

CHURCH OF  THE NAZARENE
MESOAMERICA

RELATIONAL MENTORSHIP STRATEGIES

Equipping Session



Tim & Annette Gulick
OC International / SEPAL

F A C I L I T A T O R M A N U A L



JESUS, OUR MODEL OF RELATIONAL MINISTRY IN MENTORING

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00 - INTRODUCTION



1. Connect with the Facilitators

Personal introduction, our background, and personal stories about mentoring.

2. Connect with the day's schedule

We will consider two aspects of Jesus as our model of relational ministry in mentoring in two sessions with a 20 minute break between them.

SESSION 1 - THE MENTORING PATHWAY

When people want to mentor others towards ministry leadership, often the potential mentors do not advance because they don't not have a clear idea of the steps he or she needs to take.

By the end of the first session you will have:

- Celebrated what you and your colleagues are doing well in your process of mentoring others towards leadership.
- Considered what Jesus did to lead others along the Mentoring Pathway.
- Discussed the steps of the Mentoring Pathway.
- Specified the next steps you want to take to progress on the Mentoring Pathway.

SESSION 2 - MANAGING EXPECTATIONS IN THE MENTORING RELATIONSHIP

Managing our expectations for the person we are mentoring is one of the most challenging things for a mentor. We make a conscious investment of our time and energy with the hopes of seeing positive results. During the second session we will consider the different ways that Jesus related to five individuals and the results we see from the relationship.

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By the end of the second session you will have:

- Discussed a case study of the successful mentoring of a twenty something ministry leader.
- Discussed lessons learned from what Jesus did in his relationship with five individuals and the results he saw.
- Considered the dangers we will avoid if we follow Jesus' example.
- Applied the lessons learned to your mentoring relationships.

If you have any questions, please write them down because at the end of each session we will have time for questions. You can also write them in the chat box, and possibly someone else can help answer them as well.

SESSION 1 - THE MENTORING PATHWAY

I A. CONNECT: MENTORING CHECK-IN

This is the fourth session dedicated to creating a culture of mentoring among Nazarene leadership. Before we dive into today's topic - Jesus, Our Model of Relational Ministry in Mentoring - we want to check in with you about how things are going for you as you intentionally mentor others towards ministry leadership.

- I. You have 5 minutes to write down answers to the "Mentoring Check-in" questions in your Participants Manual:
 - What you are doing well in terms of mentoring towards ministry leadership?
 - Where do you need help? or What is something you feel you should do differently?
 - What has been encouraging in this process?

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2. Small group sharing

- a. Explain: We are going to break into small groups where we want each person to share one thing you have done well in mentoring someone towards leadership in the past month (or since the beginning of Impact Mentorship).

This might feel uncomfortable, like we are asking you to brag, but if you have been trained in coaching you know that an important part of coaching, and this is true for mentoring too, is to recognize people for action they have taken. So this is a good time to practice.

- b. In small groups share:

- Name.
- Where you are located now.
- Where you serve.
- One thing you have done well in mentoring someone towards leadership in the past month (or since the beginning of Impact Mentorship.)

3. Large group sharing

You have had the privilege to hear what God is doing through your brothers and sisters as they respond to the invitation to mentor others towards leadership in ministry. We would like to hear from 3 or 4 people what someone in their small group shared that they have done well.

This is not for you to share about yourself. This is a time for you to celebrate the work of your colleagues and what God is doing through them.

1B. CONTENT: THE MENTORING PATHWAY

1. Have someone read from their manual the following quote from *Roots: In-Depth Youth Ministry* by F. Ortiz, Annette Gulick, and G. Muniello.

There is a vast difference between delegating responsibility and forming leaders. As we mentor people towards ministry leadership, we must remember that just because we have given someone a role or a responsibility, doesn't mean they have the capacity, either in terms of the personal maturity or the skills, to carry out that responsibility well. For example, to make someone the leader of a small group, doesn't mean they have the capacity to lead the group in a way that is healthy or helpful to the participants.

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Our churches don't need positions filled. We need people who reflect the image of Christ and have the practical abilities to lead well.

- Hear from several people: What does this make you think?

2. Explain:

The four gospels record how Jesus mentored people towards ministry leadership. We have simplified and contextualized what Jesus did into a series of steps we are calling The Mentoring Pathway.

Fill in the title of each step in the Mentoring Pathway in your participants workbook.

Note: We have full confidence that you could teach this as well as we could, so this is a quick overview. When you teach this material, you can take more time on this pathway according to the needs of your audience, highlighting examples from Jesus ministry or teaching carrying out this step and adding any other principles or verses that come to mind.

THE MENTORING PATHWAY

I. Be a model of what you seek

There are two sides to ministry leaderships:

- a. who you are as a person and disciple of Jesus (your character)
- b. what you do in a leadership role (your skills and abilities.)

Jesus was a model of the character and values he expected his disciples to have and he also modeled what he expected them to do.

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2. Have contact with a wide variety of people

Jesus was in small towns and large cities, he was in synagogues and the temple with the intellectuals and people with religious authority but he also spent time with sinners, with fishermen, with children, with ordinary people, we see him with men and women, etc.

To follow his example, we must have a large pool of people we are in contact with and draw the people we mentor from many different backgrounds, contexts, and strengths.

3. Pray

Jesus was in continual communion with his father, but before he appointed his 12 disciples he spent the night in prayer. We recommend that you pray for these specific things:

- a. For discernment about whom to select.
- b. For confirmation in their hearts.

4. Select and invite a few people

- a. Good qualifications: 1st 1 Tim 3; 2 Tim 2:2
- b. Poor qualifications: friendship, a request from someone else.

5. Make their personal and ministerial development a top priority for your ministry

- a. Develop a personal, authentic relationship with them.
 - i. Let them get to know you.
 - ii. Intentionally get to know them. (tool: life map)
- b. Invest time in the relationship (Be accessible/ Spent time with them.)
- c. Pray for them.
- d. Be an honest and coherent model and guide for them.
- e. Accompany them spiritually.
- f. Create a small group of developing leaders and meet with them regularly for a specified period of time (for example, once a week for a year.)

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- 6. Delegate responsibility gradually & progressively**
 - a. Give them clear instructions.
 - b. Make sure they have everything they need to carry out the responsibility.
 - c. Lovingly keep them accountable through coaching and a feedback loop.

7. Recruit new people to mentor or support the people you have mentored as they mentor others

1C. CHALLENGE: PERSONALIZING THE MENTORING PATHWAY

1. Write your name next to the step in the mentoring pathway you feel best represents where you are on the path as a mentor.
2. Write the names of specific people next to the step in the pathway where you are in your mentoring relationship with them.
3. Specify the next steps you need to take to advance along the mentoring pathway (with a timeline for when you will do it.)
4. Fill in the bar that represents how well you are doing in each of these ways to make the personal and ministerial development of your mentees a top priority for your ministry.
 - Develop a personal, authentic relationship with them.
 - Invest time in the relationship.
 - Pray for them.
 - Be an honest and coherent model and guide for them.
 - Accompany them spiritually.
 - Create a small group of developing leaders and meet with them regularly for a specified period of time.

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1D. CHANGE: QUESTIONS, COMMENTS AND TAKEAWAY

1. What questions or comments do you have about the steps outlined in the Mentoring Pathway?
2. Where do the steps on this pathway line up with what you are already doing?
3. Where is there any fresh perspective or difference?
4. Write down one thing you want to remember from this first session.
 - Have them write it in the chat box and we read it

SESSION 2

MANAGING EXPECTATIONS IN THE MENTORING RELATIONSHIP

2 A. CONNECT: A MENTORING CASE STUDY

1. Explain: As you watch the following video about mentoring between generations, notice how Grant Skeldon uses Jesus' work with his disciples as the guide for the expectations we should have when we mentor others.
2. Watch video: A Simple Way to Disciple Millennials | Grant Skeldon.



3. In groups of 2 or 3 discuss what you find interesting or useful from this video.

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2 B. CONTENT: JESUS' RELATIONSHIPS AND THEIR RESULTS

1. Explain: One of the most difficult things in mentoring is managing our expectations of the other person. This is especially true when the relationship is initiated by the person doing the mentoring.

In the parable of the sower, Jesus advises us that there are no guarantees when we are doing kingdom work with people. When we pay close attention to his relationships and to the results of his mentoring people towards leadership responsibility, we can draw valuable insights into how to face the wide variety of people we will encounter in our ministry and mentoring.

2. Write below each person the letter and the number which best describe how Jesus related to them and the end result we see recorded in scripture.

	Jesus ...	Results	Danger to be avoided
Rich Young Ruler C 5	Let him walk away	None that we know of	Feeling responsible for the other persons' choices
Samaritan Woman D 3	Confronted her with her sin	Became a great evangelist	False assumptions (for example, that someone isn't worth investing in) Letting someone see themselves as a victim
Peter A 2	Allowed him to be "sifted by Satan," humbled and to have his natural strengths shown up as insufficient	Natural leadership strengths were purified and he became a pillar of the church	Letting people lead out of untransformed natural strengths
John E 1	Made him feel loved and kept him close by	Became the second most prolific writer of NT, mentor and continual encourager of the early church	Expecting quick results
Judas B 4	Continued to give him opportunities despite his treachery and cold heart	Betrayal	Evaluating our success by positive impact and results

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3. When most of the participants have finished, hear from them their answers for how Jesus related to each person and the ministry results that came from their relationship. After hearing their answer for one person, explain the danger we avoid in the mentoring relationship if we follow Jesus' example.

2C. CHALLENGE: LESSONS LEARNED FROM JESUS

1. Small groups

Note: please have someone write out your group's answers to share as documents with the other participants, future presenters, and the leadership of Impact Mentoring

- **Make a list of lessons can we learn** from the examples of Jesus' relationships we have just considered
- **Discuss:** What advice will you give to the people you train so they can imitate Christ in their mentoring towards ministry leadership.
- **Discuss:** Considering what you have seen in Jesus' work of mentoring people towards ministry leadership, how would you picture and describe the success of the Impact Mentoring initiative?

2. Large group sharing

- Have six different groups share one lesson they identified. Please don't repeat what another group has already said.
- Have six other groups share their answer to the question: How you would picture and describe success of the Impact Mentoring Initiative.

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CHANGE: MY LESSONS LEARNED

1. Turn in your manual to the Mentoring Pathway. Consider and make notes to remember your thoughts:
 - What lessons from Jesus' work of mentoring people do you find particularly helpful regarding any of the specific situations or people you are mentoring?
2. What is one thing you want to remember from this session.

05 CLOSURE

1. Questions about how to facilitate the content in the future. We know that each of you has a double responsibility:
 - a. The responsibility to mentor people towards ministry leadership
 - b. The responsibility to teach to others the material we have covered today.

Before we close we want to give you the chance to ask any questions you might have about anything we have done together today. This is not the time for comments about the content but about facilitating this with a group.

2. If there are no questions, and if there is time, open up for any comments or questions about the content in general.
3. Have someone close the time in prayer.

FOLLOW UP ASSIGNMENTS

1. **Do** the Next Steps you wrote down in Personalizing the Mentoring Pathway
2. **Note** the reference of Bible passage that shows Jesus doing what is mentioned in the Mentoring Pathway in Session 1 and the chart of the five relationships in Session 2.

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- 3. **Interview** someone who is not currently involved in ministry whom you believe has the character and values you are looking for with the goal of understanding better who they are and what their life is like.
 - 3.1. Clarify expectations
 - i. When you ask them to meet with you, explain that the goal is simply to get to know them better.
 - ii. Determine if they prefer to converse in person, by texting, zoom, or on the phone.
 - 3.2. Have a clear beginning, middle and end to the conversation
 - a. Connect with the person
 - i. Thank them for their willingness to talk with you.
 - ii. Clarify that your only goal is to get to know them better.
 - b. Divide the time you have into the following areas:
 - i. Learn about their family, their background, and how they came to have a personal relationship with God through Jesus.
 - ii. Learn about their daily life - how to they spend their time, what they enjoy about their life and what they do, what they wish were different
 - iii. Learn about their gifting and concerns - what gifts and abilities do they enjoy using, what needs do they see in the church and the community.
 - 3.3. Thank them for their time and ask if you can pray with them for any concerns that have surfaced during the conversation.
 - 3.4. After the interview, consider the following questions:
 - a. What benefits did you receive from this activity?
 - b. What are the implications of what you have learned for your efforts mentoring others towards ministry leadership?
