



Mentoring in Life and Leadership

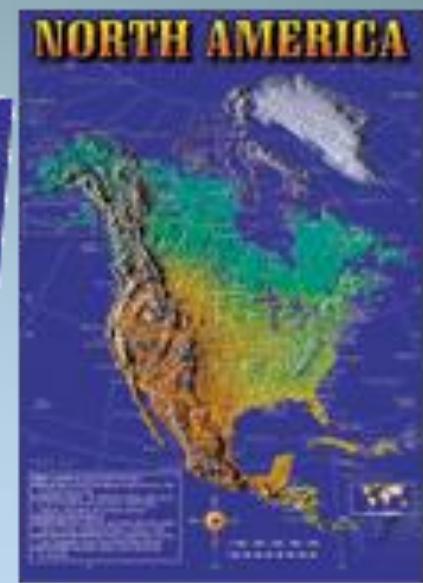
**Leadership Education and
Development Conference
Tri-Philippine Union**

Universal Outcome Formula

$$E + R = O$$

Universal Outcome Formula

Event + Response = Outcome





**Boarding the Antonov jet in Longyearbyen
enroute to the North Pole**

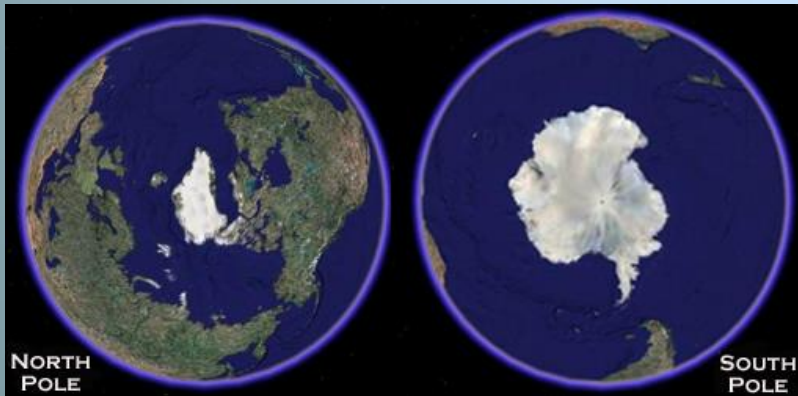


**Finish Line with the Bible and the US Flag
per suggestion of Mark Finley.**



North Pole Completion-2010

“Bi-Polar”



South Pole Completion-2008



**“True North” 90°North
Compared to True Leadership**



After 15,000, miles back home, delivering requested North Pole snow (water) to wife Susan!



Mentoring in Life and Leadership



**Christian ministry and leadership was
never meant to be a solo journey!**





*"The first responsibility
of a leader is to define reality."*

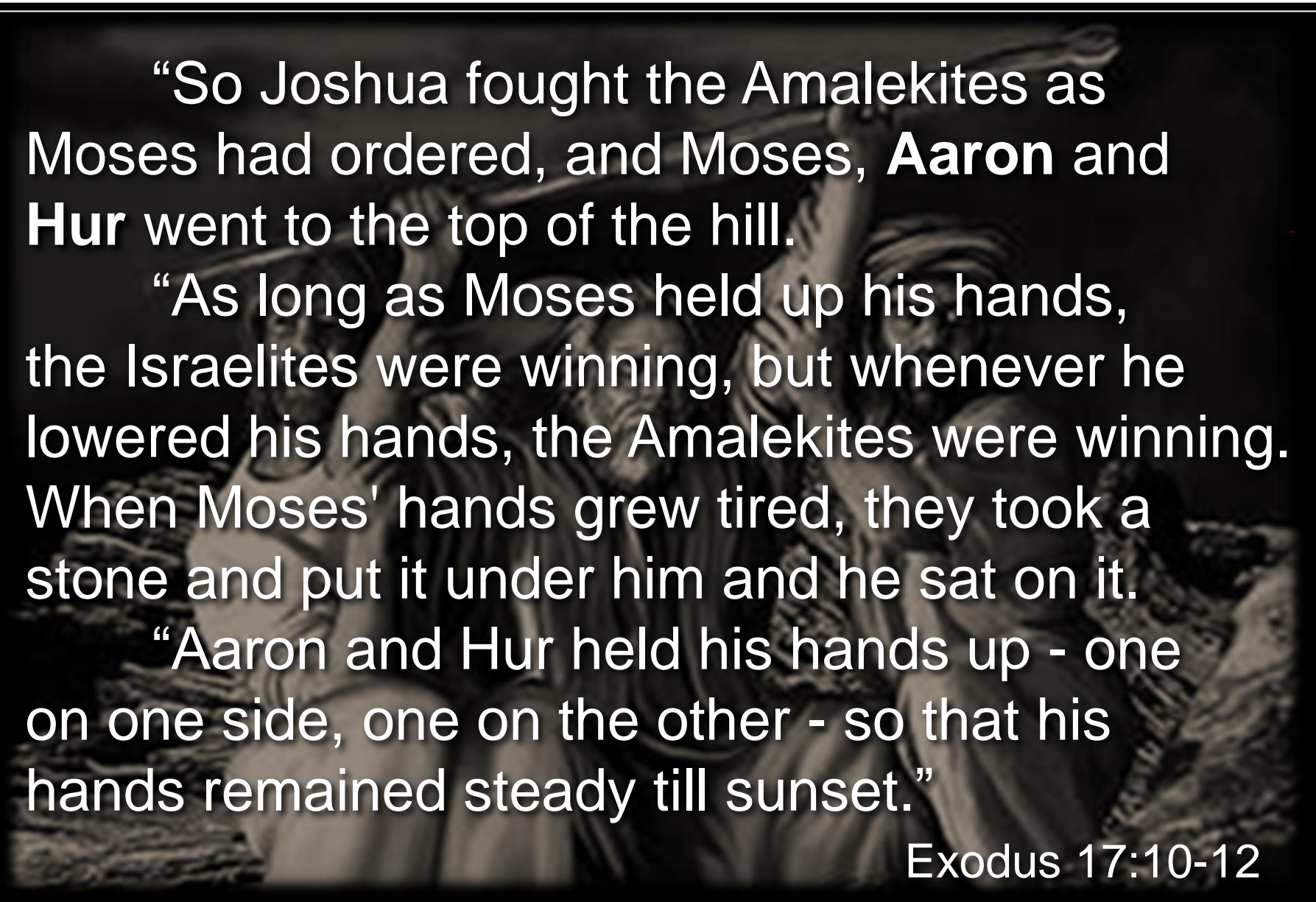
The last is to say thank you.

In between, the leader is a servant."

-Max DePree

Mentoring in the Bible



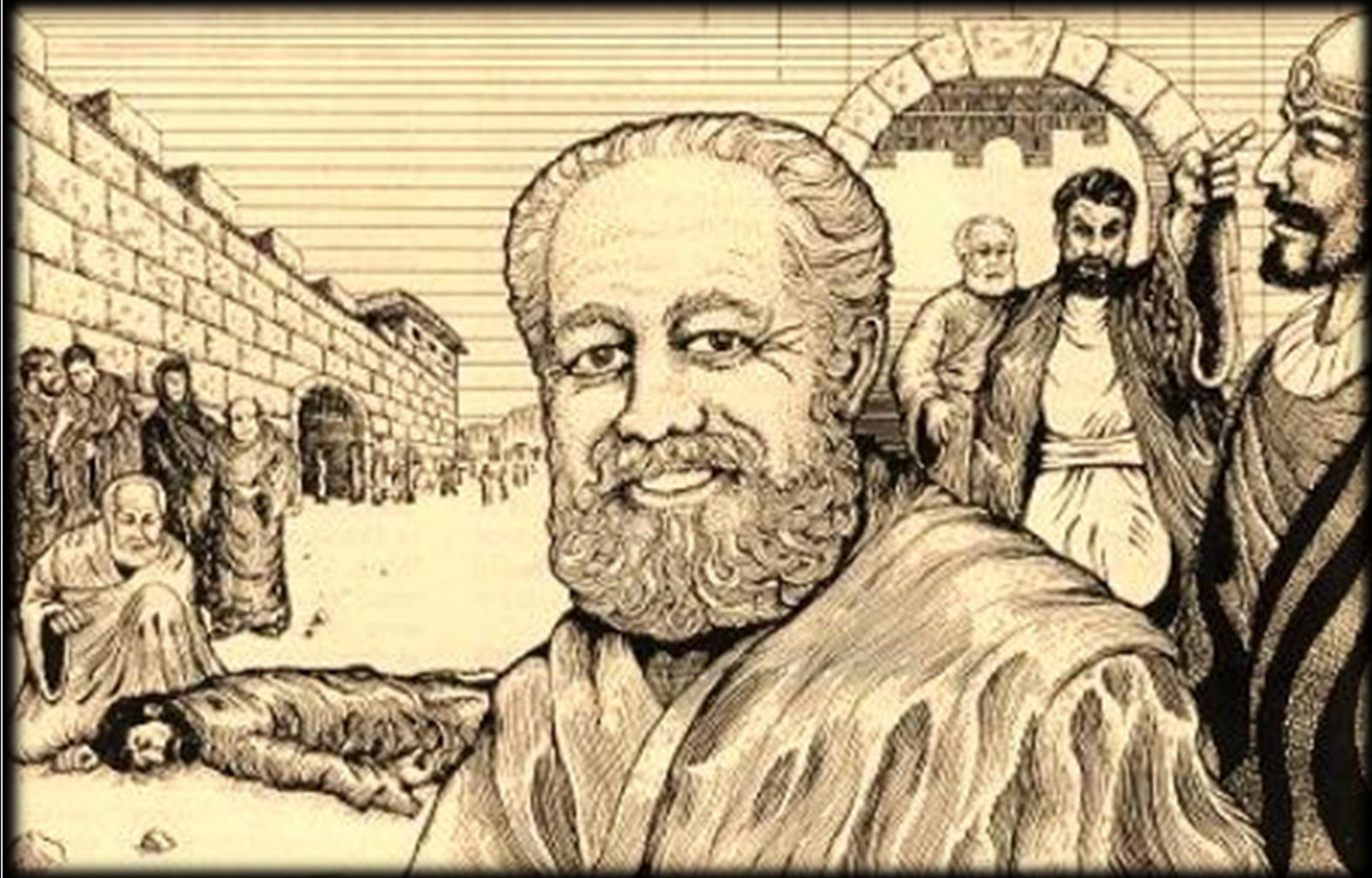


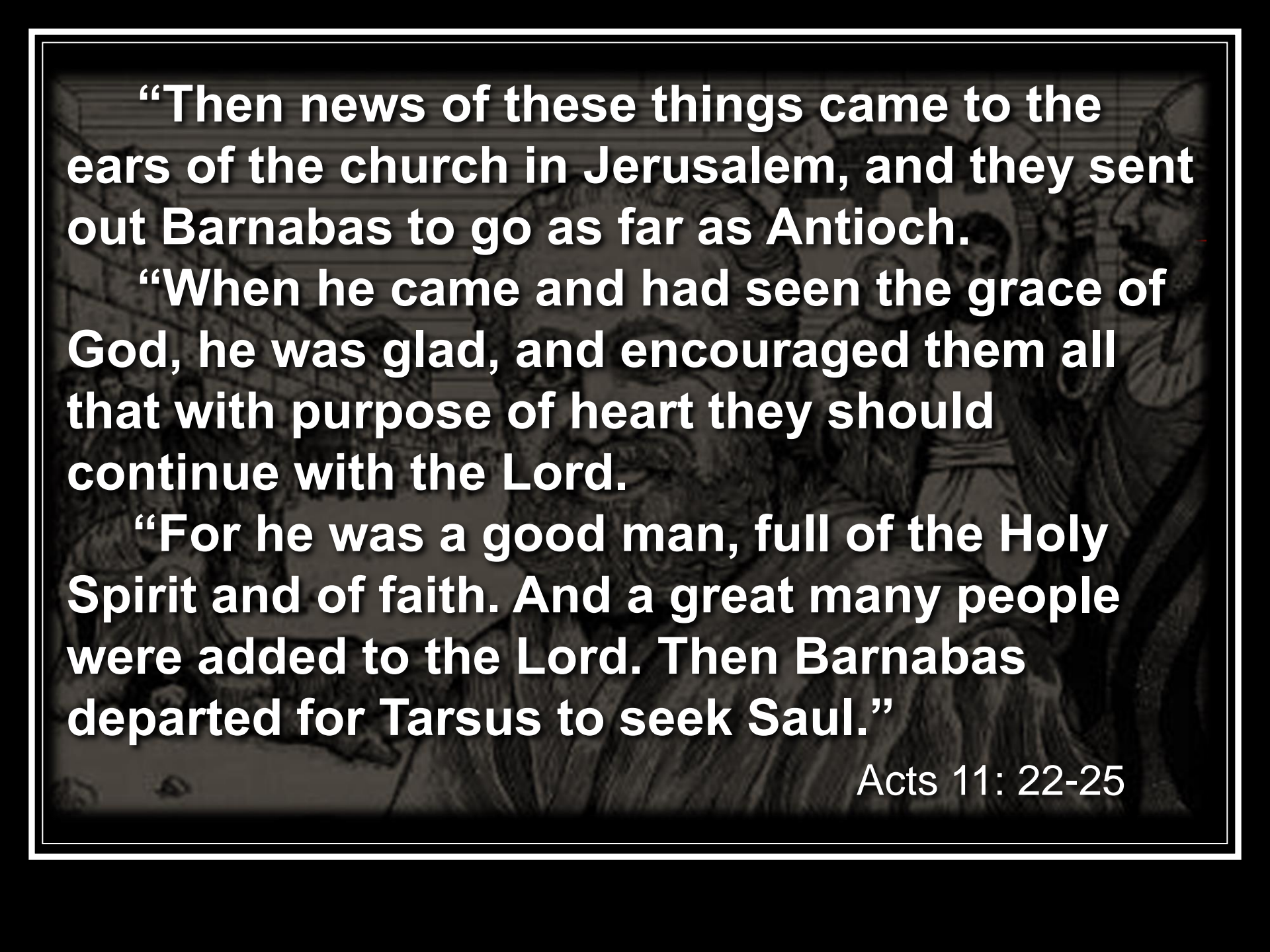
“So Joshua fought the Amalekites as Moses had ordered, and Moses, **Aaron** and **Hur** went to the top of the hill.

“As long as Moses held up his hands, the Israelites were winning, but whenever he lowered his hands, the Amalekites were winning. When Moses' hands grew tired, they took a stone and put it under him and he sat on it.

“Aaron and Hur held his hands up - one on one side, one on the other - so that his hands remained steady till sunset.”

Exodus 17:10-12





“Then news of these things came to the ears of the church in Jerusalem, and they sent out Barnabas to go as far as Antioch.

“When he came and had seen the grace of God, he was glad, and encouraged them all that with purpose of heart they should continue with the Lord.

“For he was a good man, full of the Holy Spirit and of faith. And a great many people were added to the Lord. Then Barnabas departed for Tarsus to seek Saul.”

Acts 11: 22-25

**Never before have I been more
convinced that adult Christians
need to form personal friendships
with those who share our
commitments and values.**

Gordon MacDonald



Mentoring Defined

- **A mentor is a tutor, coach, counselor, guide, and friend. It is someone whose experiences, insights, qualities and characteristics are transferred to someone else, facilitating that person's growth and development.**

Overlapping Spheres of Influence



Consulting

Mentoring

Coaching



What is mentoring?

from The Odyssey

1. A wise, trusted counselor or teacher who is there to help
2. Mentor. *Greek Mythology.*
Odysseus's trusted counselor, *under whose disguise Athena* became the guardian and teacher of Telemachos
3. It has always meant a helper, facilitator



Homer

Mentoring Defined

- **Through the years, prayer, Bible study, share group participation and regular worship have been important to me. But never has anything been as powerfully important to me as having a spiritual friend.**

David Stone



Mentoring in the Business

- **Help protégé progress and advance**
- **Older more experienced worker share wisdom to clear smooth way**
- **The entire organization runs better**
- **Employees, teams and families operate better and congenially**

Mentoring Examples and Networks

■ Paul's Mentor Relationships:

- Mentors: Gamaliel and Barnabas**
- Mentorees: Timothy and Titus**
- Co-Mentors: Partners**

Biblical Mentoring Model

- **If all we had was 2 Timothy 1:1-8, we would have all the insights we need for mentoring...**



“Paul, an apostle of Jesus Christ by the will of God, according to the promise of life which is in Christ Jesus, To Timothy, a beloved son: Grace, mercy, *and* peace from God the Father and Christ Jesus our Lord.

“I thank God, whom I serve with a pure conscience, as *my* forefathers *did*, as without ceasing I remember you in my prayers night and day, greatly desiring to see you, being mindful of your tears, that I may be filled with joy, when I call to remembrance the genuine faith that is in you, which dwelt first in your grandmother Lois and your mother Eunice, and I am persuaded is in you also.

2 Timothy 1:1-8

“Therefore I remind you to stir up the gift of God which is in you through the laying on of my hands. For God has not given us a spirit of fear, but of power and of love and of a sound mind.

“Therefore do not be ashamed of the testimony of our Lord, nor of me His prisoner, but share with me in the sufferings for the gospel according to the power of God.”

2 Timothy 1:1-8

“Paul, an apostle of Jesus Christ by the will of God, according to the promise of life which is in Christ Jesus, To Timothy, a beloved son: Grace, mercy, *and* peace from God the Father and Christ Jesus our Lord.

“I thank God, whom I serve with a pure conscience, as *my* forefathers *did*, as without ceasing I remember you in my prayers night and

day. I desire that thou mayest follow after these things, that thou mayest attain unto them. As a *mentor* of Timothy Paul values and affirms him and thanks God for him.

mother Eunice, and I am persuaded is in you also.

2 Timothy 1:1-8

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remembered dwelt with mother

As a *mentor* of Timothy Paul prioritizes and spiritually intercedes; he remembers and prays for Timothy.

2 Timothy 1:1-8

**“Paul, an apostle of Jesus Christ by the will of God,
Christ As a *mentor* of Timothy Paul took his influence
Grace seriously and valued their time and dialogue and
Christ interaction with each other; it was genuine.**

**“I thank God, whom I serve with a pure
conscience, as *my* forefathers *did*, as without
ceasing I remember you in my prayers night and
day, greatly desiring to see you, being mindful of
your tears, that I may be filled with joy, when I call to
remembrance the genuine faith that is in you, which
dwelt first in your grandmother Lois and your
mother Eunice, and I am persuaded is in you also.**

2 Timothy 1:1-8

**“Paul, an apostle of Jesus Christ by the will of God,
Christ As a *mentor* of Timothy Paul had genuine
Grace empathy for the struggles that he was going
Christ through in Ephesus; he felt his pain and joy.**

**“I thank God, whom I serve with a pure
conscience, as *my* forefathers *did*, as without
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mother Eunice, and I am persuaded is in you also.**

2 Timothy 1:1-8

**“Paul, an apostle of Jesus Christ by the will of God,
Christ As a *mentor* of Timothy Paul knew his
Grace background, family, particulars; he knew what
Christ the internal and external.**

**“I thank God, whom I serve with a pure
conscience, as *my* forefathers *did*, as without
ceasing I remember you in my prayers night and
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“
test
but
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As a *mentor* of Timothy Paul was spiritual, positive, care-frontive; he was directional and intentional in his counsel.

2 Timothy 1:1-8

“
God
han
but

As a *mentor* of Timothy Paul was unambiguous and direct—here is what you do and don't do;

- ‘what does the Lord require of you but to do justly, to love mercy, and to walk humbly with your God?’

“Therefore do not be ashamed of the testimony of our Lord, nor of me His prisoner, but share with me in the sufferings for the gospel according to the power of God.”

2 Timothy 1:1-8



Moving From Descriptive to Prescriptive



- How can you deliberately experience a mentoring blessing and be a mentoring blessing?

We need a network of mentor relationships

- **Vertical — Upward (mentor)**
- **Circular — Around (mentoree)**
- **Horizontal — Across (mentor)**

Your Mentoring Network

Vertical — Upward (mentor)

- We need **Vertical (Upward Mentors)** who have gone before us and can show the way...

Your Mentoring Network

Circular Mentors (Peers)

- **...Circular Mentors (Peers), who informally shake our complacency, renew our convictions, keep us on our toes, and multiply our ministry and provide accountability**

Your Mentoring Network

Horizontal — Across (mentor)

- ...and **Horizontal Mentorees**, who we know, we can identify with each other and someone(s) who would value from our experience and our insights; someone you can facilitate in ministry

My Paul



ME

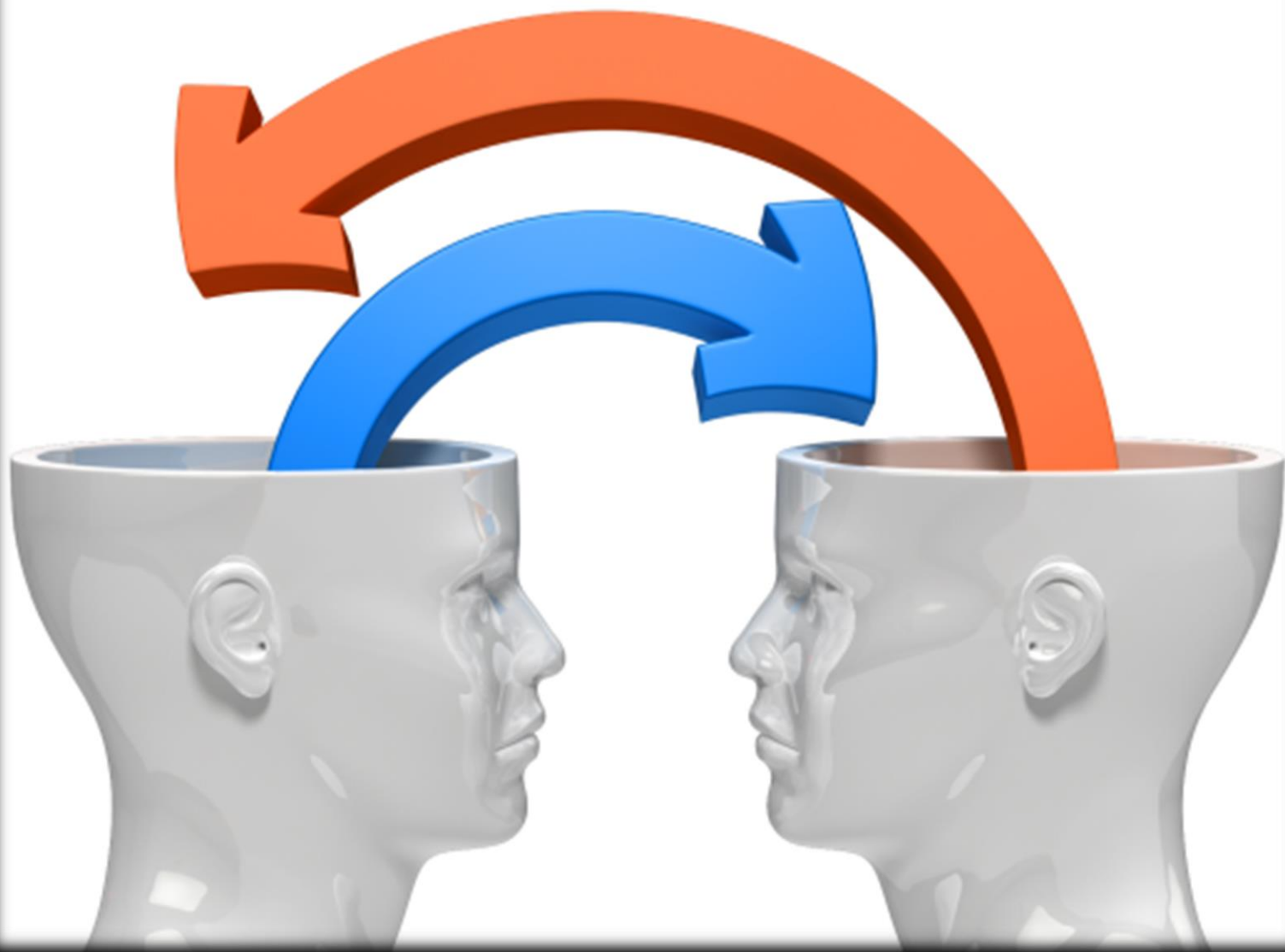


My Barnabas

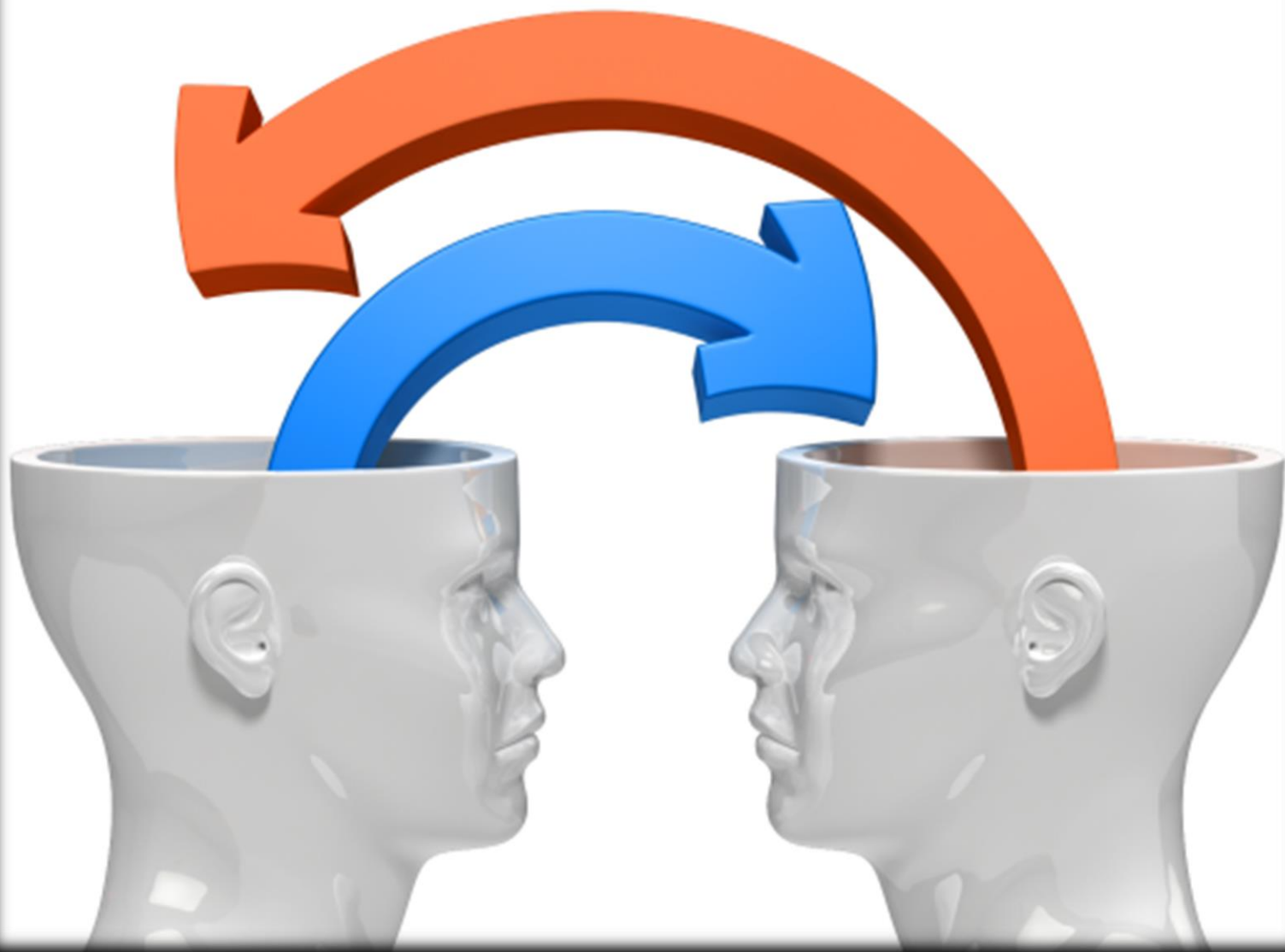


My Timothy









Mentoring Details

Mentoring Defined

**Connecting:
The Mentoring Relationships
We Need To Succeed
How to be Successful**

Mentoring Defined

Deciding Intensity...

Occasional

Passive

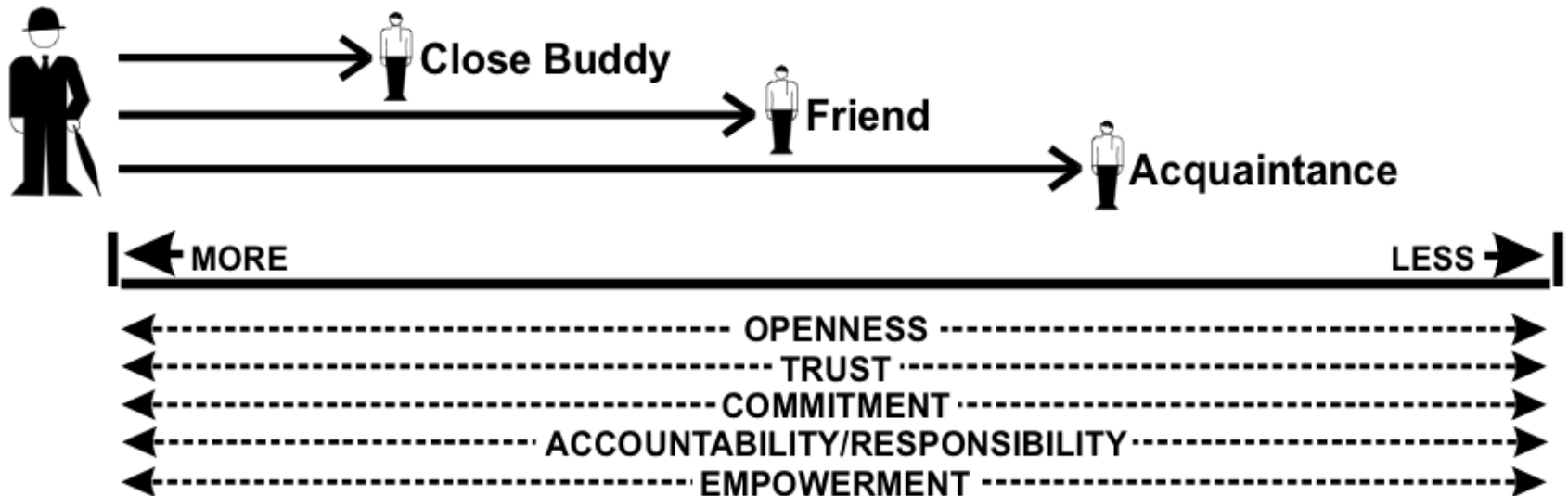
← More Deliberate

Less Deliberate →

Upward Mentors

<i>I n t</i>			<i>O c c u s i o n</i>			<i>Passive</i>
DISCIPLER	SPIRITUAL GUIDE	COACH	COUNSELLOR	TEACHER	SPONSOR	MODELS
Basics to Follow Christ	Guide to Interdependence	Shows How to do Things	Guide, Advise & Perspective	Knowledge & Understanding	Career Guide & Protection	Life Example
						Historical
						Contemporary

Peer Co-Mentors



CLOSE BUDDY

FRIEND

ACQUAINTANCE

Determine the level of the person you want to mentor and settle on the level of accountability and interaction.

Finding a Mentoree

- 1. Pray for a mentoree**
- 2. Look for potential mentorees**
- 3. Approach a potential mentoree**
- 4. Arrange to meet regularly**
- 5. Begin either officially or unofficially**

The Mentoring Role

1. Caring Enough to Affirm

- Building up!
- Hebrews 10:24

2. Loving Enough to Confront

- Tearing Down!
- Proverbs 27:5-6

The Mentoring Role

“Spiritual health demands a friend who will walk alongside us, speak truth to us (even when it hurts), and keep us honest in our relationships with God and with other people.”

Paul Borthwick

Mentoring Parameters

- 1. Establish the mentoring**
- 2. Agree on the purpose of relating**
- 3. Determine regularity of meeting**
- 4. Determine type of accountability**
- 5. Set up communication mechanisms**

Mentoring Parameters

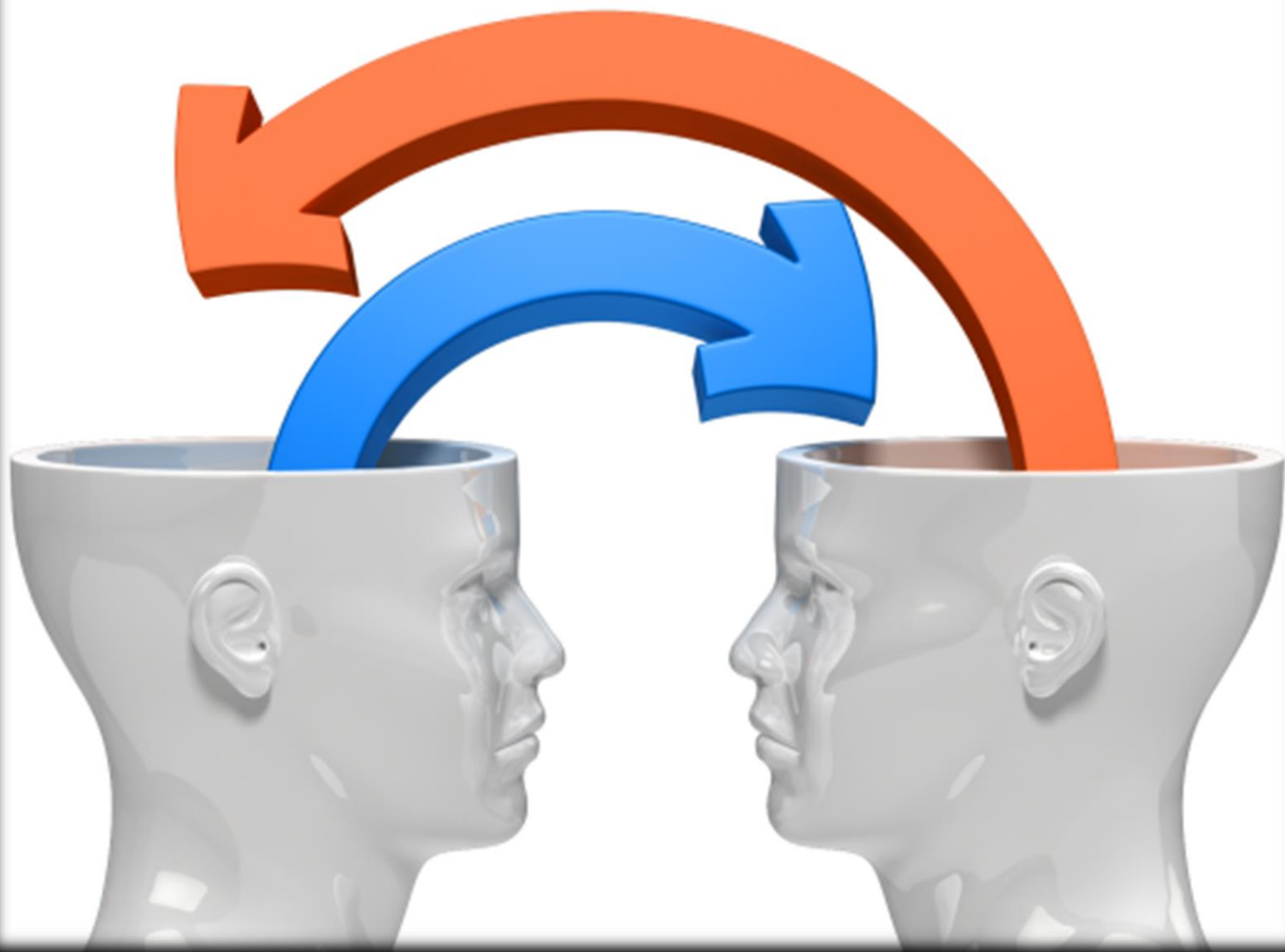
- 6. Clarify the level of confidentiality**
- 7. Set life cycle of the relationship**
- 8. Evaluate relationship periodically**
- 9. Modify expectations to reality**
- 10. Bring closure to the relationship**

A Mentoring Plan

- 1. Meet once a week for an hour
- 2. Catch up on each other's lives
- 3. Ask probing questions
- 4. Practice listening
- 5. Spend time in prayer
- 6. Offer regular check ins
- 7. Spend informal time together

Mentoring Areas for Possible Discussion

- **Sharing Scripture, Applying Principles**
- **Discussion and Prayer Intercession**
- **Encouragement and Wisdom Sharing**
- **SWOT, Solutioning; Leader Sharing**



Closing Challenge

- 1. Will you commit to being a mentor and being a mentoree?**
- 2. What will do you with what you have heard today?**
- 3. Which area of mentoring do you need to develop in?**



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