THE ROLE OF A MENTOR

Purpose Statement: The purpose of this session is to give mentors a better understanding of their role and responsibilities and how they can create an effective training environment.

Learning Objectives: This session will help you to:

1. Define the role of a mentor.
2. List six characteristics of an effective training environment.
3. Explain how each of these characteristics can be applied and the consequences if they are not applied.
4. List the specific responsibilities of a mentor.
5. Identify what motivates you to become the best mentor possible through the power of the Holy Spirit.

Key Verse: 2 Timothy 2:2

INTRODUCTION: Read the following two questions and write down your thoughts before proceeding.

1. What motivates you to pursue excellence as a mentor?

2. What might keep you from becoming an effective mentor?

I. The Role of the Mentor

A. A mentor depends on God.
    The mentor's first priority is God. God is the source of approval. Therefore, you don't need approval of disciples, nor their friendship. The mentor's role more closely resembles that of a parent rather than a friend.

    1 Corinthians 3:6: God causes the growth.
    2 Corinthians 3:5: Our adequacy comes from God.

B. A mentor is <u>a model</u>.
    The mentor's influence on the disciple(s) depends on the depth of the their relationship with God and with their disciples. **<u>Be</u>** what you want them to become. (Be careful, you may teach them something you hadn't planned on teaching!)

    1. What did Jesus model in the following verses: John 17:1-26; Mark 3:14, 15; Mark 8:1-38.

2.   What did Paul model in the following verses: 2 Timothy 2:1-10; Philippians 3:17; 1 Corinthians 4:14-17.

Further thoughts on modeling:
John 13:1-17 Have a servant's attitude.
2 Timothy 3:10 Timothy followed Paul's teaching, conduct, purpose, faith, etc.
Philippians 1:25-30 esp. v.30 The Philippians will experience the same sufferings as Paul.
Philippians 4:9 The Philippians were to practice what they learned, received, heard, and saw in Paul.
Matthew. 10:24-25 A disciple is not above his teacher, nor a slave above his master. It is enough for the disciple that he become as his teacher. . .
Luke 6:40 A pupil is not above his teacher; but everyone, after he has been fully trained, will be like his teacher.

C.   A mentor is an instrument God uses to develop disciples.
God puts disciples with mentors to mold the disciples and the mentors.

2 Timothy 3:16 The Word of God teaches and trains → Mentors must use the Word of God because it teaches and trains.
2 Timothy 4:2 The mentor must always be ready to patiently reprove, rebuke, exhort, etc.
Acts 9:26, 27. The example of Barnabas and Paul
Acts 13:13; Acts 15:36-41; 2 Timothy 4:11. The example of Paul and Barnabas and their responses to (John) Mark
Acts 16:1-5 The example of Paul and Timothy

D.   A mentor provides accountability   Acts 18:23-28; Acts 20:1,2
The mentor helps to expose the disciple to field ministry experience in the skills that were taught in class. The mentor should allow the disciple to observe them in ministry. Then, the mentor observes the disciple in ministry. Mentors can help the disciples plan, set goals, get contacts, and start small groups.

E.   A mentor helps develop disciples' thinking.
Jesus taught continually
Galatians 1:6-10
Colossians 1:28,29; 2:8, 16-3:4
Philippians 4:8-9
Ephesians 1-3

F.   A mentor is responsible for creating an effective training environment. Acts 19:8-10

II.   The Training Environment.

    A.   People flourish best in a balanced environment of challenge and nurture. (1 Thessalonians 2:11, 7)

        1.   Enough challenge to produce strength.

        2.   Enough nurture to foster growth.

    B.   Research shows 70-80% of successful training is environment, not program.
Barna: "Do you have a best friend at work? The answer to this question is the greatest indicator of the profitability of a company." (Orlando Sentinel, Aug 10, 1997, Insight section).

    C.   Characteristics of an effective environment.

        1.   Oversee a balanced development of your disciples.
Some areas to consider for development are: vision, skills, biblical knowledge and convictions, spiritual depth and maturity, and character.

        2.   Work on training weekly with your disciple.

        3.   Communicate ministry philosophy to your disciples by discussing the "whys" behind the ministry.

        4.   Model ministry skills and activities for your disciples. Use simulated and live situations.

Attitudes in an Effective Training Environment	Application	Consequences if not applied
Love **and** **Acceptance**	- Develop a Christ-centered relationship with disciples. - Communicate your love and belief in them. - Give them freedom to fail & succeed. - Talk about Jesus' work in your life. - Deal appropriately with conflict and/or sin - Look beyond the present to see what the disciple can become.	- Fear of failure and an unwillingness to take steps of faith. - Performance orientation may develop. - Mentor/disciple relationship viewed as just a ministry responsibility. - Tension in the mentor/disciple relationship
Ongoing Biblical Instruction & Challenge to Holiness	- Develops right thinking - Faith from the Word (Romans 10:17) - The Word tells us what's real and what's a lie (Psalm 119:160; John 17:17) - The Word tells us God's will	- believe lies about self, world - old self is not confronted, in control - walk in unrighteousness - under God's judgment - work in self-effort
Faith & Vision	- Help disciple break faith barriers (2 Corinthians 4:18; 5:7). - Lay your vision for their personal progress.	- Training may become ingrown with no vision for outreach. - Disciple may become discouraged by lack of progress in personal and ministry goals.
Prayer	- Pray daily for your disciples (Ephesians 3:14-21; 1 Thessalonians 1:2). - Pray regularly with your disciples (Ephesians 1:15-23). - A movement-wide prayer emphasis.	- The implication that the program is more important than spirituality. - The unconscious drawing and dependence on human resources instead of God.
Movement & Momentum	- Place an emphasis on large group evangelism (Acts 19:8-10). - Vision stretching events. - Place an emphasis on spiritual multiplication.	- The disciple may soon forget that the primary ministry goal for the year is the saturation of their target area through evangelism and spiritual multiplication.
Fellowship	- Once in a while, do something fun. - Share funny mistakes from your experiences - Communicate how much you like being with them (1 Thessalonians 2:7-20). - Spend time together doing non-ministry activities.	- They will not enjoy their training. - They will become too serious and intense. - They will not want to become a mentor. - They won't see you apply God's Word to everyday life.

Characteristic	Stage in the Training			
	Preparation	Bonding	Guidance	Closure
How to Pray	Pray to build a friendship with the disciples. Pray for wisdom in discipling them into the image of Christ.	Pray together about the disciple's concerns and your concerns. Pray on your own for your disciples.	Pray together about the disciple's concerns and ministry goals. Pray on your own for your disciples.	Pray for current and future ministry. Pray for upcoming transitions and continued spiritual growth.
How to Cultivate Personal Interest	Write notes to your disciples. Call your disciples and see how they are doing.	Get to know your disciples. Do non-ministry activities with disciples.	Share your life and personal lessons. Ask what God is teaching them. Maintain interest in the disciple's personal life. Do non-ministry activities with disciples.	Express confidence in the disciple's future. Celebrate the disciple's completion of the training program.
Target Area Tasks	Do a "Prayer Walk."	Tour the area with you disciples. Provide maps. Impart vision and set short-term goals. Emphasize evangelism.	Provide direction in ministry. Evaluate the disciple's activities and use of time. Discuss ministry principles and application. Help set disciple's long-term goals.	Relate the present experience to the disciple's future ministry.
How to use Checkout Effectively	Familiarize yourself with the latest updated version.	Set a relaxed atmosphere. Discuss the purpose of checkout. Relate checkout to the Target Area goals.	Relate checkout to the disciple's ministry. Monitor disciple's progress. Provide mutual accountability.	Complete checkout. Relate checkout to the disciple's future ministry.

Characteristics of an Effective Training Environment

III.   Summary.

A.   The mentor develops the disciples and provides accountability.

B.   The training environment and movement both nurtures and challenges the disciples.

C.   Prayer, love, fellowship, Biblical instruction, vision, and movement should all be part of the training environment.

IV. Application.

Are you presently filling the role of a mentor?

A. "Yes."

1.   What have you read in these notes that affirms what you are already doing as a mentor?

2.   What have you read in these notes that show some areas for you to trust God to develop in your life as a mentor?

B.   "No."

1.   Because of the training you have experienced and from what you've read in these notes, are you willing to trust God for a disciple(s) to mentor in the same training? Why or why not?

Discussion Questions

1.   List the important aspects involved in the role of a mentor.

2.   List six characteristics of an effective training environment.

Mentor's Job Focus

Purpose Of Job:

> To lead the disciple through the training process and to provide direction and accountability through a mutual commitment between mentor and disciple.

Skills And Abilities Preferred:

1. Completed LTC (including Mentor's Training).
2. Understands and has demonstrated excellence in basic ministry skills.
3. Understands and can explain target audience saturation and spiritual multiplication and is participating in both.
4. Understands and can explain the LTC's ministry philosophy, purpose and distinctives.
5. Demonstrates the ability to guide the ministry training process through explanation, demonstration, observation and evaluation.
6. Demonstrates the ability to set goals and work toward completion.
7. Demonstrates the social and emotional maturity needed to assist another disciple in his/her growth.

Ongoing Responsibilities:

1. To have an effective personal ministry. Your personal ministry should be target audience saturation and spiritual multiplication.
2. To help your disciples develop their ministries. You involve yourself personally in helping them develop their ministry of target audience saturation and spiritual multiplication.
3. To develop a Christ-centered relationship with your disciples.
4. To provide a positive training environment for your disciples.
5. To work on training weekly with your disciple.
6. To communicate ministry philosophy to your disciples in the "whys" behind the ministry.
7. To model ministry skills and activities for your disciples. Use simulated and live situations.
8. To oversee your disciple's development. Overall development of your disciples includes: (1) vision; (2) skills; (3) biblical knowledge and convictions; (4) spiritual depth and maturity; and (5) character.