

## A. Introduction:

As I came to this subject, I became aware again of the shortness of time and how quickly our lives and ministries pass. Mentoring is one of the great ways to ensure that your gifts, insights, wisdom and values live on in someone else who in turn will pass parts of you, themselves and others onto a new generation. Mentoring is an incredible gift to mentor and mentoree alike.

Mentoring is a popular subject these days. It is talked about in many circles and used extensively in social agencies, the business world, education, and certainly is a biblical premise for the Church.

Writing in a classic of modern Christian literature, *"The Master Plan of Evangelism,"* Ronald Coleman points out the mentoring plan of Jesus: Selection, Association, Consecration, Impartation, Demonstration, Delegation, Supervision, and Reproduction. While I will not use this outline for our presentation on mentoring, it is hard to improve on it and for all who ultimately are used as mentors, I recommend you re-read this classic.

To prepare for today and the two sessions I will be doing with you, I went to a number of sources...reading, past studies, and the web.

I did a general search on the web and when I got to the bottom of the page of the first list of mentoring web sites, I was informed that there were another 1,519,990 available!

The number of mentoring programs has grown dramatically in recent years. The popularity results in part from the testimonials by people who have been benefited by someone who has mentored them. I believe it has always been this way. From the students of the early Greek philosophers to the disciples of Jesus, or the prophets or early church leaders, most people who have become effective in any form of leadership or influence have been mentored by someone...even if no one called it mentoring when it happened.

Most of us can remember and identify at least one person who had a significant and positive impact on their development.

Mentoring relationships can be formal or informal, structured or casual, accidental or planned, but they all result in change in both the mentor and the mentoree.

Mentoring is a powerful way for people to learn a variety of skills...personal and professional they will need for life and ministry.

*"There is no such thing as a 'self-made' man. We are made up of thousands of others. Everyone who has ever done a kind deed for us, or spoken one word of encouragement to us, has entered into the make-up of our character and of our thoughts, as well as our success."*

--George Matthew Adams

The focus of this presentation will be on the mentor rather than the mentoree. Master's will do an excellent job in preparing the students. Today it is about preparing ourselves to be effective mentors.

### **I thought we might start with a couple of tests: A test to see who might or might not be normal**

Think of a number from 1 to 10 (write it down)

Multiply that number by 9

If the number is a 2-digit number, add the digits together

Now subtract 5

Determine which letter in the alphabet corresponds to the number you ended up with (example: 1=a, 2=b, 3=c, etc.)

Think of a country that starts with that letter

Remember the last letter of the name of that country

Think of the name of an animal that starts with that letter

Remember the last letter in the name of that animal

Think of the name of a fruit that starts with that letter

**Are you thinking of a kangaroo in Denmark eating an orange?**

I told you this was FREAKY!! If not, you're among the 2% of the population whose minds are different enough to think of something else. 98% of people will answer with kangaroos in Denmark when given this exercise.

**Are you the 2% or 98% of the population?**

## Nurturing the Mentor in You: The Mentor Survey

Wondering about whether you could be a mentor? Take our brief 15 question survey, which automatically analyzes your responses, and find out your mentoring potential. Don't skip any questions and just select the answer that fits the best for you.

YES	SOMETIMES	NO	QUESTIONS
			1. Do you know what it's like to have worries, frustrations and concerns about your work?
			2. Do people seek you out to talk about their worries, frustrations, and concerns?
			3. Is the amount of time you spend listening at least four times what you spend talking?
			4. Has anyone in your life helped you uncover an aspect, ability or talent of yours that, until then, had lain dormant and unrecognized?
			5. Has anyone provided you with a quote that had great meaning for you, that influenced your thinking or behaviour, and that you sometimes pass on to others?
			6. Has anyone provided you with an "aha!" experience that enabled you to pierce the core of meaning of some event, in someone, in something, or in yourself?
			7. Has anyone helped you gain knowledge about how things work? About how to get things done?
			8. Has anyone encouraged you to find a way to deal with challenges in your life or work?
			9. Has there ever been anyone in your life who had a profound positive effect on you, but you didn't realize it until much later in your life?
			10. Has someone in your life provided just the right help to you at just the right time?
			11. Has anyone in your life helped you to grow and deepen your character, moral or ethical integrity or gain a stronger commitment to your values?
			12. Has anyone inspired you to shift the direction of your life in a constructive way?
			13. Have you ever reached out to another person who was deeply in need and what you provided appeared to make a beneficial difference to that person?
			14. Do other people reach out to you to assist them with important life or career decisions?
			15. Have you ever had an experience where something that you observed, read, or experienced had a profound effect on your strengths and abilities?

# Your Mentor-Survey Results -

## SCORING KEY

If your total score is between 60-75 you not only have potential to be a great mentor, but you are probably already acting as a mentor to several people.

If your score is between 45-59 you are clearly valued and have experienced what it takes to be a 'mentor. Go for it!

If your score is between 30-44 you have some strengths that can blossom into great .mentoring opportunities.

If your score is below 29 the fact that you completed this survey shows that you are interested enough to connect with mentoring. Training and further exploration may help you achieve your mentoring goal.

Please note-that this Mentor Survey is not a scientifically validated test-, it is only-for self exploration purposes and to highlight some of the qualities of mentoring.

## B. Mentoring: A Definition

The word mentoring itself comes from a Greek word that means 'enduring'. Mentoring itself is defined as: "...a sustained relationship between a youth and adult."

Through continued involvement, the adult offers support, guidance, and assistance as the younger person goes through a learning curve, enters a new experience of life or commitment, lives through a difficult period, faces new challenges, or works to correct earlier problems.

## C. Mentoring: Why Bother?

The studies seem to indicate that youth have a desperate need for positive role models.

This argument becomes more and more compelling as we consider the Canadian family dynamics that leave many young people in single parent or blended families and lacking the full benefit of parental influence. Many families have both parents working and the demands of career, home and family have left some gaps in the mentoring ability of the youth of our nation.

In a rapidly changing world there is an ever increasing need for those entering that world and beginning to carry the responsibilities of adulthood to have those with more experience sharing values, gifts, strengths and pitfalls with them.

In our setting, it is impossible for an academic environment to give mentoring in life skill when the focus is on academic outcomes. Mentoring allows for the experience factor to be added to a valuable and significant education. I have heard from many former students, who in the crucible of ministry issues, asked why we didn't teach them some lesser or other. In fact, it is impossible to teach everything. The role of Master's is to lay an academic foundation so what is given in ministry is based on truth, doctrine, good theology and an understanding of the PAOC environment. Mentoring adds the practice of ministry and should give a broad range of experience to the person wanting to enter ministry.

Because mentoring is needed we cannot assume it will automatically work or even received when offered or demanded by us, circumstances or even and institution such as Master's. The programs and its mentors will have to prove themselves by effectiveness and outcomes.

## **D. Mentoring: The Purpose**

Generally speaking mentoring serves three broad purposes:

- a. Education (Information) Development
- b. Skill Development
- c. Personal Development

## **E. Mentoring: The Relationship**

Mentoring programs, to work ideally, match a suitable adult with a younger person. The mentor is often older but is always more experienced and acts as a role model, partner, challenger, guide and cheerleader.

There are three key factors in such a mentoring relationship...

### ***a. The Suitability of the Mentor***

Not every one can mentor. It takes certain abilities to be able to help develop a younger or less experienced person:

#### **1. Skill set themselves**

There are many lists of skill on the market from the current writers on the skills needed to produce outcomes both inside and outside the church. I will not even attempt to share a list here other than to say that effectiveness can only be taught by those who are effective.

#### **2. Personal development of their own**

Every mentor needs to be a growing person themselves. This seems to be a given but it is essential to recognize that mentoring can only work when the mentoring relationship leads to growth and development for both the mentoree and the mentor.

#### **3. Self-awareness**

I believe it is very difficult to mentor someone else unless we are in touch with ourselves. We need to know who God has made us to be...both good and bad, strengths and weaknesses, abilities and lack thereof. We need to know what makes us glad, sad and mad. We need to know not only how to control our emotions but what are the triggers that cause those emotions in the first place. It is called health.

#### **4. Healthy self-image**

Not only should we be aware of who we are but that knowledge should make us contented in who and what we are under God. Neither mentoring nor ministry are good places for insecurity, the tendency to be fragile or easily wounded or a person who needs a lot of affirmation to be whole as a person. We need to know God and ourselves and sense value in what He has made us to be and how He is using us for His kingdom.

## **5. The ability to be transparent (share the journey)**

Transparency is another of those buzz words used today by many. Transparency is not telling everything you know about yourself; it is sharing your journey to health and wholeness. If a young person asks you how to pray, it is imperative not to tell them how wonderful you are at it and how well you do it. It is necessary to talk about when you did not pray effectively or regularly and share the journey that led you to a place of spiritual relationship with God. Transparency always shares the journey and not the destination. That principle needs to be applied to every aspect of mentoring and teaching.

### ***Transparency***

- ❖ Brings concepts to life
- ❖ Dispels the image of perfection
- ❖ Breaks down barriers between people
- ❖ Makes you vulnerable...in a healthy way
- ❖ Allows people to see the journey and not just the objective.

## **6. Fruitfulness in ministry**

Fruitfulness can be defined in many ways. For our purposes it is leading a congregation into biblical discipleship that results in the reproduction of their lives in the lives of others whereby the lost find Christ through the life of the believers in the local church. It also means a kingdom mindset where the people of a church see themselves as usable by God to redeem kingdom purposes and kingdom results at home and abroad.

## **7. Leadership**

Mentorees should only be given to mentors who have already reproduced themselves in others. The call to leadership is to have followers who buy into a vision and help fulfill it. It would make sense to have leaders teach leadership if we want to produce leaders. While I believe certain leadership gifts seem innate, I do believe that everyone can grow in leadership understanding and ability.

## **8. Thought-through approach to ministry**

It is necessary if we are to teach others that we understand what we are teaching. If we are to teach ministry then we need to have identified the key elements of the requirements and effectiveness of ministry in our own lives and be able to articulate them.

## **9. Life and ministry in balance**

We cannot help but teach life if we teach others in a mentoring relationship so the issues of personal health, recreation, fun, marriage and family all become issues for dialogue and modelling of a healthy life and ministry. The mentor needs to constantly be struggling to keep these in balance in ministry and will willingly share the struggle with the mentoree.

## ***b. The Compatibility of the Relationship***

### **1. Compatibility**

A mentor and mentoree need to like each other.

It would be impossible to mentor someone you did not like or who did not like you. There have to be some areas of compatibility or the relationship will not work.

## **2. Need to have some commonalities**

Some years ago a pastor wanted to talk about the assistant...the person was a very fine addition to the staff – hard working, determined, teachable and loyal but the relationship was not working. They simply thought very differently. I encouraged them to part company and the assistant pastor now works with a new senior pastor and both of them are very happy.

We all think so differently.

Leaders think in one or more of the following ways

- concentric thinking...can collect a variety of ideas and make them one
- divergent thinking...sees the many directions an idea can go
- lateral thinking...sees the end result
- multiple thinking...can see and do more than one thing at a time
- deliberate thinking...spontaneous vulnerability needs to give way to intentional, guarded, on-purpose attitudes.
- positive thinking
- optional thinking...sees and considers all of the options and chooses wisely
- creative thinking
- logical thinking
- forward thinking
- creative thinking
- quick thinking
- continuous thinking
- coloring outside the lines thinking

There needs to be some commonality of thinking if they are even going to be able to communicate and have the same words mean the same thing.

## **3. Focus on the Mentoree**

The purpose of mentoring is not to add a part-time staff for free. It is not to enhance the growth or ministry of the church and it is not to support the pastor in his or her role. The purpose of mentoring is to help the mentoree reach their potential as a servant of God in their own individual ministry. If a mentor gets the other things they are only added benefits.

For that reason the key essential in mentoring is a mentor that is able to understand the person they are mentoring. To strive to enter their world, needs, personality and accept what they are experiencing and to help them interpret it in the light of ministry and life as the mentor knows it.

This is why it is more important to train mentors than mentorees.

## **4. Reality**

Not every one can be a mentor and no one can mentor everyone.

### ***c. Assessment***

There needs to be an assessment component in the mentoring process.

Matching actually needs to take place and it should not be left entirely to the student to find the match.

If there is to be a potential mentoring relationship there should be interviews, the sharing of personal profiles, comparison of areas of interest, get-acquainted sessions and a clear written description of how this particular relationship will be worked out.

Master's needs to set up interviews where the mentor and mentoree can dialogue about what they would want to achieve through the mentoring process, the things most important or of concern to both, the contribution both can make to each other and the process, autobiographical material from both, and a model contract both could agree to with room for individualization. A mentoring relationship should not be entered lightly or thoughtlessly.

The actual mentoring process itself should be different for every individual opportunity and relationship.

## **F. Mentoring: The Process**

The college will have to work out a system whereby there is a connectedness with leaders who are suitable mentors, (that's why you are here), and the candidates to be mentored else the program will not work. An announcement of a mentoring program and a requirement of students to be involved in a local church and a willing acceptance and commitment from a senior pastor or other church staff member to mentor does not a Mentoring Program make.

### ***a. The Plan***

There is no one right way to do mentoring but there does have to be a plan in place that works and gives permission for diversity, yet suits the culture of the church and the needs of the participants.

One of the challenges over the next few years will be to develop a full scale mentoring plan that will take more than a couple of hours to understand and implement. The plan will need enough structure to have it work within prescribed expectations and have enough flexibility to fit everyone.

### ***b. The Goals***

What is the purpose of the mentoring program? What do you want to accomplish as mentoring pastors? What does the student want out of the mentoring program? What does the school want out of the mentoring program? The clearer the goals are established the greater will be the possibility of an effective program. Once goals are established it is much easier to define the program, determine its effectiveness, and correct the program if it goes off course.

Again, I believe Master's will be called upon to identify means to the goals so they can be developed on a template that is truth to Master's, the mentoree, the mentor and the local church. Without clear goals then the outcomes will not be what anyone expects and there will be no basis of judging the effectiveness of the new mentoring program. This is also a journey that will likely take a year or two to have working effectively.

Mentoring pastors can give great insight and input into identifying goals that will work for them.

### ***c. The Monitor***

One of the significant and on-going roles for Master's in the mentoring program will be to monitor the relationship between mentor and mentoree. Their role will be to check regularly to see how the relationship is going, if there is effective mentoring occurring, if goals are being met, if parameters agreed to are being adhered

to, and if there is fruitfulness and productivity in education, skills and personal development.

## G. Mentoring: The Outcomes

### a. *Personal Life Development*

If mentoring is effective then there should be both revelation and transformation in the life of the mentoree

#### 1. Personality

There is no one personality type in the Bible that God called to effective ministry. I see Moses, Joshua, Isaiah, Peter, John and Paul as having very different personalities.

There are many personalities in leadership...no one is better or more effective than another. However, mentoring should help a person come to grips with what they are like. As the mentor and mentoree share then self-revelation should occur.

(The Jo-Hari Window)

The outcome of the personal development should be a recognition of personality with the evidence of four characteristics that all leaders seem to have in common...

- ❖ positive
- ❖ transparent
- ❖ confident
- ❖ self-effacing

This has a lot to do with **attitude**:

*The longer I live, the more I realize the impact of attitude on life. Attitude, to me, is more important than facts. It is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say or do.*

*It is more important than appearance, giftedness, or skill. It will make or break a company...a church...a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change our past...we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the string we have and that is our attitude...I am convinced that life is 10 percent what happens to me and 90 percent how I react to it. And so it is with you...we are in charge of our attitudes. (Charles Swindoll)*

#### 2. Character

By character we do not mean a character...although that is also possible...

By character we mean the issues of integrity so essential in the life and ministry of a future leader.

Integrity questions: (*Discipleship Journal* March\April is the basis for these questions.)

The following is a list of integrity questions that every leader needs to ask themselves from time to time.

- 1) Does what I do match what I say?
- 2) Do I ever shade reality in times of stress, or conflict, or public presentation when total honesty would cost me personally in some way?
- 3) Do I ever consider myself and my personal gain in any business dealings when I know that the whole story is not being told?
- 4) Is my public person the same one I meet and know when I am all alone?
- 5) Do I expect more of others than I contribute myself?
- 6) Am I trying to impress others?
- 7) Do I delight or resent when those I have mentored are soon leading beyond my scope of influence?
- 8) Are those following me being transformed into the image of God as they follow me?
- 9) Is my life caught up with the majors rather than distracted with the non-essentials?
- 10) Do I have a different set of standards for morality in major vs minor issues?
- 11) Is my word dependable, always?
- 12) Are there times when I deliberately present an outward image as a cover up for what is really going on inside?
- 13) Do I consider myself superior to others?
- 14) Do I use, manipulate, or control others to get my own personal way or desired ends?
- 15) Is my relationship with God a matter of public display vs an inner relationship?
- 16) If I were to ask others would they consider me shady, a wheeler-dealer, a person who cannot keep confidences, a person whose integrity is questionable; or would they consider me to be of high ethical standards?
- 17) Do I go to sleep at night at peace with myself and how I have lived and conducted myself and my activities and my relationships that day?
- 18) Can I live with the fact that integrity does not guarantee success in our world or even our fellowship?
- 19) Do I ever wrestle with those times when to do right would hurt someone or cause difficulty, when to do wrong would hurt no one but in fact would protect others or situations?
- 20) Am I honest enough to admit that I have failed in too many of these areas far too often and sense my own inability to live above my own carnal nature without God's help?

God is more interested in *character* than in *performance*. As one author put it; "*Character is everything.*"

### **3. Style of the leader**

As with personality there are many styles that can be effective in ministry. We have people who are Revivalistic, Relational, Relevant.

Any style can be effective...but it is essential to help people find their comfort zone and then identify with them where they actually fit. No one fits everywhere and style is one of the key criteria for a fit or not.

### **4. Growth**

There must be growth in leadership development.

The most common lists of the Characteristics of a Leader would include the following:

- ❖ integrity

- ❖ commitment
- ❖ courage
- ❖ flexibility
- ❖ ability to make unpopular decisions without losing leaders or people
- ❖ thinks well under pressure
- ❖ can stand alone when necessary
- ❖ develops other leaders
- ❖ is an agent of change
- ❖ ability to explain things
- ❖ visionary
- ❖ great teacher
- ❖ ability to ask why
- ❖ senses the winds of change
- ❖ ability to serve those who work with him/her
- ❖ follows the dream
- ❖ takes risks
- ❖ seeks God for direction

It helps when mentorees see the leadership characteristics that come natural and the ones that will have to be worked on if they are to be effective.

## **5. Spirituality**

Part of the growth in a Christian mentoring relationship has to be the spiritual formation of the mentoree. This must be modeled by the mentor and the mentor must hold the mentoree accountable for a spiritual walk and life.

Spirituality includes the need for spiritual discipline.

*“To discern God’s inner impression in the bustle of each day, we need to hide away with Him periodically, filling up on His presence and emptying out our sin, stress and cluttered-up souls.”*

Judith Couchman (*Discipleship Journal* November\December 1998)

A mentoree ought to come out of a mentoring relationship with a healthy God concept and a consistent and persistent spiritual life

## **6. Family**

I don’t have time to address all the family issues involved in ministry. However, a mentor needs to share the personal journey to health and wholeness in marriage and children with a mentoree.

## **7. Practical Issues**

Everything from personal finances, including budgeting, house buying, student loans etc. to time management and health issues are fair game in the mentoring relationship.

### ***b. Personal Skill Development***

#### **1. Preaching**

Because this is the church and the mentorees are in training for ministry then the issue of pulpit ministry needs to be addressed. The issues of pulpit ministry centre around a text, preparation, organization, illustration and application. Each message should be assessed in both process and after delivery according to these criteria.

(Sermon evaluation questionnaire)

## **2. Worship**

This is the matter of participation and leadership. Even if the church has excellent worship the mentoree needs to find places to hone some skills in the practical areas of ministry.

## **3. People skills**

Ministry is always about people. Mentorees need to learn how to deal with all sorts, sizes and shapes of them, and I am not talking about physical characteristics.

*“What makes the temptation of power so seemingly irresistible? Maybe it is that power offers an easy substitute for the hard task of love. It seems easier to be God than to love God, easier to control people than to love people, easier to own life than to love life...The long painful history of the church is the history of people ever and again tempted to choose power over love, control over the cross, being a leader over being led. Those who resisted this temptation to the end and thereby give us hope are the true saints.”*

Henri J. M. Nouwen, *In the Name of Jesus* (Crossroad 1989)

Prayer of Francis of Assisi:

*“Lord, make me an instrument of your peace. Where there is hatred, let me sow love. Where there is injury, pardon, where there is doubt, faith, where there is despair, hope, where there is darkness, light, and where there is sadness, joy. Oh Divine Master, grant that I may not so much seek to be consoled, as to console; to be understood, as to understand; to be loved, as to love; for it is in giving that we receive. It is in pardoning that we are pardoned; and it is in dying that we are born to eternal life.”*

## **4. Personal Evangelism**

This is a wonderful time in life for a potential leader to learn the ongoing need to be a personal witness and soul winner outside of the church setting and work at altars.

### ***c. Educational Development***

This is practical experience through observation and training (Education)

There are a number of aspects to mentoring important for our consideration:

These are formal and informal moments of instruction, sharing, problem solving, dialogue, debate, goal and vision sharing.

#### **1. Administration**

Every good church is led by someone who has a handle on not only what needs to be done but how to do it. It would be valuable for a mentoree to meet with finance people, stewardship leaders, secretaries etc. The broader the range of experience in these areas the greater the ability to earn the right to lead. The key here is exposure to the right people for ongoing education.

## **2. Leadership meetings and ministry exposure**

Over a period of months a mentoree should meet with leadership and see every ministry in a local church...men's, women's youth, seniors, etc. They should also be invited to attend a board meeting and other leadership meetings. If the skills seem to be developing it would be good for them to chair such meetings at least once over their tenure in the church.

## **3. Continuing education**

This includes everything from helping a mentoree build a good library to a focus on seminars, conferences, and further education.

# **H. Mentoring: The Persons**

## ***a. The Mentor***

*“Leadership is the ability to get extraordinary achievement from ordinary people.”* – Brian Tracy

The call of the mentor is to get extraordinary achievement out of mentorees.

Mentors need to offer a certain number of things

## ***b. The Mentor gives:***

### **1. Experience**

The mentor offers the mentoree what they know and have learned.

I once had a staff member that used to joke that I told him everything I knew in six minutes. I reminded him that it took him five years to learn it.

### **2. Personal Involvement**

In order to make mentoring meaningful we need to give the mentoree:

- ❖ Loyalty\support
- ❖ Relationship\availability
- ❖ Accountability\feedback
- ❖ Instruction\mentoring
- ❖ Freedom\opportunity to function
- ❖ Transparency\in interactions

### **3. A Learning Relationship**

It is essential that the mentor create a learning environment for the mentoree.

One of the ways to ensure a learning environment is to add value to the relationship.

#### **1) It is easy to take value away.**

As the elderly man lay dying in his bed, death's agony was suddenly pushed aside as he smelled the aroma of

his favourite homemade chocolate chip cookies wafting up the stairs. Gathering his remaining strength, he lifted himself from the bed. Leaning against the wall, he slowly made his way out of the bedroom, and with intense concentration, supported himself down the stairs, gripping the railing with both hands. In laboured breath, he leaned against the door frame, gazing wide-eyed into the kitchen. There, spread out on waxed paper on the kitchen table were literally hundreds of his favourite chocolate chip cookies.

Was it heaven? Or, was it one final act of heroic love from his devoted wife, seeing to it that he left this world a happy man?

Mustering one great final effort, he threw himself toward the table, landing on his knees in a rumpled posture, one hand on the edge of the table. The aged and withered hand quiveringly made its way to a cookie near the edge of the table; feeling the warm soft dough actually made the pain of his bones subside for a moment. His parched lips parted; the wondrous taste of the cookie was already in his mouth; seemingly bring him back to life.

What, then, was this sudden stinging that caused his hand to recoil? He looked to see his wife, still holding the spatula she had just used to smack his hand. “Stay out of those!” she said, ‘they’re for the funeral.”

## 2) We can take value away by:

- ❖ inadequate dialogue about expectations
- ❖ insufficient information to accomplish the task
- ❖ lack of support
- ❖ insufficient training
- ❖ a lack of appropriate evaluation and feedback
- ❖ not being inclusive, creating isolation
- ❖ only pointing out errors or inadequacies
- ❖ being negative about life, the work place, yourself or them

## 3) Adding Value

There is a spiritual reality in adding value as that is exactly what Christ has done to us and for us. We have value added by the Christ who has redeemed us, lives in us and calls us His own. To those to whom He has added value He asks them to add value to the lives of others.

Relationship realities that **add value** to the lives of mentorees: For this presentation let me call them gifts.

### *(a) The gift of listening*

One of the greatest things you can do for another person is listen without interrupting, daydreaming, or thinking about your next leap into the conversation. Put down what you are doing and zero in on the words, feelings, and intent of the other person.

- ❖ Many conversations are made up of one or more people listening to someone talking not to know what is being said but to know when they have stopped talking so they can jump in and tell their story.
- ❖ I find that humour is often competitive. Over the years my best friends have always been people who are just a little off the wall. I am a great straight man for them...I never compete.
- ❖ Listening adds value.

Just recently at one of our local churches a young man came to talk to me after the service. We were chatting

away and the pastor walked by in a way that seemed like he wanted to catch my eye. For one moment my eyes left this man and he instantly said, “Am I taking too much of your time, do you have to go?” I quickly assured him that he was the center of my interest and we chatted longer as he shared his burden to be obedient to God’s call and working in his life.

*(b) The gift of affirmation\compliment*

Help people reach their full potential. Catch them doing something right or well. Sincerely complimenting people is like adding positive strokes to their lives emotionally, in attitude and in their desire to perform and improve. And if the truth were told it is not hard to find something good to say about a person. We are surrounded by incredibly gifted people. Positive affirmation only brings value to the person receiving it.

*“We should seize every opportunity to give encouragement. Encouragement is oxygen to the soul. The days are always dark enough. There is not a need for us to emphasize the fact by spreading further gloom.”* George M. Adams

*(c) The gift of showing affection*

In the appropriate setting and with the appropriate people, demonstrations of affection are positive ways to add value. A meaningful way to show affection is the sending of a note or email that simply says the other person is appreciated. Sandra Gill could teach all of us how to do this better.

*(d) The gift of humour*

Almost everyone loves to laugh. Try to see the humour in day-to-day living. Develop the ability to laugh at yourself. Don’t take yourself or things so seriously.

Ray was doing this yesterday. We were in a meeting and he was being supportive of some cause or other in his normal, solid, supportive and assured way. At some point in the conversation he apologized for getting so excited about the issue. Of course it is hard to tell with Ray if he is excited or not.

On a recent trip Dave Ball was relating that he uses his cell phone but hardly anyone ever calls him. Within just seconds his phone rang. It was David Hazzard from the back seat of the van we were in. Many times on that trip if there was any lull in the action or conversation, Dave got a call from someone. In fact we were in a pretty fancy restaurant for dinner and Dave got a call.

*(e) The gift of cheerfulness*

Decide to have a good day – no matter what. This means no complaining, no feeling sorry for yourself, no nasty comments, and no screaming. Your gift of cheerfulness will be beneficial to everyone around you. This is all about attitude.

*(f) The gift of support*

Help others when and where you can. Volunteer to help a co-worker finish a project or bring cookies to share with the office. Most important, have the attitude and willingness to help out another person in spite of a busy schedule. Never hesitate to do a favour for a co-worker. It is like casting spiritual bread on the waters...they always return. If you know something, share it. If you understand how best to work with a person in authority then share it. If you know what brings success and value then contribute it.

*(g) The gift of acceptance*

Relax. Neither you nor I are likely to make everything and everyone right in our lifetimes. Accept with fortitude the things you can't change in your life, and what others can't change in their lives. Enjoy people for who they are and relate to them in the present.

*(h) The gift of celebration*

It is amazing how simply joining with a person in their accomplishments can be a gift that adds value to them. Celebrate the moments. Bake a cake. Have a party.

*(i) The gift of prayer*

This is the finest gift you can give. Pray for people with full compassion and concern. Pray for them when they are in need and when they are experiencing blessings. God wants to be a part of every person's life. Pray particularly for those who work with you. Be persistent in your prayers for them.

#### **4) Adding value always has a return**

As I was planning this time together I woke this morning with many of these things in my mind. Sheila asked me to go to the store for her to get something for her sore throat. I slipped around the corner to Mac's to get her some cough drops. They came to \$1.26 with tax. I had no pennies and so was about to give the clerk a loonie, a quarter and a nickel. He said, "Don't worry about the penny. I bet I give away a hundred pennies a day and my books still always balance at the end of the day." He went on to say, "The more you give, the more you balance."

I don't know how many hours he has worked...starting a shift or already worked all night...I do know that he was friendly, positive and happy.

That's it. That's added value. The more you give the more you balance. Adding value brings balance to the life, pleasure, work and commitment of those around you and it always has a residual benefit for the person adding value. The more you give the more you balance.

#### ***THE MORE YOU GIVE THE MORE YOU BALANCE!***

Students come different than ever before. It is the generation of disappointments, broken homes, reduced expectations, and significant change.

#### **5. Commitment**

There cannot be effective mentoring without a commitment on the part of the mentor to give what is needed in terms of time, energy, investment and self.

The mentor must commit to serve the mentoree.

#### **6. Time**

Generally a mentoree is matched with a mentor because they have resources of skills, gifting and effectiveness. It also means they are very likely incredibly busy. Tight time schedules come with fruitfulness in ministry. There must be adequate time given to the mentoring relationship or it will not work. The amount of time required should be determined in advance.

### ***c. The Mentoree***

If the mentor is to be effective not only must the mentor be self-aware but they must also understand the world of the mentoree

Generally speaking most student that are mentored have yet to reach maturity...for females around 25-26 years of age and for males around 28-29 years of age. There are exceptions but it usually takes a couple of years after the completion of education for self to mature.

Many of those pre-maturity that come through our training institutions are just like other people their age....they are a little narcissistic and very aware of themselves...not from a position of emotional health but rather emotional need.

They are also very different from us.

### **The Beloit College Mindset List**

Every year Beloit College prepares a list of characteristics to describe the world of the freshman class. Here is an adapted list for the people in Master's College at this time.

- ❖ They are the first generation to be born into Luvs, Huggies, and Pampers.
- ❖ John Lennon and John Belushi have always been dead.
- ❖ There has always been a woman on the Supreme Court, and women have always been travelling into space.
- ❖ They have never needed a prescription to buy ibuprofen.
- ❖ They never heard Walter Cronkite suggest that "That's the way it is."
- ❖ They were born and grew up with Microsoft, IBM PCs, in-line skates, NutraSweet, fax machines, film on disks, and unregulated quantities of commercial interruptions on television.
- ❖ Somebody named Dole has always been running for something.
- ❖ Cats has been on Broadway all their lives.
- ❖ They never heard anyone say, "Book 'em, Dano," or "Good night, John-boy," in prime time.
- ❖ They have never had to worry about the packaging of Tylenol.
- ❖ Yugoslavia has never existed.
- ❖ Jesse Jackson has always been getting someone out of trouble someplace.
- ❖ Strikes by highly paid athletes have been a routine part of professional athletics.
- ❖ Travel to space has always been accomplished in reusable spacecraft.
- ❖ The term "adult" has increasingly come to mean "dirty."
- ❖ They have spent more than half their lives with Bart Simpson.
- ❖ They have no idea how big a breadbox is.
- ❖ President Kennedy's assassination is as significant to them as that of Lincoln or Garfield.
- ❖ They have probably never dialed a phone or opened an icebox.
- ❖ They have never seen white smoke over the Vatican and do not know its significance.
- ❖ Ketchup has always been a vegetable.
- ❖ ET, Gremlins, and The Hulk provided their Halloween costumes and lunch box themes.
- ❖ They know what a "burnout" is.
- ❖ They know what "psych" means.
- ❖ During time in the arcade, they actually lined up quarters on the top panel of the game to "reserve" a spot.
- ❖ They know that another name for a keyboard is a "synthesizer."
- ❖ Partying "like it's 1999" seemed SOOO far away.
- ❖ They can, right now, hum the theme to Inspector Gadget.
- ❖ They wanted to be on Star Search.

- ❖ They wore banana clips at some point during their youth, or knew someone who did.
- ❖ They HAD to have their MTV.
- ❖ They hold a special place in their hearts for Back to the Future.
- ❖ They collected Garbage Pail Kids.
- ❖ They remember when ATARI was a state of the art video game system.
- ❖ They own(ed) cassette singles.
- ❖ They owned pieces of the Care Bear Glass collection from Pizza Hut.
- ❖ They have occasionally pondered why Smurfette was the ONLY female smurf.
- ❖ They know what a Doozer is.
- ❖ They had Swatch Watches.
- ❖ They are too young to remember the space shuttle blowing up.
- ❖ Their lifetime has always included AIDS.
- ❖ Bottle caps have always been screw off and plastic.
- ❖ The CD was introduced the year they were born.
- ❖ They have always had an answering machine.
- ❖ They have always had cable.
- ❖ They cannot fathom not having a remote control.
- ❖ Jay Leno has always been on the Tonight Show.
- ❖ Popcorn has always been cooked in the microwave.
- ❖ They never took a swim and thought about Jaws.
- ❖ They can't imagine what hard contact lenses are.
- ❖ They don't know who Mork was or where he was from.
- ❖ They never heard: "Where's the Beef?", "I'd walk a mile for a Camel", or "de plane Boss, de plane".
- ❖ They do not care who shot J. R. and have no idea who J. R. even is.
- ❖ Michael Jackson has always been white.
- ❖ McDonald's never came in Styrofoam containers.
- ❖ They don't have a clue how to use a typewriter.

## **Education is about Students**

Your mentoree may come to you in a variety of ways: immature, super-confident, a jock or doll, a theologian, slightly extremist in their spiritual walk, a social butterfly, delightfully balanced, a maturing disciple, a minister in making, the hurting/wounded, grad-oriented (aim is to graduate only), the mature (older/married, etc.), the socially awkward, the educationally intense, the hesitant/reluctant person, a skater/snowboarder (no cares in the world), the searching (will of God, direction, purpose), the quick yet often unaware, and the diverse yet colorful.

Yet they are worth the time and energy a mentor spends with them and invests with them for such we some of us...but someone invested in us.

## **I. Mentoring: The Environment**

For Master's College and Seminary, mentoring is about Pastoring. The process and the outcome have to do with effectiveness in the local church.

It is in the environment of the church that mentoring happens and is intended to impact a future.

It is in the church that people discover spiritual gifts, find an opportunity to serve, learn the significance of service sacrifice and tithing. It is in the church that people come to the fullness of God's call for their life and ministry. I hear some pastors say, I don't have anyone I can share ministry with. You only need one...

It may well be true that the person or persons a mentor gets from Masters may not be called to pastoral ministry. That does not negate the value of mentoring them. It would be necessary to mentor them differently, to ensure a different ministry experience, more involvement with lay leadership in the church and different outcomes would have to be established...but they are worth mentoring for the sake of the church and the kingdom.

## **J. Mentoring: The Benefit**

Mentoring is about professionalism. This is not professionalism that denies giftings for God but a professionalism that causes kingdom work to be done with excellence, passion and productivity.

### ***a. The future***

Mentoring is about buying and ensuring a future.

Leaders are developed that have a support base, life long friendships and a mentoring relationship that does not end with the formal agreement.

### ***b. A New Generation of Leaders is Equipped for Leadership***

#### **1. New Ideas**

#### **2. Wise Counselors** (so good ideas become reality)

#### **3. Accountability partners**

#### **4. Support mechanisms** intellectually, emotionally, spiritually, physically and socially.

Prayer/Word/marriage

#### **5. Goodwill of key people\trust\relationship**

#### **6. Spiritual Relationship**

### **c. Mentor reproduction**

When true mentorship has taken place the a piece of the gifts, person and ministry of the mentored are carried for life by the mentoree and in turn are passed on to others they will mentor.

And every person truly mentored is almost guaranteed to mentor others.

## **Conclusion:**

Mentoring a potential leader sets them up for a future and for effectiveness

*“How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving, and tolerant of the weak and strong. Because someday in your life you will have been all of these.” - George Washington Carver*

Mentoring is about relationships with potential to change a life one person at a time by helping that person become something they could never get to on their own.