

CONTEXT FOR UNDERSTANDING CHRISTIAN MENTORING

BIBLICAL FOUNDATIONS

HISTORICAL DEVELOPMENT

CONTEMPORARY APPLICATION

AUSTRALIAN CHRISTIAN MENTORING NETWORK

MENTORINGNETWORK.ORG.AU

- GRASS-ROOTS, BOTTOM-UP NETWORK
- FOR THOSE CURRENTLY PROVIDING MENTORING
- \$50 PER ANNUM MEMBERSHIP
- CODE OF ETHICS, WEBSITE, EVENTS

ORIGINS OF THE TERM

ANCIENT STORY

GREEK POET HOMER 8TH CENTURY BC

STORY OF KING ODYSSEUS WHO LEFT HIS SON, TELEMACHUS, IN THE CARE OF HIS FRIEND NAMED MENTOR

MENTOR INTERACTED WITH THE PRINCE IN A WAY THAT HELPED HIM GROW INTO THE SORT OF PERSON OF WHOM HIS FATHER WOULD APPROVE. MENTOR WAS NOT A TUTOR IN THE CLASSIC GREEK SENSE, NOR DID HE PROVIDE TECHNICAL TRAINING, BUT ACTED AS A GUIDE, CONVERSATION PARTNER, ADVOCATE AND ENCOURAGER.



CONNECTION IN MODERN USAGE

FRANÇOIS FÉNELON THE ADVENTURES OF TELEMACHUS, 1699

WRITTEN IN RESPONSE TO HIS TASK TO OVERSEE THE
DEVELOPMENT OF THE HEIR TO THE FRENCH THRONE

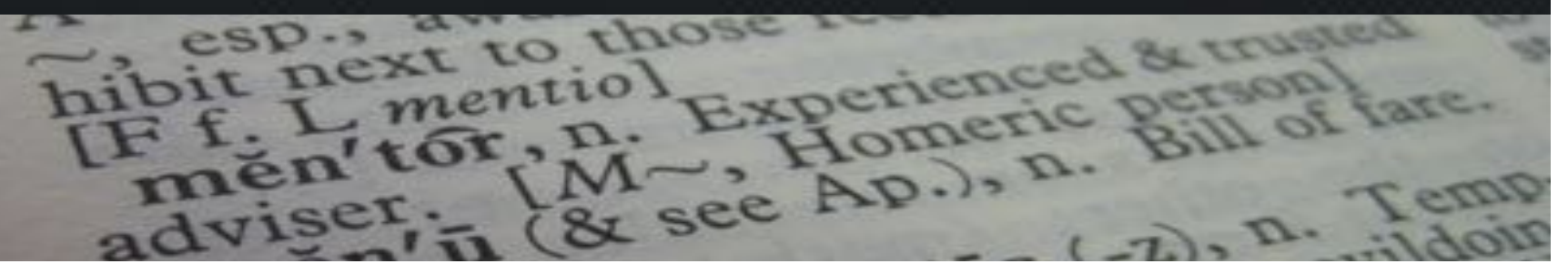
*IN FÉNELON'S WORK WE FIND THE FIRST RECORDED
USE OF THE WORD 'MENTOR' IN THE MODERN SENSE.*



CONNECTION IN MODERN USAGE

IN THE 18TH, 19TH AND EARLY 20TH CENTURIES, THE TERM 'MENTOR' GAINED CURRENCY AMONG THE INTELLECTUAL ELITE

- USE IN ACADEMIA AND POLITICS
- ADOPTION AS A PERSONAL NAME
- TITLE OF A JOURNAL



...esp., a...
hibit next to those re...
[F f. L. mentior]
mēn'tōr, n. Experienced & trusted
adviser. [M~, Homeric person]
n'ū (& see Ap.), n. Bill of fare.
...(-z), n. Temp...
...ildoin

CONNECTION IN MODERN USAGE

IN THE LATTER HALF OF THE 20TH CENTURY

- WORKPLACE EQUITY ADVOCATES IN BUSINESS USE TERM MENTOR
(ALONG WITH 'NETWORKING', 'GLASS CEILING', 'ROLE MODEL')
- USE OF MENTORING EXTENDED IN BUSINESS AND COMMUNITY
 - PROFESSIONAL 'FINISHING' PROCESS
 - FAST TRACK FOR TALENTED RECRUITS
 - ACCESS AND EQUITY PROCESS FOR DISADVANTAGED GROUPS
- IN CHRISTIAN CONTEXT, THE TERM COMES ALONGSIDE ONGOING DISCIPLESHIP AND SPIRITUAL DIRECTION (SELLNER, CLINTON, BIEHL)

THE RISE AND RISE OF MENTORING

- FOR CEOs, DIRECTORS, BOARDS
- HR LEADERSHIP TRAINING AND DEVELOPMENT PROGRAMS
- APPLICATIONS IN HIGHER EDUCATION AND RESEARCH GUIDANCE – PHD MENTORING
- SUPPORT FOR DISADVANTAGED YOUTH
- MENTORING OF PROFESSIONALS E.G. TEACHERS, NURSES, SURGEONS, BARRISTERS
- MENTORING IN THE MILITARY
- EMPOWERMENT, PARTICIPATION AND LEADERSHIP DEVELOPMENT FOR WOMEN IN THE WORKFORCE
- MENTORING FOR CHRISTIAN LEADERS

DEFINITIONS OF CHRISTIAN MENTORING IN MODERN LITERATURE

“A RELATIONAL EXPERIENCE IN WHICH ONE PERSON EMPOWERS ANOTHER BY SHARING GOD-GIVEN RESOURCES”.

PAUL D. STANLEY AND J. ROBERT CLINTON. *CONNECTING: THE MENTORING RELATIONSHIPS YOU NEED TO SUCCEED IN LIFE*. COLORADO SPRINGS: NAVPRESS, 1992, P.33.

“A LIFELONG RELATIONSHIP...IN WHICH A MENTOR HELPS A PROTÉGÉ REACH HIS/HER GOD-GIVEN POTENTIAL”.

BOBB BIEHL. *MENTORING: CONFIDENCE IN FINDING A MENTOR AND BECOMING ONE*. NASHVILLE: BROADMAN & HOLMAN, 1996, P.19.

“OPERATING AS A FACILITATOR...TO FURTHER THE FULL RELEASE OF THE TRAINEE’S TALENTS, [THE MENTOR] SEEKS TO HOLISTICALLY IMPACT THE LATTER THROUGH THE TOTALITY OF HIS/HER SHARED LIFE”.

GUNTER KRALLMANN. *MENTORING FOR MISSION*. HONG KONG: JENSCO, 1992, P.122.

“CHRISTIAN MENTORING IS A DYNAMIC, INTENTIONAL RELATIONSHIP OF TRUST IN WHICH ONE PERSON ENABLES ANOTHER TO MAXIMISE THE GRACE OF GOD IN THEIR LIFE AND SERVICE.”

JOHN MALLISON, *MENTORING TO DEVELOP DISCIPLES & LEADERS*. ADELAIDE: OPEN BOOK/LIDCOME: SCRIPTURE UNION, 1998, P. 8.

“A TRIADIC RELATIONSHIP BETWEEN MENTOR, MENTOREE AND THE HOLY SPIRIT, WHERE THE MENTOREE CAN DISCOVER, THROUGH THE ALREADY PRESENT ACTION OF GOD, INTIMACY WITH GOD, ULTIMATE IDENTITY AS A CHILD OF GOD AND A UNIQUE VOICE FOR KINGDOM RESPONSIBILITY.”

ANDERSON AND REESE, *SPIRITUAL MENTORING: A GUIDE FOR SEEKING AND GIVING DIRECTION*. DOWNERS GROVE: IVP, 1999, P. 12.

WHAT IS SPIRITUAL MENTORING?

"WITHIN INTENTIONAL, EMPOWERING, UNIQUE RELATIONSHIPS, CHRISTIAN MENTORING IDENTIFIES AND PROMOTES THE WORK OF GOD'S SPIRIT IN OTHERS LIVES, ASSISTING THEM TO ACCESS GOD'S RESOURCES FOR THEIR GROWTH AND STRENGTH IN SPIRITUALITY, CHARACTER, THINKING AND SERVICE."

RICK LEWIS. *MENTORING MATTERS*. OXFORD: MONARCH, 2009



THE HEART OF MENTORING

"IDENTIFYING AND PROMOTING THE WORK OF THE HOLY SPIRIT IN SOMEONE'S LIFE"

- IDENTIFICATION AND PROMOTION – DISCERN ISSUES, DETERMINE DIRECTION, DEVELOP MOMENTUM
- THE WORK OF GOD'S SPIRIT – CUE FROM WHAT GOD IS ALREADY DOING



PRACTICE IN HISTORY



THE DESERT TRADITION AND EARLY CHURCH

- ANTONY, EVAGRIUS PONTICUS, JOHN CASSIAN
- BASIL OF CAESAREA *'FIND A PERSON WHO MAY SERVE YOU AS A GUIDE IN THE WORK OF LEADING A HOLY LIFE', 'TO BELIEVE THAT ONE DOES NOT NEED COUNSEL IS GREAT PRIDE.'*
- AMBROSE OF MILAN, AUGUSTINE OF HIPPO



PRACTICE IN HISTORY

THE CELTIC TRADITION

- CELTIC CHRISTIANITY *'ANYONE WITHOUT A SOUL FRIEND IS LIKE A BODY WITHOUT A HEAD. EAT NO MORE UNTIL YOU GET A SOUL FRIEND.'* (BRIGIT OF KILDARE)
- DIFFERENT ASSUMPTIONS AROUND SPIRITUALITY AND FORMATION THAN GRAECO-ROMAN ASSUMPTIONS
- 'ANAMCARA' SPIRITUAL SOUL FRIEND
- EVERYDAY, WHOLE OF LIFE AGENDA.



PRACTICE IN HISTORY

THE MIDDLE AGES

- BERNARD OF CLAIRVAUX *'HE WHO SETS HIMSELF UP AS HIS OWN TEACHER BECOMES THE PUPIL OF A FOOL.'*
- AELRED OF RIEVAULX *'WE NEED THE COUNSEL, GUIDANCE AND SUPPORT OF OTHERS WHO WILL TREAD THE PATH WITH US.'*
- THOMAS À KEMPIS *'ASK COUNSEL FROM A PERSON OF SOUND JUDGEMENT.'*

PRACTICE IN HISTORY

REFORMATION ONWARD

- TERESA OF AVILA *'SELF-RELIANCE WAS WHAT DESTROYED ME. THERE IS NEED OF DISCUSSIONS WITH SPIRITUAL PERSONS.'*
- FRANCES DE SALES *'FIND SOMEONE TO GUIDE YOU. IT IS THE SUREST WAY TO FIND THE WILL OF GOD.'*
- EMERGENCE OF SPIRITUAL DIRECTION AS A SPECIFIC MINISTRY VOCATION



PRACTICE IN HISTORY

20TH CENTURY DISCIPLESHIP MOVEMENTS

- 1960S ON
 - NAVIGATORS
 - CAMPUS CRUSADE FOR CHRIST
 - OM
 - YWAM
- PROGRAMMED, SYSTEMATIC, TRANSFERRABLE, YOUTH, TEAM MOVEMENT ORIENTED
- CHRISTIAN MENTORING HAS BEEN SHAPED BY THE INTENTIONAL ONE-TO-ONE DISCIPLESHIP STYLE RELATIONSHIPS CULTIVATED WITHIN THESE MOVEMENTS



BIBLICAL BASIS FOR MENTORING

'MENTORING' IS NOT A BIBLICAL WORD, BUT IT DOES DESCRIBE A BIBLICAL REALITY.

THE BIBLICAL TERMS MOST CLOSELY RELATED TO MENTORING ARE:

- μαθητεύσατε MATHETEUSATE 'MAKE DISCIPLES' (MATT 28:19)
- καταρτισμός KATARTISMOS 'PREPARE' OR 'EQUIP' (EPH 4:12)
- ποιμαίνω POIMAINO 'TEND AS A SHEPHERD' (1 PET 5:2)
- νουθετεῖν NOUTHETEIN 'EDIFY' OR 'ADMONISH' (ROM 15:14)

MENTORING OVERLAPS WITH AND CAN MAKE A KEY CONTRIBUTION TO EACH OF THESE LARGER CONCERNS.

*WHICH RELATIONSHIPS IN THE BIBLE CAN
YOU THINK OF THAT EXHIBIT SOME OF THE
DYNAMICS OF MENTORING?*



JESUS' METHODS

- ASKING QUESTIONS (MT 16:13; 17:25; MK 8:17,27; 9:33)
- DEBRIEFING (MT 17:19-20)
- OFFERING ALTERNATIVE PERSPECTIVES (MATT 19:24-26; JN 9:2-3; LK 10:20)
- LISTENING (JN 16:17-19; MK 9:33)
- CHALLENGING (LK 9:55, MT 16:23; MK 10:14)
- AFFIRMATION AND ENCOURAGEMENT (MT 16:17-19; JN 21:15-17)
- USE OF SCRIPTURE (LK 4:18-19; MK 12:10-11; MT 22:32; LK 24:27)
- PRAYER (JN 17; LK 22:31; MT 6:5-13)
- SPECIAL EXPERIENCES (LK 8:51; MT 17; 26)



JESUS' METHODS

WHY ARE YOU ANXIOUS ABOUT...? (MATT 6:28)

WHY DO YOU NOTICE THE SPLINTER IN YOUR BROTHER'S EYE YET FAIL TO PERCEIVE THE WOODEN BEAM IN YOUR OWN EYE? (MATT 7:2)

WHY ARE YOU TERRIFIED? (MATT 8:26)

WHY DO YOU HARBOUR EVIL THOUGHTS? (MATT 9:4)

DO YOU BELIEVE I CAN DO THIS? (MATT 9:28)

WHY DID YOU DOUBT? (MATT 14:31)

WHY DO YOU BREAK THE COMMANDMENTS OF GOD FOR THE SAKE OF YOUR TRADITION? (MATT 15:3)

WHO DO YOU SAY THAT I AM? (MATT 16:15)

WHAT DO YOU WANT ME TO DO FOR YOU? (MT 20:32)

WHAT WERE YOU ARGUING ABOUT ON THE WAY? (MARK 9:33)

WHAT ARE YOU THINKING IN YOUR HEART? (LUKE 5:22)

WHAT IS WRITTEN IN THE LAW? HOW DO YOU READ IT? (LUKE 10:26)

JESUS' METHODS

WHAT ARE YOU DISCUSSING AS YOU WALK ALONG? (LUKE 24:17)

WHAT ARE YOU LOOKING FOR? (JOHN 1:38)

HOW DOES THIS CONCERN OF YOURS AFFECT ME (JESUS)? (JOHN 2:4)

DO YOU WANT TO BE WELL? (JOHN 5:6)

HOW IS IT THAT YOU SEEK PRAISE FROM ONE ANOTHER AND NOT SEEK THE PRAISE THAT COMES FROM GOD? (JOHN 5:44)

DOES THIS TEACHING SHOCK YOU? (JOHN 6:61)

DO YOU BELIEVE THIS? (JOHN 11:26)

DO YOU REALIZE WHAT I HAVE DONE FOR YOU? (JOHN 13:12)

HAVE I BEEN WITH YOU FOR SO LONG AND STILL YOU DO NOT KNOW ME? (JOHN 14:9)

DO YOU SAY THIS ON YOUR OWN OR HAVE OTHERS BEEN TELLING YOU ABOUT ME? (JOHN 18:34)

DO YOU LOVE ME? (JOHN 21:16)

HELPING ONE ANOTHER ON THE JOURNEY

AND WE URGE YOU, BROTHERS, WARN THOSE WHO ARE IDLE,
ENCOURAGE THE TIMID, HELP THE WEAK, BE PATIENT WITH
EVERYONE 1 THESS 5:12,14

LET US CONSIDER HOW WE MAY SPUR ONE ANOTHER ON TOWARD
LOVE AND GOOD DEEDS HEBREWS 10:24

I MYSELF AM CERTAIN OF YOU, BROTHERS, THAT YOU ARE FULL OF
WHAT IS GOOD, COMPLETE IN ALL KNOWLEDGE, ABLE TO GIVE
DIRECTION TO ONE ANOTHER ROMANS 15:14

LET THE WORD OF CHRIST DWELL IN YOU RICHLY; TEACH AND
ADMONISH ONE ANOTHER IN ALL WISDOM COLOSSIANS 3:16

THE NEW TESTAMENT SHAPES MENTORING TO BE

- **ONTOLOGICAL** – CONCERNED FOR BEING AS A FOUNDATION FOR DOING MT 28:19-20; EPH 4:12-13
- **INCARNATIONAL** – REQUIRING AN ASPECT OF MODELLING PHIL 3:17; 4:9; 1 COR 4:15-16; 11:1; 2 TH 3:9
- **LIBERATING** – REFUSING TO DOMINATE 2 TH 3:8; 1 PET 5:2-3
- **GENERATIVE** – RECEIVERS PASS IT ON 1 TH 1:6-7; 2 TIM 2:2
- **CHRISTOCENTRIC** – FORMATION AIMED AT CHRISTLIKENESS GAL 4:19; COL 1:28-29

WHO NEEDS A MENTOR?

MENTORING AS A FORMATIONAL PROCESS

- THE ETYMOLOGY OF 'MENTORING' ROOTED IN THE ANCIENT HOMERIC STORY SUGGESTS THAT MENTORING IS FUNDAMENTALLY CONCERNED WITH THE FORMATION OF A PERSON.
- THE EMPHASIS NOT SO MUCH ON KNOWLEDGE OR SKILLS BUT ON A PERSON'S INNER NATURE AND THE WAY THEIR CHARACTER UTILISES THE KNOWLEDGE AND SKILLS THEY POSSESS.
- THIS IS WORKED OUT IN PROFESSIONAL CAREER SETTINGS; MENTORING IS PROVIDED FOR TEACHERS, MEDICAL PRACTITIONERS, PSYCHOLOGISTS, SOLICITORS, MILITARY OFFICERS AND MANY OTHER PROFESSIONALS.
- THIS PRACTICE IS BASED ON THE UNDERSTANDING THAT GRADUATION FROM A COURSE DOES NOT COMPLETE A PERSON'S PREPARATION FOR OPERATING IN THEIR CHOSEN FIELD.

- BECAUSE MENTORING RELATES TO THE FORMATION OF A PERSON, ITS APPLICABILITY FOR YOUNGER PEOPLE IS OBVIOUS.
- ONCE A PERSON'S FORMATION IS COMPLETE THEN THE NEED FOR MENTORING DROPS AWAY. BUT WHEN IS THAT POINT REACHED?
- IF WE CONSIDER FORMATION AS A PERSON, AS A DISCIPLE OF CHRIST AND AS A LEADER IS AN ON-GOING, LIFELONG ENTERPRISE THEN MENTORING WILL CONTINUE TO HAVE APPLICABILITY IN DIFFERENT WAYS THROUGHOUT LIFE EVEN INTO OUR OLDER YEARS.

VARIETIES OF MENTORING

VARIOUS MODES OF MENTORING TODAY

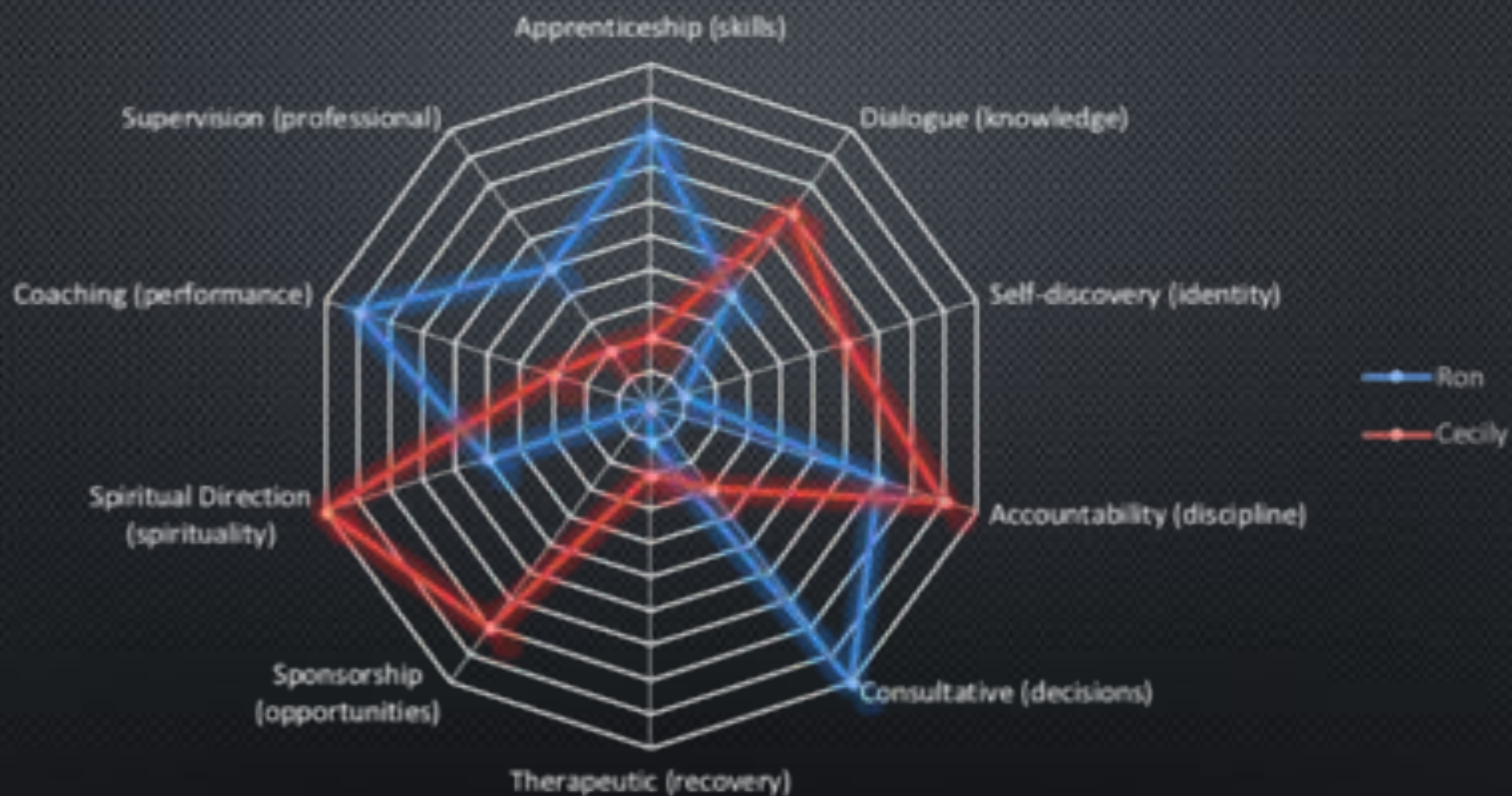
DESIRED OUTCOME

- DEVELOP SKILLS
- ACQUIRE KNOWLEDGE
- CLARIFY IDENTITY
- STRENGTHEN DISCIPLINE
- MAKE DECISIONS
- CONSOLIDATE RECOVERY
- PURSUE OPPORTUNITIES
- DEEPEN SPIRITUALITY
- ENHANCE PERFORMANCE
- PROFESSIONAL INTEGRITY

MENTORING MODE

- APPRENTICESHIP
- DIALOGUE
- SELF-DISCOVERY
- ACCOUNTABILITY
- CONSULTATIVE
- THERAPEUTIC
- SPONSORSHIP
- SPIRITUAL DIRECTION
- COACHING
- SUPERVISION





SO WHAT MAKES CHRISTIAN MENTORING A UNIQUE RELATIONSHIP?

- MENTORING IS SPIRIT GUIDED AND EMPOWERED
- MENTORING IS 'WHOLE OF LIFE'
- MENTORING IS A 'COVENANT' RELATIONSHIP
- MENTORING IS INTENTIONAL IN FOCUS, TIME AND PROCESS BUT IS NOT PROGRAMMED
- MENTORING WORKS WITH CLEAR OBJECTIVES FOR GROWTH IN LIFE AND IN LEADERSHIP DEVELOPMENT



WHAT HAPPENS IN A MENTORING SESSION?

REAL LIFE CONTEXT

- REVIEW
- DISCERNMENT
- ENCOURAGEMENT
- PLANNING

4 REASONS TO INVEST IN BEING A MENTOR

- THERE IS A PROFOUND AND DEEP JOY IN BEING A PART, ALONG WITH GOD, OF GROWING SOMEONE INTO LEADERSHIP IN THE KINGDOM. MENTORING IS OUR SINGLE MOST EFFECTIVE STRATEGY FOR GROWTH.
- MENTORING KEEPS US PERSONALLY ON THE CUTTING EDGE OF GROWTH ESI, STAYING IN TOUCH WITH LIFE AND MINISTRY ISSUES, INTEGRITY.
- MENTORING IS A GIFT THAT KEEPS ON GIVING – IT IS HIGHLY TRANSFERRABLE (1 TIM 2:2)
- MENTORING CAN BE A LIFELONG MINISTRY

Questions and Discussion