

What is Mentoring?

The basic core to all Mentoring relationships is the support given voluntarily by one person to another.”

National Mentoring Network 2003

Definition of GHRM MIB Mentoring

A mentor is not just a teacher or an instructor, but a mentor is a counselor or guide. GHRM mentors will provide a structured relationship where the Mentor provides support, guidance and encouragement to a Mentee.

MIB mentoring is aimed at those who want to make or have recently made a Christian commitment. It therefore includes helping others develop in their relationship with God, adapt to the Christian life and become integrated into the church.

Why Mentor?

Any leader who does not understand continuity in ministry will not mentor anyone and consequently his ministry will die with him Prov. 27:23-27.

Jesus understood and taught this principle: Jn. 14:10-12. 17:17-20; Heb. 2:1-4

Jesus said in the book of Matthew 28:19, 20 verse, **Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you alway, even unto the end of the world**

We are instructed to make disciples. The word **disciple** means “a learner; one who is teachable and disciplined.” Many believers are followers of Jesus, but not so many are true disciples. Being **teachable** and **disciplined** are probably two of the the least addressed downfalls within the Body of Christ.

Therefore;

- Mentoring is a foundational church principle: Mk 1:17; Acts 2:41-47; 1 Cor. 11:1
- However, it is not just giving principles but involves impartation: Romans 1:11-13, 2 Tim. 1:6; 1 Tim 4:14, 15
- Proper mentoring leads to progressive growth Jn. 14:12
- The mentor literally looks from sitting on the shoulder of his mentor - Elijah/ Elisha. (the fathers revelation becomes the children's foundation - Mal. 4:6)
- It is a training process Prov. 22:6

If you want proper construction of your God-given dreams, you need instruction and correction, if not you will end up in destruction. Only a child without instruction ends up in destruction: Prov. 23:12-14, 24:6

The mentoring relationship becomes significant the moment a person with experience asks a less experienced person two simple questions:

•What are your priorities? Priorities can be goals or problems. They can be personal or professional.

- How can I help? As a mentor, you may need to help your protégé decide on a course of action or simply provide resources to carry it out.

Maturity over a lifetime is the focus. You and your mentee will always be making progress. Realize that it is a lifelong process, not simply a goal to be reached. God's timing is perfect. Wait for God's timing.

As part of this maturation over time, you will want to help your mentee achieve steady growth and a basic balance in the following seven areas of life:

- Family and marriage
- Financial
- Personal growth
- Physical
- Professional
- Social
- Spiritual

Part of your role as a mentor is helping your mentee reach their potential in life, recognizing, speaking to, and helping correct any serious imbalance in any one of the seven areas.

Making the Right Mentor/Mentee Connection

There must first be a desire to mentor and a desire to be mentored.

"Through desire a man, having separated himself, seeketh and intermeddleth with all wisdom. Prov. 18:1 and Rom. 1:11-13

- | | | |
|---------------|---|--|
| Separate | - | Get a trainer |
| Seek | - | Diligently learn |
| Intermeddleth | - | Mix with a trainer who has gone ahead of you |

God Factor: 1 Kgs, 19:13-18; Elijah/Elisha, Num. 27:18-20; Moses/Joshua.

Mentor/Mentoree Factor: 1 Sam. 17:55-18:2; Saul/David, Jn1:37-43; Jesus/Apostles

Others: 1Sam. 1:11. 22-28; Eli/Samuel, Phile. 1:10-17; Paul/Philemon/Onesimus

The Mentee must have a knowledge or some history of the person mentoring them.

Canon/Doctrines;	-	2 Tim. 3:10-11
Character	-	1 Tim. 3:1-7
Charisma	-	Is this person changing lives for good? 1 Cor.

12_1-11

Once Chosen

1. There must be proper fellowship between the two to enhance this new relationship. 1 Cor. 4:17, Mk. 1:17; 10:28-30
2. There must be mutual love and trust between the two: 2 Tim. 1:4, 2:1-2, 1 Jn 5:1-3 Roman. 1:11-13
3. Mutual Sacrifices in order to accomplish the goal: 1 Cor. 9:1, 3-5, 1, 15, 22-27; Phil. 2:5-8; 2 Tim 2:3-5
4. Strict adherence to the scriptural principles of mentoring; 1 Cor. 11:1

THE MENTOR

- Take heed to himself - maintain a sanctified life: Jm 17:17-19; Acts 20:28; Generally an able example - 1 Pt. 5:13; 1 Tim 4:12
- Impartation - The essence of impartation is to transfer unction and release speed for accomplishment: Rom. 1:11-13; 2 Tim. 1:6, Matt 10:1,7-8.
- Patience with the mentee - understand that he is learning and not yet perfect - 1 Thess. 2:7-8; 2 Kgs. 6:15-17
- Generally seek to develop and entrust the mentee with precious ministries. Be open - Acts 20:20, Is. 28:9-10; 2Thess. 2:8-11; 2 Tim. 2:1-2
- Identify the mentee's potentials and encourage the mentee to succeed - Phile. 1, 2 Tim. 1:5-7; 1 Tim. 4:14-15
- Discipline the mentee - for the purpose of accountability and shaping of character. 2 Tim. 2:35; 2 Kgs 2; Lk 22:45; Matt 26:40-41
- Protect the mentee - Jesus/His disciples - Matt 9:14-17
- Pray for the Mentee's success - Jn 17
- Be secure in your calling - 2 Cor. 11
- Avoid competitive jealousy - David/Saul
- Stay in the spirit - never respond in the flesh, especially when the mentee rebels. Jesus/Peter - Matt. 16.
- Don't take undue advantage of mentee - Phil 4:15 (balance the law of giving and receiving).

QUALITIES OF A GOOD MENTOREE (MENTEE)

- Have a servants attitude, obeying the mentor - Heb. 13:7,17

- Totally dedicated and committed to the process - Elisha's commitment 2Kgs. 1:2
- Not self-centered but unselfish - Phil. 2:5-8
- Faithful - measured by productivity - Phil. 2:18-22; 2 Tim. 2:1-2
- Patience to learn - Phil 4:9. No hurry/anxiety - Phil 4:6-8
- Humble submission - 1 Pet. 5:5-7; Heb. 13:7,17 Avoids rebellion at all cost - 1 Samuel 15:22-23
- Admires the mentor - 1 Thess. 5:12
- Setting of Patterns - Prov. 22:6. 1 Kg. 17:21-24, 2 Kg. 4:49,31,34 This is a mental picture of any incident that occurred and that could be recalled to operate whenever similar situations arise again.
- Followership - 1 Cor. 11:1; Mk. 1:17
- Endure hardness (even when the mentor appears insulting or inconsiderate) 2 Tim. 5:17; Lk 8:1-3
- Prayer for the mentor - Eph. 6:18; Col. 4:2
- Makes the mentor more comfortable (steady's the hands of the mentor for the mentor's benefit) Ex. 17:8

TWO MAJOR CONCERNS OF THE MENTEE

1. What's in it for me? Mk. 10:28; 1 Sam. 17:26

ANSWER

Impartation

knowledge - Phil. 4:9

gifts - Deut: 34:9; 2 Tim. 1:6

honour - Num. 27:18-20

Acquisition of wisdom - Prov. 13-20/ 1 Kgs 1:8

Doors will be opened for the mentee - Phil. 2:18-20; 27-30

Prayers - Eph. 1:16-19; Rom. 1:9

Spiritual and mental support - 2 Tim. 1:16, 8, 13

Godly character - as a result of proper discipline

ability to respond by one's self with little to no supervision - Phil 4:11-13

Greater works - Jn 14:10-12

Healing for weak areas - Lk. 22:31-32

Strengthening of identified potentials - 2 Tim. 1:5-7

Safety and deliverance from destruction - Prov. 24:6

In summary:

Formidable learning comes easier and faster with a mentor guiding the process

You are able to take the short cut without missing the scenery

Mentoring provides the wisdom of a life time without the pain of acquiring it

Without a mentor there is no guide, mentor = wise and trusted counselor

2. How long do I have to be mentored?

ANSWER

There is no set time

Joshua took 40 years

Elisha took 10 years

Jesus' Disciples took 3 1/2 years

As determined or instructed by God - Acts 13: 1,2

As deemed fit by the trainer/mentoree - Gen. 30-25-end

Peaceably strike a "deal" - avoid rebellion/strife at all cost - Ex. 4:18; 2

Tim. 2:24

However any man that is too much in a hurry not to go through the mentoring process, doesn't have a guaranteed future in ministry - Lk. 24:48-49; Acts 1:3-5, 8; Is. 40:28-31 Rom. 12:7

Never be in a hurry to leave the process,

Every successful person has a mentor (if not several)

SUMMARIZING THE PROCESS

1. Celebration

a. When one first encounters the mentor/mentee, it is the key ingredient for entering the process

b. Everyone connects with people who celebrate them - Jesus and Phillip

2. Connection

a. This is equivalent to formalizing the mentoring process

b. It involves establishing a relationship with the mentor/mentee

c. You cannot make collection until you first make connection - Mk. 1:17

d. This level is solidified by the "earning of and learning to" trust by both parties - Jn. 1:35

e. It Also marks the beginning of a true friendship/covenant relationship between them.

3. Confrontation

De-conversion before conversion

Denouncing before pronouncing

- This might require a high degree of tolerance
- People will only tolerate those they have celebrated
- You have to first celebrate people before you can tolerate them, not vice versa
- The mentor confronts the mentee for de-conversion, destroying things in his/her heart/intellect that are not right.
- The person you wrongly oppose could eventually become your mentor - Stephen/Saul - Acts 6&7 so be careful who you oppose
- Weak areas are healed at this level
- This process will never commence until both parties have made the necessary

connection that indicates the relationship is based on mutual benefits.

- This level is also characterized by tests to prove the loyalty, dedication and ministry or potentials of the mentee.

4. **Confirmation**

- This involves "Seeing and Appreciating" the possibilities or potentials of the mentee - Ananias/Saul; Barnabas/Saul - Acts 9:10-20
- The Mentor is more convinced about the mentee's call and gifting.
- At this level you forget about where he was or what he used to be and concentrate on what he is or has to be - Acts 9:27
- More time is spent establishing purpose.

5. **Companionship** - 2Pet. 3:15-16; Gal. 2:7-8

- Appreciating when the mentee has come of age
- The mentor now steps back releasing the mentee for greater works.
- Initially we hear of Barnabas and Saul, later on Paul and Barnabas
- This involves knowing when to decrease so that your mentee might increase - Jn 1:29-37; 3:29,30
- It is the evidence of true successor-ship which is the dream of every great mentor

**The ultimate essence of the mentoring process is succession.
Success without a successor is simply failure.**

*Excerpts from "The Process of Mentoring" by Re. Dr. David Ibeleme
Victorious Faith Ministries*