

# Mentoring

There are 3 types of Mentors of relevance here;

- a) Mentoring for Life
- b) Mentoring Facilitators
- c) Mentors for Participants of the Celebrating Children course

## I. What is a mentor?

**M** – mature motivator

**E** – enthusiastic, earnest, encouraging

**N** – “Never say die” spirit

**T** – Trustworthy

**O** – Optimistic; open to learn from mentee

**R** – Realistic, relationship builder

- Someone who comes to you and says, “I will help you start and finish your race well.”
- Eph. 6:4b – “Take them by the hand and lead them in the way of the master.” (The Message)
- Col. 1:28 -- “We proclaim him, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ.”
- Eccle. 4:9-12 -- “Two are better than one, because they have a good return for their work: If one falls down, his friend can help him up. . . . Though one may be overpowered, two can defend themselves. A cord of three strands is not quickly broken.”

## II. Role of mentors

- a. the 4 C’s:
  - coordination
  - communication
  - coaching
  - conflict resolution.
- b. noticing the person’s journey, skills, gifts, callings
- c. helping them start & continue the race well

## II. Characteristics of good mentors

- a. biblical examples
  - Jethro and Moses – Exodus 18:5-27 (10 characteristics of Jethro as a mentor)
  - Paul and Timothy
  - Naomi and Ruth – Ruth 1:18ff
  - Deborah and Barak – Judges 4
  - Mordecai and Esther
- b. general characteristics
  - love of children
  - integrity
  - honesty
  - being available
  - validates others
  - generous with credit

- open to learn from the mentee
- courageous, willing to take risks
- secure in him/herself & Christ so does not need mentee to meet his/her needs
- intentional about the relationship
- seeing & affirming the potential in his/her life (prophetic quality—seeing them through Christ’s eyes; what they can become)—Exodus 17: Joshua could trust Moses because he could see the big picture from the mountain.
- trustworthy
- willing to see the big picture (think outside the box & not hold the mentee back)
- willing to look at needs of the mentee along with his/her own needs – Acts 20:24

### III. The need for understanding and agreement between mentors and mentees

*Amos 3:3 -- “How can two walk together, unless they be agreed.”*

- develop a mentoring contract between mentor & mentee
  - SIP (self-improvement plan) or PDP (personal development plan)
  - mutual learning experience
  - identify the roles of the mentor and the mentee
  - mentee takes personal responsibility for his/her own growth
- establish a mentoring contract (verbal or written). This should identify the logistics within the relationship:
  - how often to meet, where, when, for how long
  - confidentiality
  - relationship to organisation
  - feedback to managers/supervisors – what, how and how often
- review contract regularly to make sure it is meeting the needs of both mentor and mentee

### IV. Example of good partnerships

- identify good mentoring partnerships that both parties know
- describe how the relationship came together
- list characteristics that work in the relationship

### V. Common challenges in mentoring [mistakes to avoid]

- absence of *prayer* – Psalms 127.1
- prioritisation* (mentor overloading him/herself) – Acts 6.1-7; Mary & Martha in Luke 10
- mentor not recognising it is a *process requiring patience & perseverance* – Luke 13.6-9: The gardener asked for 1 more year – I will dig around (disciplining) and fertilise (adding value).
- recognition that *problems* will occur – John Mark with Barnabas and Paul – Acts 13:5,13; Calm seas never make experienced sailors.
  - mentor not seeing the *big picture*
  - domination and *power* (Daniel 4.28; 2 Chronicles 26.16) rather than *empowering* (Genesis 50.20; Mark 6.37)
  - *pride* on the part of both mentor and mentee – Who do we give the glory to?
    - can inhibit healing
    - can inhibit reconciliation – Acts 15.38-39
  - both parties not recognising transference or *projections* of personal stuff onto the relationship
  - *politics* – organisational or personal

## **VI. Mentors for participants of the Celebrating Children course**

### **a. Specific Tasks:**

- Mentor and mentee meet regularly between training blocks.
- Mentee and Mentor give feedback to course Facilitator.
  - *What did you learn?*
  - *What did you put into practice?*
  - *What problems did you encounter?*
  - *How might the training be improved?*

### **b. Proverbs 27:23**