

MENTORING

A disciple who follows Jesus...

- Is committed to loving “one another” *John 13:34-35*
- Is committed to spiritually investing in others for the sake of God’s glory *1 John 3:16*
- Faithfully passes on what God has shown him/her *Matthew 28:18-20; 2 Timothy 2:2*

... Therefore, your commitments are:

- Audio: “[Pacesetting](#)” Walt Henrichsen
- Article: “Mentoring To Maturity” by Lynn Austin
- Bible Study: Read through the Devotional Method of Bible study by Rick Warren and practice that method on Psalm 1
- Memorize: HA #3 with verse: Hebrews 3:13
- Memorize: Philippians 4:9 with topic: Mentoring
- Watch the following video of someone presenting the [One-Verse Bridge](#)
 - Then practice the first step of this illustration by drawing the chasm/cliff with a person on one side and God on the other...then writing out the verse and the emphasizing the first word [Wages] and talking about what it means
- Pray about putting on an Andrew Dinner during L-1 (optional)
- Pray for the spiritual leaders of CV and your church.
- Write down anything the Holy Spirit has spoken to you about (Action Plan page)
- Seek to have a Quiet Time every day
- Attend CV, take notes, and record “key thought”
 - Bonus: Meditate on Key Value: “Accountability” (see Appendix) and answer one question as an application

Before Moving On...

What is the difference between mentoring and coaching?

Mentoring To Maturity

How to nudge new believers out of the nest.

Lynn Austin

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"I don't know what to do," my neighbor Gail sobbed over the phone. "Will you please pray for me?"

I grabbed my Bible and hurried next door. A fairly new Christian, Gail relied heavily on me to give advice, answer questions, and to pray for her. After a year and a half, I had supported Gail through several crises, explained many Scriptures, and prayed countless prayers for her.

"God is so good to give me a neighbor who is a mature Christian," she often said.

I enjoyed feeling needed by Gail and returned home each time satisfied that God had used me. But it bothered me that after so much time Gail hadn't grown any stronger as a Christian. This verse in Hebrews seemed to describe her: "Though by this time you ought to be teachers, you need someone to teach you the elementary truths of God's word all over again. You need milk, not solid food!" (Hebrews 5:12). Something was wrong but I didn't know what.

As an elementary school teacher, I was studying mentoring programs in which experienced teachers team up with beginners to help ease the transition into teaching. The goal of mentoring is to lead the beginner through a process of growth from dependence to independence. But in order to reach that goal, the mentoring relationship must gradually change as the mentor progresses through a series of five roles: teacher, coach, collaborator, sponsor, and counselor.

That's what's wrong, I thought. Gail has never grown in her Christian walk because my role with her has never changed. I enjoy being needed and I've kept her dependent on me, stunting her spiritual growth. Gail, who grew up in a church which relied heavily on the clergy for prayer and teaching, was content with our relationship. But I knew that God desired for Gail to "leave the elementary teachings about Christ and go on to maturity" (Hebrews 6:1).

That same year God sent Donna into my life. Our sons had met in kindergarten and quickly became best friends. Donna's family didn't attend church, but when her husband faced surgery for possible throat cancer she began to seek God.

We became good friends and she started coming to church with me. When she accepted Christ, I wanted to help her grow in faith and attain a vital, living relationship with God. I decided to apply the principles I'd learned and become Donna's mentor.

A Teacher

The mentor's first role is that of a teacher: giving instructions, explanations, and guidance. At this stage, the mentor models a process and the beginner observes and asks questions. I'll never forget the first question Donna asked me: "What do you think of reincarnation?"

I answered that one and many, many more as we spent time together almost daily, talking on the phone, drinking coffee while our sons played, and going shopping. I told her how to know you're born again, showed her where to find passages in the Bible, advised her about decisions she had to make, and prayed aloud for her. But most important, the way I lived, the Christian lifestyle I modeled, taught Donna as much as my words did. The

knowledge that my life was being observed kept me on my knees.

A Coach

The second role a mentor fulfills is that of a coach. She still plays the leading role, but it's time for the disciple to get into the game. The responsibility for growth begins to shift. At this stage the mentor says, "Now you do it and I'll observe." I knew it was time for my role to change when Donna joined the women's Bible study I led. As we proceeded through the lessons, I became her coach, standing back to watch and cheer as Donna acted. She soon grew confident in her ability to read the Scriptures and began contributing more and more to the discussions.

We still spent a lot of time talking together. But now instead of answering all her questions, I showed Donna where to look in the Bible and encouraged her to read it herself.

Instead of advising her what to do, I explained God's principles and helped her decide. I no longer did all the praying; we began to pray together.

A Collaborator

Gradually, the mentor's role shifts to that of a collaborator. Now the responsibility for growth is shared equally. Questions and problems are resolved together in a give-and-take relationship, with the mentor's experience serving as a safeguard against the beginner's mistakes.

I watched Donna's faith grow quickly as God worked in her life. Her husband's tumor turned out to be benign. When her entire family began to worship regularly at our church, my mentoring role changed again. More and more, I encouraged Donna to go directly to God for answers to her questions or for guidance and direction in her life. I served as a collaborator, someone to discuss things with, and as her safety net, affirming her decisions. After four years, the mentoring process had helped Donna become nearly self-sufficient.

A Sponsor

In teaching, the mentor's role changes to sponsor when she introduces the beginner to the broader professional community, giving her the opportunity to network with others and exposing her to additional resources such as organizations and seminars. The mentor also serves as an advocate, recommending the disciple for positions of responsibility.

Donna's enthusiastic, take-charge personality merged well with her deep spiritual hunger. Soon she began reaching out to others—befriending an unmarried co-worker who was pregnant, counseling her brother with his troubled marriage. In my new role as sponsor, I led Donna to the resources she needed to deepen her spiritual walk and to help others. I recommended books and seminars, and introduced her to outstanding Christian role models and resources in our church and community. The responsibility for her spiritual growth was almost entirely hers; I merely provided a "nudge" from time to time.

A Counselor

The mentor's final role is that of a counselor. The apprenticeship is nearly complete. The disciple now assumes full responsibility for continued growth but the

mentor remains available to serve as a counselor and friend.

As time passed, Donna became very active in our church. When she learned that our annual women's retreat might be canceled due to lack of leadership, she volunteered to serve as chairperson.

"We have to have a retreat!" she exclaimed. "There's someone at work I want to invite!"

As a member of the committee, I was one of Donna's advisors but she provided the leadership. Her deep concern for her unsaved friend, coupled with her fresh insights as a growing Christian, equipped her to plan a retreat that blessed everyone who attended.

A few months after the women's retreat, my husband accepted a job offer in another state. My family and I would have to move. When the time came to find someone to lead the Bible study I had started, I recommended Donna.

I felt satisfied that I had done more for Donna than provide crisis intervention and a shoulder to lean on. In my role as mentor I had helped prepare her "for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature" (Ephesians 4:12-13). We'd reached the final goal of discipleship: Donna was no longer dependent on me, her mentor, but on the Lord.

A Mature Christian

During this time Gail also grew in her relationship with the Lord, once I began to mentor her. She required more urging than Donna as we progressed from one stage to the next but, like a mother bird, I gently pushed Gail out of her comfortable nest. I taught her to keep a prayer journal, recording her growth and God's answers to prayers, and I encouraged her to teach a Sunday school class. Her gentle, trusting nature made her one of the best-loved teachers. Gradually, she became more dependent on God and less dependent on me.

Gail and I stood on my front lawn the day the real estate agent put a "for sale" sign on our house. "I'm going to pray that the Lord will send me another neighbor who's a mature Christian," Gail said.

"I don't think God will do that," I smiled. "Why not?"

"Because I have a feeling He's going to send someone who will need a mature Christian neighbor like you!"

How to study the Bible using the Devotional Method

1. Pray to God asking for insight and guidance through this Bible study.
2. Meditate on the scripture. Here are some ways to do that:
 - Paraphrase the verse or passage in your own words.
 - Personalize the passage by putting your name into the verse where appropriate. For example, if I were to do this with one of this week's memory verses it might look like this:
 - *Our D-group devoted themselves to the apostle's teachings and to the fellowship, to the breaking of bread and to prayer. Our D-group was filled with awe, and many wonders and miraculous signs were done by the apostles. Our D-group was together and had everything in common. Selling our possessions and goods, Our D-group gave to anyone as he had need.*
 - Visualizing the scripture is another way to meditate. If you were to visualize Acts 2:42-45 you might think of how your D-group would look and feel as they devoted themselves to the apostles and saw the many miraculous signs. What would it be like if your D-group had everything in common and sold their possessions to help the poor?
 - Emphasizing each word will help you to gather more meaning from the verse. For example:
 - Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ.
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 - Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ.
 - And so on and so forth...
 - Use the SPACEPETS acrostic.
 - Sin to Confess
 - Promise to Claim
 - Attitude to change
 - Command to Obey
 - Example to follow
 - Prayer to Pray
 - Error to avoid
 - Truth to Believe
 - Something to Praise God for
3. Write out an application
4. Memorize a Key Verse