TO

TRANSFORM

NOT MERELY TO

INFORM



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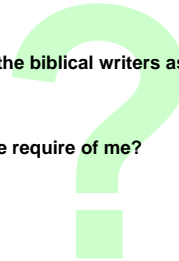
'Let not Thy word, O Lord, become a judgment upon us,
that we **hear it** and **do it not**
that we **know it** and **love it not**
that we **believe it** and **obey it not.**'
- Thomas à Kempis

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The questions the biblical writers ask are:

- Who is God?
- What does he require of me?



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Our Theological House



Our Everyday House



Our Theological House

Our beliefs
Our ideal values

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Our Everyday House

Our behaviour
Our actual values

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Our beliefs → Our behaviour
Our ideal values → Our actual values

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Applying God's Word To Our Lives

- How would I be different if I took this seriously?
- What persons and situations would I view differently?

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Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus.

Philippians 4:6-7

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How Adults Learn

People learn in different ways.

Discover which way your mentorees learn best.

- **Experience-Based Learning**

Every area and circumstance of life provides an environment for learning.

Experience-based learning involves a conscious effort to process and learn from experiences on one's own, with another person or a small group.

The apprenticeship model

- the major component of learning takes place in the workplace with a qualified person.

The most common form used by Jesus.

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The Important Role of Reflection

Reflection helps turn experience into learning.
It is the central factor in experience-based learning.

- Revisit our experiences
- Analyse what was happening
- Identify behaviour, ideas and feelings.
- The positive aspects affirmed
- Ways explored to remove the negative aspects

In mentoring, our aim is to produce **reflective disciples** of Christ.

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Our Goal...

To develop **Reflective Disciples**
who become **Reflective Leaders**

Mentoring As Experience-Based Learning

Kurt Lewin's experiential learning cycle
(developed further by David Kolb)

Learning is a continuous process, grounded in experience.

To learn from experience we need to take time to reflect on a specific action, thinking about it and making sense of it, then planning ways of acting more effectively in the future.

A journey of discovery rather than acting as a passive participant in a didactic learning situation - listening to a 'teller'.

Learning Is a Continuous Process Grounded in experience



Questions For Reflection

- What was your purpose
- How did you prepare?
- What went well/not so well?
- What feelings did you identify in yourself and others?
- Which of the feelings were unhelpful?
- In what ways can these obstructive feelings be removed in future similar experiences?
- What were the positive feelings?
- How can these positive feelings be utilised in the future?
- What did you learn about yourself?
- What did you learn about your ministry?
- What did you learn about 'you in ministry'?

Questions For Reflection cont...

- What do you think Jesus would do in a similar situation?
- What does Scripture have to say that is relevant here?
- What did your learn about God in this experience?
- What would you do the same in future?
- What would you do differently?
- (You may need to explore options and select the most appropriate - brainstorming could be helpful)
- What/who could hinder or block you in doing things differently?
 - How will you handle this?
- What/who could be of help?
 - How and when will you enlist this help?

Special Experiences For Reflection

- A case study
- Interviews and field trips
- A critical incident report

Brainstorming

Journalling

Journal writing is reflective writing

Journalling introduces the important dimension of autobiography into learning experiences, personalising the learning, strengthening ownership of the experience and the awareness of relevance for future action.

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Remember adults learn in different ways  
- some will not find journalling easy.

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## Setting Boundaries

We need to know what is our task and what isn't, when to say 'yes' and when to say 'no'.

Boundaries help us take control of our lives.

People can assume functions that in the end are not helpful, which prevent another accepting ownership, taking responsibility for themselves.

Christians often find this confusing.

Paul puts it well when he says, 'Bear one another's **burdens**' (Gal 6:2) and then goes on to say, 'all should carry their own **loads**' (Gal 6:5).

'Burden' - beyond our normal ability to carry.

'Load' - what is manageable.

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### Setting Boundaries cont...

- Consult and be accountable
- Discuss the boundaries
- Be available - within reason
- Keep confidences
- Avoid excessive intimacy
  - Touches can be good, bad or confusing. (Codes of Ethics)
- Allow others their freedom to develop god's way
  - Don't try to force mentorees into your own mould

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### Setting Boundaries cont...

- **Don't be a perpetual rescuer**
  - Repeated rescuing only reinforces irresponsible behaviour.
  - Mentors help their mentorees take responsibility for their lives.
  - There are consequences to all our actions - good or bad, helpful or unhelpful, joyful or sorrowful.
- **Know your own limitations - act as a bridge to specialised resources**
- Engender respect for your boundaries
- Limit the time-span of your relationship
- **Learn to let go**
  - Endings are a natural part of any relationship.
  - Use a simple closure strategy

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## Boundaries

1. Read the section
2. Discuss in pairs
  - What is new?
  - To what do you need to give more attention?
    - Why, and how?
3. Plenary: Feedback, Questions, Discussion
4. Group Work
  - Discuss question given to your group
  - Plan a role play
5. Plenary
  - Performance of role plays
  - Discussion

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## ASK GOOD QUESTIONS

Questions are enormously important.

The art of asking good questions is a major factor in effective mentoring. Some say it's the most important tool.

Spending more time asking good questions, and listening rather than talking, is a good rule to follow

.....

Asking good questions...

- gets the mentoree thinking for themselves
- builds confidence as they have an active and not a passive role
- gathers useful information and clarifies issues
- encourages reflection, and promotes future action

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## Mentoring to Develop Disciples & Leaders

contains

### 247 Questions !!

- For reflection
- For the first or early mentoring sessions
- For ongoing mentoring sessions
  - Reporting back
  - Aspects of personal & spiritual life & ministry
  - Thinking through issues
  - Making action plans
  - Appraisal of relationship
- For peer mentoring
- For spiritual director's issues
- For spiritual formation groups

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## Active Listening

'Seek first to understand'

Sensitive, empathetic, concentrated listening to discover what people are really trying to communicate is essential

in a mentoring relationship.

Indeed it is one of the most important aspects of good mentoring.

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Listening in dialogue is listening more to meanings than to words... In true listening, we reach behind the words, see through them, to find the person who is being revealed. Listening is a search to find the treasure of the true person as revealed verbally and nonverbally. There is the semantic problem, of course. The words bear a different connotation for you than they do for me. Consequently, I can never tell you what you said, but only what I heard. I will have to rephrase what you have said, and check it out with you to make sure that what left your mind and heart arrived in my mind and heart intact and without distortion.

John Powell, theologian

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## Silence of Love

This silence of love is not indifference; it is not merely poverty of something to say.

It is a positive form of self-communication.

Just as silence is needed to hear a watch ticking, so silence is the medium through which heartbeats are heard.

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Lord, grant me  
the grace of silence  
that I may refrain from  
hasty or prolonged speech.

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## How To Listen Actively

- 'User Friendly' Environments
  - Noise can hinder
  - Switch off your mobile phone or pager
  - Lighting
  - Seating arrangements
  - Space
- Use Appropriate Body Language
  - Posture
  - Make appropriate body movements

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How to Listen Actively cont...

- Give Feedback
  - Paraphrase
  - Perception check
  - Behaviour description
  - Summarise
  - Reflect feelings
  - Accept the feelings being expressed
  - Describe your own feelings
- Let The Other Person Lead
  - Invitations to talk
  - Avoid overtalk
  - Restrict story-telling
- Other Skills
  - Use 'I' messages
  - Indicate you are with them, using 'little words' and 'non-words'
  - Infrequent questions
  - Responsive silence

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## Active Listening

### The Importance Of Listening

#### True Listening

- Paraphrasing
- Perception check
- Behaviour description
- Summarise
- Reflected feelings
- Accept the feelings being expressed
- Describe your own feelings

Active Listening cont...

#### Feelings People Experienced When They Were Heard

- Accepted
- Valued
- Encouraged
- Motivated to be open
- Supported
- Significant
- The relationship deepened

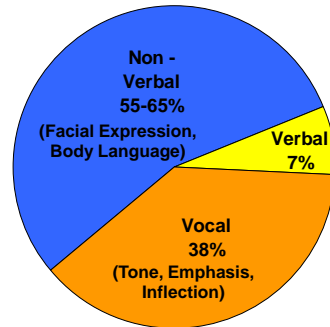
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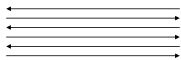
### Verbal & Non-Verbal Communication



Listener



Speaker



I understood you to say...

Reverse roles when first speaker satisfied he/she has been heard

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Let anyone with ears to hear...

**Listen!**

Mark 4:9 (NRSV)

**Listen** to advice and accept instruction,

That you may gain wisdom. Prov 19:20 (RSV)

**Hear** that your soul may live.

Is 55:3 (RSV)

'Let everyone be:

**Quick to hear**

**- slow to speak'**

*James 1:19*

## More Guidelines For Mentors

- **Take The Responsibility Seriously**
  - Mentoring is a sacred responsibility
  - Seek to be accountable
  - Prepare for each mentoring session
- **Degrees Of Intensity Vary**
- **Practise Mutual Accountability**
- **Seek Out Their Real Needs**  
The presenting need may not be the real need

### More Guidelines For Mentors cont...

- **Setting Assignments**
  - Mentorees work between meetings
  - Enable mentorees to set goals and actions during most meetings
  - Sometimes be directive, giving them an assignment
- **Goal Setting**  
Goals should be:
  - clear and understandable
  - measurable
  - achievable
  - have a realistic time frame
  - state the desired outcome
- **Be Open And Honest**

### More Guidelines For Mentors cont...

- **Be Prepared To Be Firm**  
Don't lay unnecessary burdens on others. However there are times when we need to be firm. Timothy was instructed by Paul to 'correct, rebuke and encourage' (2 Tim 4:2)
- **Keep Records/notes**
- **Build In Some Serendipity**  
Plan some happy surprises!
- **Take An Interest In Their Spouse And Family**
- **Be Willing To Receive**

### More Guidelines For Mentors cont...

- **Do your follow-up**
- **Learn to use your phone**  
(Emails have limitations)
- **Celebrate wins**
- **Trust them to God**

### More Guidelines For Mentors cont...

#### The First meeting

##### A time for assessment

- **Begin by getting to know each other**
- **Share your understanding of the aims and purpose of mentoring**
- **Understand what is expected of you**
- **Assess whether you are meant to continue**
- **Setting a time frame**
  - for frequency of meeting
  - for the initial length of the relationship
  - agree on some guideposts

## Designs For Mentoring Sessions

### Initial Inquiry

'Would you be willing to be my mentor?'

'Let's meet to talk about it and see how we both feel'

## Assessment Session

- Get Acquainted
- Explain your understanding of mentoring
- Identify needs
- Agree on a time frame
- Introduce other matters
- How can I help you now?
- Agree on an assignment
- Pray together

## Ongoing Sessions

- Start where they are
- Report on assignment
- Discussion of ongoing or new areas of need
- Begin to help them build a prayer base
- Agree on a new assignment
- Pray together

## Accountability

The support that helps keep the leader and group focused. Involves oversight of attitudes, values, behaviour, spirituality and performance.

Based on the Biblical teaching of "covenant".

Ultimate accountability to God. (Romans 14:10-12)

Membership of the 'Body of Christ'

- Members one of another. Need each other. ('One another', 'each other' and 'together' passages in N. T.)
- Need to moderate our individualism
- Must work at maintaining unity within the 'Body'

Obedience and submission to leaders (Heb. 13:17)

Must reflect spirit of the Divine covenant.....

Grace not law

At the heart of good mentoring

### Accountability

- Nudging in love
- Openness and honesty

Avoid creating unreal guilt

In framework of

**Grace**  
**Not law**

## PAUL'S 'PARENTING' OF NEW BELIEVERS (1 Thess 2)

As a 'MOTHER' (v.7) – 'gentle', 'caring'

- We LOVED you so much
- Delighted to share with you

not only the gospel of God

- our lives

As a 'FATHER' (v.11)

- Encouraging
- Comforting
- Urging you to live lives worthy of God

## "Parenting" New Christians

What can we learn from Paul's nurture of the new Christians at Thessalonica (2:6-12) about our own attitude, behaviour and help offered when working with beginners in the faith?

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## Mentoring New Christians

- Which one or two have been most helpful to you personally, in your early Christian development?
- Which do you consider to be the four most important in this list?
- With which would you begin when working with a new Christian?

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## Mentoring In Small Groups

### Support And Development Of Leaders

Each leader:

- A Mentoree - On own (with exp. leader)  
- In leaders' group
- A Co-Mentor - With another leader  
- One to one

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## Coaching Small Group Leaders

- One-to-one meetings with co-ordinator
- Leaders' support group
- Informal mentoring among the leaders themselves
- In large networks

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## Mentoring Leaders Of Small Groups

### One-to-one Meetings With Co-ordinator

Focus is upon

- leadership style
- keeping the group life vital
- understanding and helping group members
- helping members to learn and keep growing, etc.
- the leader's personal life

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## Mentoring Leaders Of Small Groups cont...

### Leaders' Support Group

Focus is upon

- ongoing development of group and leadership skills
- difficulties encountered
- celebration of successes
- sharing of ideas, resources, new insights gained
- caring for one another
- worship and prayer together

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## Mentoring Leaders Of Small Groups cont...

- **Informal Mentoring Among The Leaders Themselves**
  - in pairs to co-mentor each other
- **In Large Networks**
  - leaders are grouped in fives ('Tree' structure)

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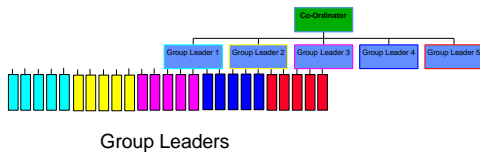
## Leaders' Support Groups

- Difficulties discussed
- Successes celebrated
- Ideas, resources, insights shared
- Evaluation & planning
- Pastoral care
- Peer mentoring
- In-service training

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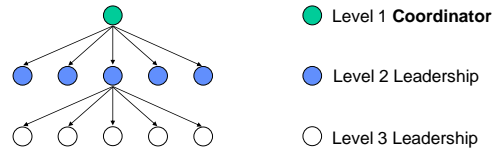
## Mentoring In Large Networks (Tree Structure)



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## Network Leadership Team



### Mentoring

Coordinator → Level 2

Level 2 → Level 3

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## Mentoring Emerging Small-group Leaders

- Healthy, growing groups are seedbeds for identifying and beginning to develop new leadership.
- Group leaders need to know :
  - how to recognise potential leadership
  - how to nurture their potential.
- Leaders should consult with their own personal mentors and leaders' group
- Identify, affirm, develop and use the new potential leader's gifts, provide needed support and ongoing mentoring
- The emerging leader will be given increasing responsibilities
  - a potential leader first needs to
    - learn to serve
    - be affirmed
    - and endorsed as an apprentice leader

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## Mentoring In Small Groups cont...

### Development Of Emerging Leaders

- Identification
  - By Group Leader
  - Confirmed by other leaders
- Development
  - In group
  - Mentored by leader
  - In Leaders' Community
- Affirmation by their own group

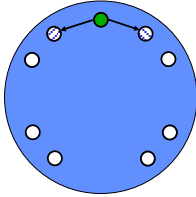
### Mentoring In Small Groups

- Members
  - By leader
  - By group
  - One to one

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## Group Leader Mentors Emerging Leaders

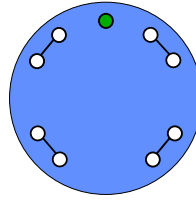


- Issue (or acknowledge) call
- Discernment, affirmation & development of gifts
- Personal & spiritual development
- Skill development
- Involved in leadership (support in preparation)
- Reflection on performance
- Pastoral care
- Sponsoring  
(consultation with mentor/coordinator)

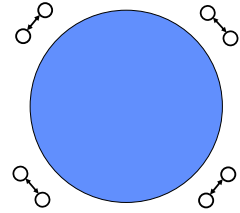
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## Group Members Peer Mentoring



Note needs, concerns, etc  
Shared by partner in group



Support between meetings

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## Mentoring In Discipleship Groups

- Keep small enough to permit the leader to mentor each member individually
- Follow a planned series of topics
- Be sensitive – this is a “kindergarten” class
- Allow time to deal with immediate issues

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## Mentoring In Spiritual Formation Groups

Groups of three or four people

- Seek to take their discipleship more seriously.
- Make a simple covenant to ‘watch over one another in love’.
- Choose a few questions to keep asking each other.
- Be “grace-givers”!

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## Renovare Groups (‘to renew’)

- contemplative (*the prayer-filled life*)
- holiness (*the virtuous life*)
- charismatic (*the Spirit-empowered life*)
- social justice (*the compassionate life*)
- evangelical (*the word centred life*)

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## Life Transformation Groups

Focus:

- peer mentoring
- discipling of pre-Christian friends
- Two main elements of accountability
  - open, honest sharing based on the Ten Questions of Accountability
  - reporting on how God has gained each person’s attention through Scripture.
- Each identifies two not-yet Christian people who become a prayer focus
- A specific prayer guide

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## MENTORING A MINISTRY TEAM

- **Ministry Team (Peer) Mentoring**
  - Team in Pairs to Build a Supportive Team Spirit
  - Regular Meeting Times
  - Occasional Retreats Away
  - To Encourage and Learn From One Another to Build a Supportive Team Spirit
- **Attitudinal Mentoring**

Attitude of the Team Leader Critical to

  - Affirm and Build Self Esteem
  - Maximise Potential
  - Facilitate Growth

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## Mentoring A Ministry Team cont...

- **Formal Mentoring**

Weekly or bi-weekly by leader with each member
- **Resource Mentoring**

Books, cassettes, videos, seminars
- **Sponsorship Mentoring**

Opening doors to key leaders and ministry opportunities
- **Personal Mentoring**

Team leader's accountability to:

  - church council
  - the team
- **Reciprocal Mentoring**

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When working in a team, in what ways did you experience:

- Personal growth
- Development of knowledge/understanding
- Development of skills
- Support and encouragement

What can we learn from Rod Denton's model for Mentoring a Ministry Team?

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## Each Life Stage A Mentoring Opportunity

### SIGNIFICANT LIFE STAGES

- Childhood
- High School
- Puberty
- First date
- Commencing university
- Entering the workforce
- Leaving home
- Singleness
- Becoming engaged
- Marriage
- First child
- Unemployment
- Coping with divorce
- Middle age
- Retirement
- Loss of a partner or life long-friend

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## Mentoring Newlyweds

Older married couples help newlyweds during their first year of married life together.

The amount of time the couples spend together is not prescribed.

(Doctors Les and Leslie Parrotts' resources)

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## Life Stages

Focus on the period assigned to your group:

- a) 0-25    b) 25+    or  
1) 0-16    2) 16-35    3) 35-50    4) 50+

- What additional stages would you add to the list on page 161 for the period with which your group is dealing? (List these on the worksheet provided.)
- Discuss the needs and possible appropriate help for a few of the stages you listed (or for a few in the book).
  - Note your answers on the worksheet.

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## Mentoring at Various Life Stages

- Select one of the life stages discussed.
- Identify the specific needs and areas of vulnerability of that stage in life. (Make notes in column 2.)
- Discuss the role of a mentor in offering help to persons in this life stage. (Make notes in column 3.)

| Major Stages | Needs etc | Help to Offer |
|--------------|-----------|---------------|
|              |           |               |

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## Life Stages

|                               |                                                             |
|-------------------------------|-------------------------------------------------------------|
| Kindy                         | Home ownership                                              |
| Primary                       | Financial commitments                                       |
| High school                   | Promotion in work                                           |
| Sibling issues                | Overwork                                                    |
| Puberty                       | Divorce                                                     |
| Individualisation             | Menopause                                                   |
| Sex / drugs / music / alcohol | Grief and loss issues                                       |
| Driving a car                 | Purpose of life (midlife issues)                            |
| Employment                    | Retirement                                                  |
| University                    | Transition in family structure<br>(From follower to leader) |
| Independent living            | Singleness                                                  |
| Marriage                      | Major illnesses                                             |
| Starting family (or not)      | Facing death                                                |
| Unemployment                  | Death of spouse                                             |
| Parenting                     |                                                             |

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## Churches Mentoring Churches

- **Where A Church Plants Another Church**
  - The leader of the new group is in a mentoring relationship with the pastor of the mother church.
  - There is a bonding between the new and the original administrative pastoral bodies.
- **Adoption Of Small Or Ill-equipped Churches By Strong, Dynamic, Larger Church**
  - The degree of support will vary. However, even evidence of genuine interest, prayer support, encouragement and occasional provision of individuals and teams to share the ministry to assist them in teaching, evaluation and planning will be valuable.
  - Whatever support is offered must be realistic and manageable.

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## Implementing A Mentoring System

- **Model Mentoring Yourself**  
Practical demonstrations are a good way to help others catch the vision.
- **Gather A Small Group Of Potential Mentors**
  - Share your vision
  - Pray and think together
  - Get them reading this, and other mentoring books
  - Encourage the formation of peer relationships with each other
  - Mentor a few yourself
  - Undertake training together
  - Use this book
- **Determine The Areas Of Need**  
Consider the various 'life stages' represented
- **Plan Together** (See questions at the end of this section)

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### Implementing a Mentoring System cont..

- **Promotion In The Gathered Life Of The Church**
  - A sermon series
  - Studies in the regular small groups
  - Sharing of faith stories in regular acts of worship
  - Weekly news-sheet
  - Mention in the intercessory prayers
- **Pairing Of Mentors And Mentorees**  
According to common interest, passion, commitment, vision and 'chemistry'.
- **Mentors Support Clusters**  
Include:
  - relationship building
  - reporting progress
  - sharing of ideas and resources
  - mutual ministry
- **Supervision And Support**  
By a professionally trained carer (if available) with a passion for mentoring
  - meets with each mentor on a regular basis
  - available as a consultant

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## A Mentoring Scheme Implemented In A Church

- Practical training program of monthly workshops spread over one year plus a weekend retreat.
- Now each participant is mentoring one or two mentorees.
- All mentors are encouraged to have their own mentor.
- Program and individual mentors are supervised by the pastor and three elders.
- The three elders meet individually with the pastor for supervision.
- Each in turn supervises a few mentors.
- Mentoring done on gender basis; meetings usually monthly
- Social activities, sharing in ministry, attendance at training events and other special gatherings together are encouraged.

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## A Simple Planning Process

- Determine the 'life stages' groups represented in your church
- Identify the needs of each life stage group
- Identify your resources (potential mentors etc)
- Decide where you will begin?
- Build in support and supervision
- Plan training
- Undertake enlistment
- Set date for commencement
- Use realistic promotion

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## Modelling Mentoring

Why is it essential for the person heading up the implementation of a mentoring system to model mentoring themselves?

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## Support And Supervision Of Mentors

- Why?
- In what ways?
- By whom?

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## Gathering Potential Mentors

- How would you select and enlist these people?
- Are there other things in addition to those suggested which you would seek to accomplish in these gatherings?

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## Mentors' Support Clusters

Suggestions are made on p.172 regarding what to include in these meetings.

- How would you do what is suggested?
- What more would you include?

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## Pairing of Mentors and Mentorees

- Discuss what is suggested on p.172
- What else should guide this process?

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## Biblical Preparation

If you were planning a sermon series  
and / or  
studies for small groups,  
what would you include?

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## Prayer Preparation

What suggestions would you make  
to the person leading the intercessory prayers  
during the period in which you are seeking  
to promote mentoring in your congregation?

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## Supervision

- Why?
- In what areas?
- What should it cover?
- By whom?

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### Supervision cont...

#### Why?

- Prevents excesses of controlling and co-dependency, etc
- Accountability
- Guidance
- Framework for reflection
- Submission - Support
- Biblical model of 'Body Life' (not solo ministry)
- Encouragement
- Maintains momentum
- Pastoral Care

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### Supervision cont...

#### Areas Of Supervision

- Promoting best practice
- Enriching the process through
  - providing resources
  - planning, and
  - reflection (evaluation)
- Ensures ongoing skill development

#### By Whom?

- A key leader, with the appropriate gifts, passion etc, for mentoring
- A person skilled in counselling (to do assessments before assigning to another counsellor or to undertake counselling themselves)

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## Finding A Mentor

### Ask

Pray expectantly yourself and ask others to pray

### Seek

- Identify your needs
- Select some potential mentors
- Make an optimistic list
- Reflect on past or present relationships
- Evaluate your list
- Match to your needs

### Knock

Approach appropriate person

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## Finding A Mentor cont...

- Further Suggestions
  - Follow up on offers of help
  - Use a referral approach - seek to find a person in their network
  - Talk to key leaders as special events
- Beware Of The Obstacles
  - Being deterred by a person's busyness
  - Procrastination
  - Being put off by the time it will demands
  - Distance
  - Fear of transparency
  - Unwillingness to be accountable
- The First Meeting With Your Mentor
  - First impressions are important

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## Being A Good Mentoree

### What Mentors Look For

- Teachable spirit
- Ability to reflect
- Performance
  - Eagerness to learn
  - Courage to take risks
  - A growing maturing
  - Readiness to take responsibility
- Growth in spirituality
- Responsibility
- Reliability
- Appreciation

## Being A Good Mentoree cont...

### Other Things To Do

- Celebrate surprises!
- Ask for extra support
- Have your mentor meet those close to you
- Introduce your mentor to your workplace
- Keep your mentor up-to-date
- Meet costs if possible
- Pastor your mentors

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## Spiritual Direction

**Attentiveness** to the specific detail of **everyday** incidents,

the **everyday** occurrences of contemporary life.

... Eugene Petersen

## Spiritual Direction is:

What we are doing when we don't think we are doing anything important. It is what takes place in the corners, in the unscheduled parts of our day. We do less of it because most of us are so tightly scheduled or so intently involved.

It had a much larger place in pastoral ministry in earlier centuries.

... Eugene Petersen

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### Spiritual Direction takes place when:

Two people agree to give **their full attention to what God is doing** in one (or both) of their lives and **seek to respond in faith**. More often than not these are unplanned; at other times they are planned and structured conversations.

### Three convictions underpin these meetings:

1. **God is always doing something**; an active grace is shaping this life into a mature salvation;
2. **Responding to God is not sheer guesswork**: the Christian community has **acquired wisdom** through the centuries that provides guidance;
3. **Each soul is unique**: no wisdom can simply be applied without discerning **the particulars** of this life, this situation

... Eugene Petersen

“Be imitators of me, as I am of Christ”- 1 Cor. 11:1

“Join in imitating me and mark those who so live as you have an example in us”- Phil. 3:17

“What you have learned and received and heard and seen in me, do.” - Phil. 4:9

You should do good deeds to be an **example in every way** for young men. **When you teach**, be honest and serious. And **when you speak**, speak the truth so that you cannot be criticized. Then anyone who is against you will be ashamed because there is nothing bad that he can say against us.

Titus 2:7,8

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“Consider your own call, brothers and sisters:

- not many of you were wise by human standards,
- not many were powerful,
- not many were of noble birth.

But God chose

- what is foolish in the world to shame the wise;
- what is weak in the world to shame the strong;
- what is low and despised in the world
- things that are not, to reduce to nothing things that are,

so that no one might boast in the presence of God.”  
(1 Cor 1:26-29)

‘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 will learn to live freely and lightly.’

Matthew 11:28 (The Message)

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‘...in ALL things

Grow up into...Christ’

Eph 4:15

‘We announce the message about Christ and we use all our wisdom to warn and teach everyone so that all of Christ’s followers may become mature That’s why I work so hard and use the mighty power he gives me.’

Col 1:28,29 (CEV)

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**'There are different gifts and functions;  
individually grace is given to us in different ways...'**

**'His gifts were varied...**

His gifts were made that Christians might be  
**properly equipped for their service,**  
that the whole body might be built up  
until...

**we arrive at real maturity,**  
- that measure of development which is meant by  
**'the fulness of Christ.'**

*Ephesians 4: 7, 11-13*

**'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*

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

*Proverbs 27:17*

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