

Mentoring Resource Kit

*Designed for retreats, workshops, or a series of meetings.
Includes visual aids for presentation, a Bible Study,
and a mentoring brunch suggestion.*



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Mission Statement: The mission of the Lutheran Woman's Missionary League is to assist each woman ... affirming her relationship with the Triune God so that she is enabled to use her gifts in ministry to the people of the world.

Direct Critical Target: Active LWML members of all ages

Goal Statement: Active LWML members are aware of and use their God-given experiences and gifts in mentoring relationships.

Objectives:

- Provide tools to active members of LWML that will help them recognize mentoring relationships in their lives and how they can actively participate both as a mentor and mentee.
- Enable LWML members to participate in short-term mentoring relationships.

Mentoring Resource Kit Contains:

- *Helpful Resources for Mentoring*
- *Helpful Resource for Mentoring Power Point Presentation*
- *Naomi and Ruth Bible Study* by Dr. Mary Hilgendorf
- *Naomi and Ruth Bible Study Power Point and Script* by Dr. Mary Hilgendorf
- *Mentoring Breakfast/Brunch*

Available on line at www.lwml.org/Helps/LeaderHelps

Helpful Resources for Mentoring

- Introduction
- Definition of Mentoring
- Mentoring Styles
- How to Select a Mentor
- Beginning a Deep Level Mentoring Relationship
- Characteristic of a Mentor
- Benefits of a Mentoring Relationship
- Time for Reflection
- Bibliography

Slide #1

I. INTRODUCTION

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A. Opening Prayer

Dear Heavenly Father,
We praise You for all that You have done in our lives. You have used many people and experiences to help us grow as Your children. Thank you for the opportunity to come together to learn more about how we can encourage one another in love, grow closer to You, and serve in Your Kingdom. We ask that You will send Your Holy Spirit to teach us Your Truth and guide us in wisdom. May all that we learn about mentoring bring glory to You and You alone! We ask this all in Jesus' Name. AMEN

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B. Setting the Focus

How many of you have ever been standing in line at the grocery store and found yourself reading the covers of the magazines? Let's see a show of hands. Isn't the variety of topics that are covered amazing? It would seem they have all the answers!

Let's take a moment to consider these headlines. (*Read some headlines of a magazine or tabloid newspaper you have brought.*) In your opinion, to whom are these headlines appealing? (*Response from the group*) It also appears that they are helping people get a better grip on life. Actually, magazine publishers have a better understanding of what is "troubling" people than one would think. These publishers know what most people are struggling with: the meaning of life and achieving personal happiness. For those who do NOT know the meaning of life, they will naturally gravitate to any "ME-isms" that offers happiness. It makes sense: if the Creator and Giver of Life is not known, that it is up to ME to make something out of my life. Considering this kind of philosophy, where does giving of ourselves to help others fit in?

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C. Sharing God's Word

“For we are God’s workmanship, created in Christ Jesus to do **good works**, which God prepared in advance for us to do” (Eph. 2:10).

Looking at this verse, it is important to point out the word **workmanship**. In the Greek, this word was used to express that we are God’s own work of art. He was personally involved in our creation. He put His original signature on us. We are valued by God and He has a purpose for our life: **good works in Christ Jesus**.

“Let us hold unswervingly to the hope we profess, for He who promised is faithful. And let us consider how we may spur one another on toward love and good deeds” (Heb. 10:23, 24).

The hope to which we unswervingly hold is the promise of eternal life. Until that day arrives, we are to encourage one another in acts of love. This verse is a favorite because it does not say our hope depends on our good deeds. Instead it says that because we have hope, we have a different perspective to approach our good deeds. At this time, let’s consider how mentoring could be used as a way to “spur one another on toward love and good deeds in Christ Jesus!”

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II. DEFINITION of MENTORING

- A. Mentoring has been defined as “a process of opening our lives to others, of sharing our lives with others; a process of living for the next generation. (Ron Lee Davis in *Mentoring: The Strategy of the Master*).

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By using this definition in combination with our Christian faith, mentoring becomes a relational experience. Mentoring is a way in which we share our relationship with the Lord to help someone else grow in a personal relationship with Him. While the experiences are spiritual, they occur in the laboratory of life. Life includes everything that fills our time – family, work, church activities, friends, recreation, volunteer activities, trips to/from the store, and every encounter. A mentor is someone who invests herself in others.

B. Discussion

Think of the qualities that you have admired in others. What are some of these qualities?

To get you started, look at some of the desired leadership characteristics that author John Maxwell identifies. (*Solicit responses. Following are some suggested qualities. Do not worry if the list of responses is not exactly like this one.*)

Confidentiality	Sense of Humor	Perseverance
Honesty	Supportiveness	Invests oneself in others
Quiet/Gentle spirit	Affirming	Openness/Willing to share
Responsible	Actively seeks God	Trustworthy
Ability to confront	Non-judgmental	Integrity
Motivator	Wisdom	Unconditional Acceptance

Discussion Continued

As we look over our lists, does anyone know someone who completely fits all these qualities? Is there such a person? (Answer: JESUS)

This exercise will help us keep in mind that Jesus Christ is our Master Mentor. He is the example that we want to imitate.

Ron Davis explains, "The mentoring process has a lot to do with sharing our Christ likeness with others, so that those best aspects of who we are in Christ can be soaked up by others. As mentors, we are not taking the place of Jesus. We are reflecting His workmanship through the test of time."

C. Reflection

Take a moment to think of someone who took the time to spur you on to a closer relationship with God. How did he/she do this? Share your answer with a partner. (*Allow 5 minutes for the activity*)

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III. MENTORING STYLES

There are many styles of mentoring. These styles have been adapted from Paul Stanley's article "Up, Sideways, Down" found in the *Discipleship Journal*. The styles include: disciple, role model, sponsor, teacher, guide, coach, and counselor. After the description of each style, there will be a direct application to the LWML.

- A. Discippler: The mentor is involved early in the Christian walk. Time spent together involved answering the learner's questions and directing her through the Word to grow in the foundations of faith.
- LWML: An active member may become involved in a discipling relationship with a neighbor, co-worker, or fellow church member.
- B. Role Model: This style may occur through books, retreats, conventions, or the example set by a person. The unique feature to this type is the fact that the mentor may not necessarily be personally involved with the learner.
- LWML: Active members or non-members may experience this style through conventions, rallies, LWML publications, keynote speakers, etc.
- C. Sponsor: The mentor realizes that the learner has potential leadership skills and provides the appropriate encouragement and training to increase the involvement in an organization. This encouragement process may begin by introducing the learner to active members. The process may continue by helping her to recognize the potential within her and then finding ways and places to use her gifts.
- LWML: An active member takes the initiative to invite the learner to an LWML event. By introducing her to various members, she will become better acquainted. As she becomes known by others they will be able to help her get "plugged in" to the ministry of the LWML.
- D. Teacher: This style of mentoring helps the learner to know and understand a particular subject allowing the mentor to be involved in encouraging her to use this knowledge or find outlets for this knowledge or skill through outside resources.
- LWML: Women who do not have any experience in quilting may experience this style of mentoring when they learn to quilt. A person who may be asked to write an article for a district newsletter may go through a mentoring experience to learn how to write more effectively. The LWML catalog contains many resources to help people develop various skills. The mentoring applications within the LWML are ENDLESS.

E. Guide: The mentor becomes involved in the process of change and growth by helping the learner assess her development. This style of mentoring is based on the need of the learner and cannot be initiated by the mentor. The learner must be able to handle this kind of challenge. The mentor provides the environment of accountability and the perspective of what it is like to be a Christian in all areas of life. There will be times when it becomes necessary to point out strengths and weaknesses of character.

LWML: There is not a specific area in the LWML to fulfill this relationship. However, this kind of a relationship may develop within a society, Bible study group, etc. As the learner becomes involved in LWML, she may develop a close relationship with another LWML woman and over a period of time, this style of mentoring may occur.

F. Coach: This mentor passes a skill on to the learner to meet a required task. This is particularly useful when the learner is beginning a new position. She may act as a resource until the learner has acquired the skill and confidence to function in this position.

LWML: The LWML has excellent procedures for transitioning leaders. When a person begins serving in a new position, there is a meeting time to pass on files and share information regarding the job responsibilities.

G. Counselor: The mentor acts as a sounding board for the learner. The learner shares thoughts, feelings, and concerns while the mentor helps evaluate the choices available.

LWML: The zone or district counselor portrays this style well. We have many examples within LWML of mentors sharing advice with mentees.

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Discussion: Take a moment to reflect on your beginnings in LWML. Did you experience any of these styles of mentoring? It should be noted that it is possible to experience a combination of styles from the same person. If you did not experience a mentor when you initially became involved in LWML, have you experienced one since becoming involved?

Share with your small group what you discovered about your mentor. (4-5 min)

The mentoring relationship is not generally initiated by the mentor. While the mentoring relationship can be a mutual venture, it is the learner who will request assistance or advice. Now that we have a general idea about mentoring, the next question may be, “**How do we select a mentor?**”

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IV. HOW TO SELECT A MENTOR

The lists referred to in this presentation were adapted from the book, *Mentoring: The Strategy of the Master*, written by Ron Lee Davis.

A. Prayer – Seek the Lord

1. Keep your eyes open to His answer.
2. Expect the unexpected – the mentor God chooses may be someone who does not “run” in your usual circle of friends.

B. Select someone you admire.

1. Do you share that person’s values and philosophy of life?
2. Look at that person’s character. Do you want to grow in these same qualities?

C. Select someone who believes in people; who is committed to relationships, and who has a positive outlook.

1. Someone who is an encourager, not a critic
2. Someone who is caring enough to confront you on important issues
“The kisses of an enemy may be profuse, but faithful are the wounds of a friend” (Prov. 27:6).
3. Choose a person who will genuinely rejoice in your growth and achievements, someone who is interested in you and pulling for you, not someone who will feel threatened by your progress.

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V. BEGINNING A DEEP LEVEL MENTORING RELATIONSHIP

Once we find a mentor, we may ask, “Now what?”

- A. Schedule a regular meeting time.
 - 1. Decide where and when to meet (consistency is important).
 - 2. Have a core activity (Bible study, project, or task).
 - 3. Come to the meeting prepared: bring questions, ideas, reflections.

- B. Be committed to the relationship.
 - A. Don't give up ... Be persistent!
 - B. Don't let it slip ... Be consistent!

- C. Apply what is being learned.

Look for opportunities to share, express, and act out what the Lord is teaching you through the mentoring relationship

- D. Respect your mentor, but do not idolize.

- E. The person who is the mentor should evaluate her motives in this relationship.

- 1. Do I have a true desire to invest myself into this relationship as Christ's ambassador?
- 2. Am I interested in this relationship only because it is good for my reputation?

- F. Build accountability into your relationship.

Ron Davis gives an accurate description of this type of accountability in his recent book. He suggests that you give your mentor permission to ask personal, probing questions about your private life, decisions, motives, plans, goals, beliefs, hurts, and joys ... all because you trust your mentor to be looking out for one thing only, your growth and maturity in Christ.

There is a need in our society for people to reach out to others. The mission statement of the LWML states that we assist each woman in affirming her relationship with God so that she can use her gifts in ministry to the people of the world. What we are saying is that LWML women are impacting the world for JESUS CHRIST. If we are impacting the world, then our life makes a difference.

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VI. CHARACTERISTICS OF A MENTOR

Review: We have discussed how to select a mentor and begin a deep-level mentoring relationship. It seems logical to examine some of the characteristics of the mentor. Earlier we did a brief exercise to list some characteristics of people that we admire.

- A. **TOTALLY IN LOVE WITH THE LORD:** Read Deuteronomy 6: 5–7, “Love the Lord your God with all your heart and with all your soul and with all your strength.”
- B. **TRANSPARENCY/OPENESS:** Willing to share one’s life ...both joys and sorrows whether they are past or present. By sharing these experiences, the mentee can gain new insight to her present situation. The willingness to be transparent creates an atmosphere of acceptance allowing the mentee to feel comfortable in sharing her burdens. Confidentiality is an absolute must for both the mentor and mentee.
- C. **CONFIDENTIALITY:** Keeping one another’s personal lives **PERSONAL**. A general rule of thumb should be: If it is not public knowledge, then don’t tell anyone!
- D. **NON-JUDGMENTAL/LOVES UNCONDITIONALLY/SUPPORTIVE IN FAILURE:** These three characteristics have a general theme to them: Love the sinner, hate the sin. No one likes to make mistakes as a result of poor judgement, but it happens. A mentor can be very supportive in this situation to help the mentee see beyond the present failure. By loving unconditionally, the learner sees a reflection of Christ. The acceptance of a person does not hinge on their behavior, and reflects a fundamental teaching of the church, which is the doctrine of grace.
- E. **ZEST for LIFE:** Look for people who have endured the trials of life by maintaining their sense of humor. In a mentoring relationship, it is not all work and no play. There should be time scheduled just for **FUN!** Make time for shopping, going to a movie, etc.
- F. **INTEGRITY:** Ron Davis explains, “As a mentor, you are being watched, weighted, tested and imitated. If there is hypocrisy, this will lead others into the same error or they will be disillusioned. “ What we do as mentors affects others. This concept is often summarized in the following question: Do you walk your talk? Integrity means that we make choices in life in accordance with God’s Word. It means choosing what is morally correct, when others may choose to go another way. It means doing the right thing, when no one is looking.

- G. **AFFIRMING:** To affirm someone is to state in words and in action, in public and in private, someone's value as a person for who she is – a child of God, dearly loved.
- H. **MOTIVATOR:** Psychologists have learned that intrinsic motivation, which comes from within, is the most effective. Extrinsic motivation is usually in the form of a reward.
- I. **INVESTS TRUST IN OTHERS:** This quality helps the learner grow in the ability to become intrinsically motivated. This is how it works. When the mentor gives the learner a task, the mentor gives it totally to the learner. Let the learner work through the task without looking over the shoulder or criticizing or taking the task back.

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VII. BENEFITS OF THE MENTORING RELATIONSHIP

All this talk about mentoring would not be complete without sharing some of the benefits of being a mentor. Mentoring is a two-way street. It works much like most relationships in the area of giving and receiving. Successful relationships hinge on the ability of both parties to give and receive from the other person. Paul Stanley speaks of this blessing: “Over the years, our mentees have challenged our thinking with their fresh ideas; tested our flexibility in developing approaches to familiar problems; provided a special kind of accountability that checks on our consistency and integrity; inspired us to hold higher ideals. Because of them, we’ve often been renewed and challenged to return to certain ideals.”

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VIII. TIME FOR REFLECTION

As we think back on the people who have mentored us, a quality that stands out would be their FAITH. Godly mentors demonstrate a genuine faith in God.

Their example was in accordance with their verbal testimony. They did not rely on saying the perfect “spiritual” phrases to express their faith. (They walked their talk.)

Their faith demonstrated their passage through the purifying fires of trial in life.

They were well aware of their shortcomings. They knew that their past victories made them stronger; their past failures through confession made them forgiven.

Yet, they continued their walk through life focusing on the finish line.
“Therefore, since we are surrounded by such a great cloud of witnesses, let us throw off everything that hinders and the sin that so easily entangles, and let us run with perseverance the race marked out for us” (Heb. 12:1- 2).

They were willing to give of themselves to encourage others. This stemmed from their realization of the love and concern that had been extended to them from others.

We have a new **ME**-ism ... it's **ME**ntoring!

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In conclusion, Ron Davis sums up this interesting topic by challenging us to Share Life by Being a Mentor. He says, “To be effective Biblical mentors, we must be generous, always ready to affirm, always pulling for the mentee and cheering him on, always motivating and encouraging, always hoping that the learner will not only capture us, but surpass us.”

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