CHURCH OF MESOAMERICA

RELATIONAL MENTORSHIP STRATEGIES

Equipping Session

Tim & Annette Gulick OC International / SEPAL

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JESUS, OUR MODEL OF RELATIONAL MINISTRY IN MENTORING

SESSION I - THE MENTORING PATHWAY

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

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.

Note: 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 I - THE MENTORING PATHWAY

CONNECT: MENTORING CHECK-IN

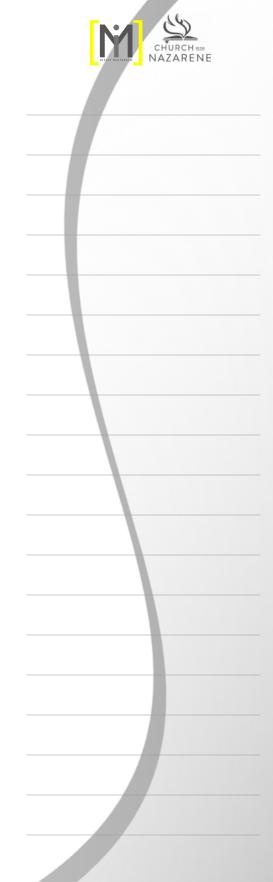
Personal reflection:

- What you are doing well in terms of mentoring others towards ministry leadership?
- What is something you feel you should do differently?
- Where do you need help?
- What has been encouraging in this process?

SMALL GROUP SHARING

- 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.)

Note: 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.



LARGE GROUP SHARING

You have had the privilege of hearing 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.

CONTENT: THE MENTORING PATHWAY

"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.

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

Roots: In-Depth Youth Ministry. F. Ortiz, A. Gulick, G. Muniello.

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.



THE MENTORING PATHWAY

I. Be _____

2. Have contact _____

3. P_____

4. Select & _____

5. Make _____

6. _____ gradually & progressively.

7. _____



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.

	Action Step #I	Action Step #2
What specifically will you do?		
With or for whom?		
By when?		
For what purpose?		



- 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.
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 - Invest time in the relationship.

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• Pray for them.

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- Be an honest and coherent model and guide for them.
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- Accompany them spiritually.

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• Create a small group of developing leaders and meet with them regularly for a specified period of time.

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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.

SESSION 2 MANAGING EXPECTATIONS IN THE MENTORING RELATIONSHIP

CONNECT: A MENTORING CASE STUDY

How does Grant Skeldon use Jesus' work with his disciples as the guide for the expectations we should have when we mentor others?

CONTENT: JESUS' RELATIONSHIPS AND THEIR RESULTS

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.

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RELATIONAL

MENTORSHIP STRATEGIES

	Jesus	End result	Dangers to be avoided
Rich Young Ruler	A. Allowed to be "sifted by Satan" (humbled; natural strengths shown to be insufficient)	I. Became the second most prolific writer of NT; mentor and continual encourager of the early church	
Samaritan Woman	B. Continued to give opportunities despite treachery and cold heart	2. Natural leadership strengths purified; became a pillar of the church	
Peter	C. Let walk away	3. Became a great evangelist	
John	D. Confronted with sin	4. Betrayal	
Judas	E. Made to feel loved; kept near	5. None that we know of	

CHALLENGE: LESSONS LEARNED FROM JESUS

Small groups

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?

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.

FOLLOW UP ASSIGNMENTS

- Do the Next Steps you wrote down in Personalizing the Mentoring Pathway.
- 2. Add to your notes the reference of Bible passage that show Jesus doing what is mentioned in the Mentoring Pathway in Session I and the chart of the five relationships in Session 2.



- 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
 - a. When you ask them to meet with you, explain that the goal is simply to get to know them better.
 - b. 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?

