

MENTORING

made simple

Sunday April 28, 2013 @ BICF chapel

Guest speaker Pastor Benny Ho

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INTRODUCTION:

2Timothy 4: 6 – 8 - *“For I am already poured out like a drink offering, and the time has come for my departure. I have fought the good fight, I have finished the race, I have kept the faith. Now there is in store for me the crown of righteousness, which the Lord, the righteous Judge will award to me on that day – and not only to me, but also to all who have longed for His appearing.”*

Dawson Trotman, the founder of The Navigators once said:

“It takes 20 minutes to a couple of hours to lead a soul to Christ but it takes 6 months to a couple of years to bring someone to spiritual maturity.”

WHAT IS MENTORING?

 **Proverbs 27: 17** – *“As iron sharpens iron so one man sharpens another.”*


TWO DEFINITIONS:

“Mentoring is the relational experience in which one person empowers another by sharing God-given resources.”

- **Stanley & Clinton**

“Disciplemaking (Mentoring) is the process of bringing people into right relationship with God and developing them to full maturity in Christ, through intentional growth strategies, that they might multiply the entire process in others also.”

- **Rev Edmund Chan**

 **1Thessalonians 1: 4 – 6** – *“For we know, brothers loved by God, that he has chosen you, because our gospel came to you not simply with words, but also with power, with the Holy Spirit and with deep conviction. You know how we lived among you for your sake. You became imitators of us and of the Lord; in spite of severe suffering, you welcomed the message with the joy given by the Holy Spirit. And so you became a model to all the believers in Macedonia and Achaia.”*

Notice the gospel came to the Thessalonians in:

- A. W_____ -Proclamation Evangelism
- B. S_____ -Power Evangelism
- C. D_____ -Presence Evangelism

✚ **1Thessalonians 2; 8** – “**We love you so much that we** *were delighted to share with you not only the gospel of God but our lives as well because you had become so dear to us.*”

✚ **1Thessalonians 2: 7** - “*As apostles of Christ we could have been a burden to you, but we were gentle among you, like a mother caring for her little children.*”

✚ **1Thessalonians 1: 11, 12** – “*For you know that we dealt with each of you as a father deals with his own children, ¹²encouraging, comforting and urging you to live lives worthy of God, who calls you into his kingdom and glory.*”

What is the end result of this *spiritual fathering*?



1Thessalonians 1: 6, 7 – *“You became imitators of us and of the Lord; in spite of severe suffering, you welcomed the message with the joy given by the Holy Spirit. ⁷And so you became a model to all the believers in Macedonia and Achaia.”*

EIGHT MYTHS ABOUT MENTORING

1. *“I can only have one mentor in my life.”*
2. *“Mentors must at least be 60 years old.”*
3. *“My mentor is always right.”*
4. *“A mentoring relationship must be life long.”*
5. *“Mentoring is all about accountability.”*
6. *“Mentoring will happen naturally.”*
7. *“Everybody should be a mentor.”*
8. *“Teaching and mentoring is the same thing.”*

CONTRASTING TEACHING & DISCIPLING

TEACHING	DISCIPLING
Classroom Style	Coaching Style
Teaching Based	Modeling Based
One-Way	Two-Ways
Material-Centered	Person-Centered
Academic	Apprenticeship
Theoretical	Experiential
Passive	Practical
Low Retention	High Retention
Cognitive	Affective

DIFFERENT TYPES OF MENTORS

Discipler	Coach	Spiritual Guide	Teacher	Counselor	Sponsor	Historical Model	Contemporary Model	Divine Contact
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← **TENSIVE** → **OCCASIONAL** ← **PASSIVE**

INTENSIVE MENTORS

1. DISCIPLER - B_____
2. SPIRITUAL GUIDE - I_____
3. COACH - S_____

OCCASIONAL MENTORS

4. TEACHER - K_____
5. COUNSELOR - A_____
6. SPONSOR - D_____

PASSIVE MENTORS

7. CONTEMPORARY - P_____
8. HISTORICAL - P_____
9. DIVINE CONTACT - P_____

FOCUS ON THE DISCIPLER

TWO KEY ASSUMPTIONS:

1. We cannot effectively mentor those who are not properly disciplined because change comes from their abiding relationship with Christ rather than the discipler.
2. Those who have not been through the process of being disciplined will have difficulties taking others through it.

Compare and Contrast **The 2 APPROACHES:**

SWIM OR SINK APPROACH	SHOW & TELL APPROACH
Not repeatable	Repeatable
Ad hoc	Systematic
Cannot pass on	Can pass on

HOW DO I FIND A MENTOR

“The key issue in mentoring is the mentoring issue.”

THREE KEYS FACTORS:

1. Right P _____-You go to where they are.
2. Right P _____-You sense the right timing.
3. Right P _____-You use the right approach.

SIX IDEAS TO INITIATE A MENTORING RELATIONSHIP

1. Call the prospect up and ask to see him about a specific issue.
2. Affirm his/her expertise and ask him to help you develop yours.
3. Ask for feedback on the area that you want him to help you.
4. Turn up when there are structured opportunity to interact with him.
5. If he offers you a meeting, take it up.
6. Ask him about his mentoring experience as a bridge.

THREE MARKS OF A GOOD MENTORING FIT

1. C_____ that is Natural
2. C_____ that is Open
3. C_____ that is Steadfast

Here's a diagram to summarize this process:

Discernment	Definition	Development	Departure
Come & See Phase 1	Come & Follow Phase 2	Come & Surrender Phase 3	Go & Multiply Phase 4

8 ROLES MENTORS PLAY

1. A_____ in Times of Uncertainty
2. E_____ in Times of Failures
3. F_____ in Times of Sorrow
4. M_____ in Times of Challenges
5. G_____ in Times of Decision-Making
6. L_____ in Times of Integrity
7. M_____ in Times of Devotion
8. C_____ in Times of Error

WHAT IS THE METHODOLOGY FOR MENTORING?

5 STEPS IN MODELLING

Step 1	Tell The What	I Do It	I Model
Step 2	Show Them How	I Do It With You	I Mentor
Step 3	Get Them Started	You Do It With Me	I Monitor
Step 4	See Them Through	You Do It Yourself	I Motivate
Step 5	Pass It On	We Do It With Others	We Multiply

WHAT SHOULD WE GIVE TO OUR MENTOREES?

1. GIVE THEM A _____
2. GIVE THEM A _____
3. GIVE THEM _____
4. GIVE THEM _____
5. GIVE THEM A _____
6. GIVE THEM _____
7. GIVE THEM _____

ANATOMY OF A MENTORING SESSION

1. P_____ TO SET THE TONE
2. S_____ TO FRAME THE ISSUE
3. R_____ TO CHART THE PROGRESS
4. L_____ TO CLARIFY THE NEED
5. R_____ TO MEET THE NEED
6. H_____ TO HELP THE MENTOREE
7. P_____ TO MAP THE NEXT STEP
8. P_____ TO CLOSE THE SESSION

SEVEN MENTORING FOCUS

1. Principle
2. Posture
3. Practice
4. Power
5. Plans
6. Problems
7. Progress

WHERE DO WE GO FROM HERE?

1. APPOINT A P_____ FOR THIS MOVEMENT
2. USE THE T_____ FOR FINDING A MENTORING MATCH
3. SET UP A M_____ NETWORK

5 ATTITUDES YOU CAN HAVE:

1. *“I could but I won’t.”*
2. *“I should but no time.”*
3. *“I want to but not now.”*
4. *“I want to but I can’t.”*
5. *“I can and I will.”*



CONCLUSION:
THREE KEYS TO LEADERSHIP
DEVELOPMENT:

1. Systematic E_____
2. Power E_____
3. Intentional M_____

FIVE PRACTICES OF EFFECTIVE
MENTORS

1. P_____ Mentoring *Personally*
2. P_____ Mentoring *Intentionally*
3. P_____ in Mentoring a Few *Persistently*
4. P_____ to Mentor Towards Life's
Transition *Purposefully*
5. P_____ Mentoring as a Long-Term
Vision *Corporately*