

# DEVELOPING LEADERS FOR THE CHURCH IN AFRICA (MENTORING)

## **Teaching Objective •**

Each participant will understand the process of mentoring and will make mentoring a priority in their life and leadership.

## **Defining Mentoring**

*Mentoring is a mutual relationship in which one person who has more experience in an area of life or leadership comes alongside a less experienced person to help that individual achieve his or her priorities (vision).*

- Mentoring is a relationship in which a mentor helps a mentee reach his or her God-given potential.
- Mentoring is a relational experience in which one person empowers another person by sharing God-given resources and achievements,
- Mentoring is a relational process in which a mentor, who knows or has experienced something, transfers that knowledge or experience to a mentee, at the appropriate time and manner, so it facilitates development or empowerment. Examples include resources of wisdom, information, confidence, insight, and relationships.
- Mentoring moves the mentee from “trial and error” (learning by mistakes) to a proven record (learning by example).

Mentoring is simpler than many people think. A good mentoring relationship is about helping the mentee reach his or her potential.

In order to accomplish that, the mentor asks two questions of the mentee:

1. What are your priorities (vision)?
2. How can I help you achieve them?

**Workshop** — 5 Minutes Go back in your memory to when you were 25 years old.

Imagine someone older and wiser coming to you and asking,

“What are your priorities, and how can I help you achieve them?”

Share with other participants near you the answer to the following question.

Did anything like this happen to you? How would your life be different today if someone had done this for you when you were a younger leader?

### **Some Characteristics of Mentors**

1. Committed to success with successor
2. Gifts and opportunities are those the benefit of others.
3. Expect successor to achieve more: John 14:12
4. Patient with the mistakes of the mentee.

### **Biblical Foundation.**

The Bible contains many examples of leaders who mentored other leaders to help them reach their full potential. Each case below exemplifies one attribute or quality transferred from mentor to mentee.

**Moses to Joshua** So the LORD said to Moses, “Take Joshua son of Nun, a man in whom is the spirit of leadership, and lay your hand on him. . . . Give him some of your authority . . .”—Numbers 27:18–20 The symbolic act of laying hands on Joshua exemplified the transfer of the authority (spiritual and political) that God had bestowed on Moses.

**Elijah to Elisha** When they had crossed, Elijah said to Elisha, “Tell me, what can I do for you before I am taken from you?” “Let me inherit a double portion of your spirit,” Elisha replied. —2 Kings 2:9 Elisha walked with Elijah and was mentored by him to be a prophet of God. Before Elijah was taken from earth, Elisha asked for and received a double portion of prophetic anointing.

**Jesus to the Disciples** Then He appointed twelve of them and called them His apostles. They were to accompany Him, and He would send them out to preach. —Mark 3:14, NLT After spending time with the disciples, Jesus sent them to do the same work He was doing. Jesus transfers His calling to preach the Kingdom of God to the disciples. At the end of the Gospel of John, Jesus

transfers the calling in an even more definitive way: “Again Jesus said, ‘Peace be with you! As the Father has sent Me, I am sending you’” (John 20:21).

**Barnabas to Paul** When he came to Jerusalem, he tried to join the disciples, but they were all afraid of him, not believing that he really was a disciple. But Barnabas took him and brought him to the apostles. He told them how Saul on his journey had seen the Lord and that the Lord had spoken to him, and how in Damascus he had preached fearlessly in the name of Jesus. — Acts 9:26–27 Barnabas was Saul’s discipler and mentor during the first years of his ministry. After spending time with Saul in Damascus, Barnabas presented him to the Apostles in Jerusalem, thus transferring some of his credibility to Paul. Later he spent time and served with Paul in Antioch.

**Paul to Timothy and Others** And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others. —2 Timothy 2:2 Paul’s two letters to Timothy are filled with wise counsel for the young leader who was perhaps his favorite mentee. In this particular case, Paul transferred knowledge (teachings) to Timothy and encourages him to do the same for others.

### **Mentoring at Different Levels**

Mentoring is a relationship between mature leaders. There can be several levels of involvement and intensity in mentoring relationships.

1. **Intensive** A concentrated mentor who may sometimes act as a discipler-maker, spiritual guide, and coach.
2. **Occasional** A mentor who provides timely advice and correct perspectives on viewing self, others, and ministry.
3. **Passive** A mentor can be a past or present life that the mentee can learn from through reading, studying or observing, such as the author of a book or historical figure.

### **Group Discussion:**

7 Minutes In groups of three or four, talk about one key person who is a mentor to you now. If you do not have a mentor, then discuss a special person in your life. How is this person helping you achieve your priorities (vision)?

There aren't enough ideal mentors who can do it all. But lots of people can fulfill one or more of the mentoring functions. All you need to do is identify the specific area of mentoring you need.

All mature Christians can be mentors of another person. Life experiences qualify each of us to become a mentor. It is not a complex subject, but it is one of the most important elements in the advancement of Christian leadership for the 21st century.

- Mentoring can impact the next generation significantly because it ties together needs, dreams, and resources in a relational way.

### **Three easy steps can begin a productive mentorship.**

1. Pray • Ask God to lead you to the person with the right qualities and character. You are praying for the kind of person who you believe your experience and maturity could be used to enable them to fulfill their God-given potential.

2. Ask a Potential Mentee Two Simple and Important Questions: 1. What are your priorities? 2. How can I help you?

3. Begin to Meet • Establish a time in which you will meet. • Establish a simple agenda that begins with, "How can I help you reach your priorities and goals, or how can I help you with the challenges you face today?"

- The mentor is not the one who resolves the issues; rather, the mentor gives perspective, ideas, information, praise, general support, and prayer.
- The number of times to meet is determined by the one who will bring his or her agenda and the mentor asks the same question, "How can I help you reach your priorities today?"

### **Challenge:**

Who are three persons whom you could help to fulfill their God-given potential?

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