

Mentoring Guide

Based on John Mallison, *Mentoring to Develop Disciples and Leaders* (Lidcombe, NSW: Scripture Union, 1998).

Mentoring 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 (8).

Biblical Foundations

Mentoring is **disciple-making** (of Jesus, not us!) (23, Matt 11:29, 28:16-20, John 14:26)

The foundation of Christian mentoring is in knowing **God**. We must have an adequate idea of God (25, Matt 19:26, Phil 4:19, Lam 3:21-24) – we must trust that He will give us everything we need, and not more than we can handle. God is THE mentor, endlessly at work in people's lives (28) and so has prepared the way for us (Deut 31:8) – He will lead willing mentors and mentorees to each other. The end is God – his grace, his glory, his purposes. The mentoring relationship is secondary to what God is already doing in a person's life (47).

We must have a sane estimate of **ourselves** and **others** (30). We are made in the image of God and have much to offer. But we are also flawed and wounded. In Christ we can offer healing to each other (32).

Understanding Mentoring

Mentoring is a **dynamic system** (50). We **receive** from mentors, we **share** with peer-mentors and we **give** to mentorees. Ideally we will be involved in all three types of relationship. Don't overlook peer-mentoring (53) (small groups, accountability partners, mentor development group).

Features of peer mentoring (53-58)

- Friendship
- Regular meeting times
- Equality
- Transparency
- Relevant discussion
- Good questions
- Mutual accountability
- Mutual respect
- Reading scripture together
- Praying together
- Having fun and retreating together

Major areas of mentoring (59) (areas a mentor can help their mentoree work on):

- Development of spiritual life
- Giving quality time to those closest to you – friends, spouse, family
- Management of time and creative use of leisure
- Setting priorities and goals
- Choosing between the good and the best in your life and Christian service
- Personal and professional development
- Attitude towards, and use of, money
- Handling power with grace and humility
- Sexual relationships
- Remaining open and honest
- Coping with stress
- Keeping positive and hopeful
- Self-control
- Resolving conflicts
- Relating well to people

Myths of mentoring (60) – not everyone can be a mentor, but there are many excuses that don't stack up.

What It Takes To Be A Mentor

Basic qualities of a mentor (64)

- Christ-centred (we're making disciples of Jesus, not ourselves)

- Passionate (if you aren't passionate about being a mentor, you should rethink it)
- Relational (rapport, active listening, enjoy connecting, encouraging)
- Affirming (believe in their mentorees and want the best for them)
- Open and transparent (recognise their limitations, not a know-it-all)
- Trusting and trustworthy
- Available (within reason) (once a month, or in case of a special need)
- Able to facilitate learning (good questions!)
- Competent (can only mentor in an area where they are more mature than the mentoree)
- Prayerful (often there are no easy answers)

Signs you *shouldn't* be a mentor (91):

- Poor listener (easily distracted, can't re-state the gist of what has just been said)
- Compulsive talker
- Too 'busy' (i.e. don't care enough to make regular time for mentoree)
- Can't keep a confidence

Mentoring style (87) – adaptive between two extremes as required:

- **Grace-giver:** empowers and encourages mentoree
- **Truth-teller:** informs mentoree of objective reality

Your personal resources as a mentor (90) – what can you offer your mentorees?

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| <ul style="list-style-type: none"> • 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 • Ministry experiences | <ul style="list-style-type: none"> • Just being a good listener • Your ability to encourage • Your availability • Your network of relationships • Your knowledge of available resources • Your influence within systems and organisations |
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Identifying mentorees (95-96)

Disciple-making is an active process, be pro-active about forming mentoring relationships.

- Who has you helped in the past? (How?)
- People in new stages of development (entering the workforce, changing job/career, new role at church, newlywed)
- People experiencing difficulties (job, relationship, family, sickness, existential crisis...)
- Unspoken cries for help
- Shy approaches
- **Don't be quick to commit yourself.** The relationship is a responsibility on you both. Spend some time talking to the potential mentoree to see if you have something to offer.

Tools For Mentoring

- **PRAYER** (97)
- Bible (prime mentoring resource) (101)
- Experience-based learning (105) and reflective questions (107, 125, 126, 144, 145)
- Journalling (111)
- Active listening (129)
- Worksheets for initial meeting and ongoing meetings with mentoree.