

Mentoring Philosophy and Process

Adapted from a manuscript by:
G. Dennis McGuire
General Overseer



INTRODUCTION

- Today in the church there exists a real need to get to the very basics of how God's people and the church are going to survive in this 21st century.
- In the past, emphasis has been placed on mass meetings and other impersonal ways of building the kingdom of God.



INTRODUCTION

- However, the challenge today is a one-on-one relationship.
- Churches are built one person at a time; there are no shortcuts.
- Thus, the subject of this lesson is mentoring.



MENTORING

- Mentoring involves discipleship.
- It also involves connectedness and empowerment.



MENTORING

- *Mentoring* means “someone sharing with someone else or getting involved in someone else’s life.”



MENTORING

CONCEPTS OF MENTORING

- Two roles will be discussed: one is the mentor and the other is the protégé.



MENTORING

In order to understand the concept of mentoring, one needs a clear understanding of its Biblical foundation, what it is, how the mentoring process works, and what conditions will maximize its success in ministry.



MENTORING

BIBLICAL FOUNDATION

- The Bible uses the word “disciple” which in a nutshell, defines the concept of mentoring.
- The word *disciple*, is used primarily to identify the followers of Jesus.



MENTORING

Jesus took twelve men whose records were not that good and trained them for worldwide ministry.



MENTORING

The Scripture passage that perhaps best describes the mentoring process is found in Ephesians 4:11-12: And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, for the equipping of the saints for the work of service, to the building up of the body of Christ; (NASB95)



MENTORING

PURPOSE

- The purpose of mentoring is to prepare individuals for service the building up of the body of Christ.
- The genius of this whole matter is to invest oneself in someone else.



MENTORING

CHURCH CONCEPT

Leaders need to pick people who can carry on the work of ministry and train them to do what God has given them special gifts to do.



MENTORING

A wise leader will train and equip these workers to do what he would do himself.



MENTORING

MENTOR

A mentor is defined as “a wise, loyal adviser, a teacher, a coach.”



MENTORING

Mentors are not necessarily power figures; they are wise and loyal advisers.



MENTORING

Mentoring is focused on one person; whereas, an educator trains or teaches a group.



MENTORING

- Usually, a teacher is paid to provide training in a specific discipline; whereas, a mentor is a friend who gives time and knowledge without asking for anything in return.
- It is a matter of investing oneself.



PROFILE OF A MENTOR

Mentors are often seen as those wise, senior-level ministers who provide the support and assistance that helps to advance one's ministry.



PROFILE OF A MENTOR

The term *mentor* has always referred to a trusted advisor to whom one turns for counselling in ministry.



PROFILE OF A MENTOR

A mentor makes every effort to challenge and develop a person to think, accomplish for himself, and grow in his capabilities.



PROFILE OF A MENTOR

Mentoring helps one to perform to the best potential and stretch to one's maximum capacity.



PROFILE OF A MENTOR

REASONS MENTORING WORKS:

- Because experience is the best teacher
- Mentoring embodies synergy
- Mentoring is a means of perpetuating positive action
- Mentoring is part of the natural transition of life



PROFILE OF A MENTOR

Seven Types of Mentoring:

1. Primary
2. Secondary
3. Structured mentoring vs. informal mentoring
4. Active vs. passive



PROFILE OF A MENTOR

Seven Types of Mentoring:

5. Long-term and short-term mentoring
6. Group mentoring
7. Momentary mentors



THE MENTORING PROCESS

Mentoring Relationship:

- First, they can open doors.
- Second, the mentor can provide tutoring and advice about goal setting.
- Third, a mentor who has already had experience in a particular area can save the learner valuable time.



THE MENTORING PROCESS

Mentoring Relationship (Cont.):

- Fourth, a mentoring relationship can reduce frustration.
- Fifth, mentoring increases support and productivity.
- Sixth, mentoring increases the level of commitment and loyalty.



THE MENTORING PROCESS

Basic Traits of the Protégé

There are four basic traits of the protégé who is successful in the mentoring process.



THE MENTORING PROCESS

Basic Traits of the Protégé (Cont.)

- First, a protégé should always respect the mentor's time.
- Second, the protégé should take action on the information that is provided by the mentor.



THE MENTORING PROCESS

Basic Traits of the Protégé (Cont.)

- Third, the protégé should show respect for the mentor's efforts to open new doors.
- Fourth, the protégé should pass on the gift of mentoring by taking on a protégé himself.



THE MENTORING PROCESS

Personality Traits of the Protégé

A protégé should:

- Have clearly defined goals
- Be willing to take directions
- Be able to follow his mentor's instructions



THE MENTORING PROCESS

Personality Traits of the Protégé

A protégé should:

- Be willing to ask for help
- Ask questions
- Be a team player



THE MENTORING PROCESS

Benefits of Mentoring

1. The mentoring process enables one to continue with his personal legacy.
2. Mentoring will keep a person sharp.
3. Mentoring forces one to set an example.



THE MENTORING PROCESS

Benefits of Mentoring (Cont.)

4. Mentoring encourages creativity
5. Mentoring provides a window to “get by giving”
6. Mentoring enhances one’s value to another



THE MENTORING PROCESS

Qualifications for becoming a Mentor:

1. To give of one's time unselfishly
2. To possess a desired skill or experience
3. To be able to empower his protégé by sharing knowledge
4. To be committed to share time and knowledge



LAWS OF MENTORING

Sixteen laws of mentoring:

1. Law of positive environment
2. Law of developing character
3. Law of independence



LAWS OF MENTORING

Sixteen laws of mentoring (Cont.):

3. Law of limited responsibility
4. Law of shared mistakes
5. Law of planned objectives



LAWS OF MENTORING

Sixteen laws of mentoring (Cont.):

7. Law of inspection
8. Law of tough love
9. Law of small successes



LAWS OF MENTORING

Sixteen laws of mentoring (Cont.):

10. Law of direction
11. Law of risk
12. Law of mutual protection



LAWS OF MENTORING

Sixteen laws of mentoring (Cont.):

13. Law of communication
14. Law of continued commitment
15. Law of life transition
16. Law of enjoyment



LAWS OF MENTORING

Other Aspects of Mentoring:

1. Individual responsibility
2. Investing in others



CONCLUSION

The challenge to veterans of the faith is to take the time to invest themselves in others by sharing about their journey and thereby enriching those around them. It is not right for one person to make it without reaching down and bringing somebody up with him. In fact, those who have achieved something in life have a responsibility to pull up somebody else with them.

