



HOW TO DISCIPLE **MY MENTEE**

How To Disciple My Mentee (Core Resources)
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Welcome to the Disciple Step!

Discipleship is about living out the reality of following Jesus! We celebrate your journey with God and we welcome you to the Disciple Step.

In Hope Church, we do our discipleship in four simple steps. We call it ABCD Discipleship. Using ABCD Discipleship, you can discover where you are and the next step you can take in your discipleship journey. There are milestones you can use to track your growth and resources you can tap on.

At the Disciple Step, we invite you to Disciple others to follow Jesus by mentoring someone.

SESSION 1

Being a Mentor

What is Mentoring?

Mentoring, also known as one-on-one discipleship, is an essential part of disciple-making in Hope Church. Mentoring enables a younger believer to learn from the impartation of a more mature believer, and in doing so, grow to become a wholehearted follower of Jesus.

A mentor is a spiritual parent who guides, teaches and cares for a spiritually younger believer. Every member in Hope Church, from the pastors all the way to the youngest members, have a spiritual mentor to guide them in their walk with God.

Why Be a Mentor?

God commissions all Christians to make disciples

Matthew 28:18-20

¹⁸ Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. ¹⁹ Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, ²⁰ and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age."

Fulfilling the Great Commission is not just the responsibility of pastors, missionaries or full-time church staff. Jesus commands all Christians to make disciples. Mentoring is an opportunity for all of us to participate in the Great Commission by touching one life at a time. Through mentoring, we can teach our mentee everything that Jesus has commanded, helping our mentee build strong spiritual foundations as a Christ-follower.

We get a glimpse of God's heart for His people

John 21:15-17

¹⁵ When they had finished eating, Jesus said to Simon Peter, "Simon son of John, do you love me more than these?"

"Yes, Lord," he said, "you know that I love you."

Jesus said, "Feed my lambs."

¹⁶ Again Jesus said, "Simon son of John, do you love me?"

He answered, "Yes, Lord, you know that I love you."

Jesus said, "Take care of my sheep."

¹⁷ The third time he said to him, "Simon son of John, do you love me?"

Peter was hurt because Jesus asked him the third time, "Do you love me?" He said, "Lord, you know all things; you know that I love you."

Jesus said, "Feed my sheep."

Despite Peter's denial of Jesus as his Lord, Jesus forgave Peter and commanded him to love His sheep. The word that Jesus used means 'agape love', also known as unconditional love. Jesus' deepest concerns are for His people, and He wants us to get a glimpse of His heart as we take care of them.

We have an opportunity to partner with God

Imagine having the opportunity to work with the Prime Minister personally to accomplish a mission that will make a difference to many people. It will be a remarkable privilege.

Mentoring gives us the opportunity to tap into God's wisdom and power to play a part in transforming lives. We have the tremendous privilege to partner with the Most High God to make a difference in the lives of people that He loves.

Psalm 8:3-4

³ *When I consider your heavens,
the work of your fingers,
the moon and the stars,
which you have set in place,
⁴ what is mankind that you are mindful of them,
human beings that you care for them?*

There is no greater privilege for human beings than to partner with the Creator of the heavens and the earth.

Reflection Station: Take some time to think about why you have decided to be a mentor in Hope Church.

Requirements of a Mentor

Mentors play an important role in the discipleship journey of every believer. A faithful mentor can help a young mentee make great strides in their growth as a follower of Jesus.

Psalm 78:71-72

⁷¹ *from tending the sheep he brought him
to be the shepherd of his people Jacob,
of Israel his inheritance.
⁷² And David shepherded them with integrity of heart;
with skillful hands he led them.*

The two main requirements of a mentor are **Character** (integrity of heart) and **Competence** (skillful hands).

Character

Spiritual leadership esteems character above anything else. God can use a person with limited abilities, but He will not use a person with ungodly character. Godly character should be the foundation of every Christ-follower, and it is required all the more for leaders. As mentors, we need to set a credible example for our mentee to follow.

Read: 1 Timothy 3:1-13

Having godly character and being credible does not mean we need to be perfect and sinless before we can mentor someone. The important thing is that we are willing to go before God in repentance, and be willing to let God change us.

One good assessment of our character is using the acronym FAST. We need to be Faithful, Available, Submissive and Teachable.

(For more details on FAST, please refer to the core resource *Qualities of a Contributor*)

The best gift we can give our mentee is a life that walks right with the Lord.

Competence

As mentors, we also need to be effective in helping our mentee grow as a follower of Jesus.

Using ABCD Discipleship, we need to be proficient in helping our mentee move through the different steps of A, B, C and D. We should also learn how to help our mentee through various life issues.

We need not know everything about every aspect before becoming a mentor. But we should have a heart that is eager to learn new skills and knowledge so that we can mentor our mentees more effectively.

Prayer Station: Pray for yourself that you would continually grow in your character and competence as a mentor.

Spiritual Authority of a Mentor

The word "authority" is often met with the impression of being controlled, exploited and oppressed. This impression stems from people who have experienced authority being abused. However, when applied in a godly manner, authority can be incredibly empowering and liberating.

Ephesians 3:10-11

¹⁰ His intent was that now, through the church, the manifold wisdom of God should be made known to the rulers and authorities in the heavenly realms, ¹¹ according to his eternal purpose that he accomplished in Christ Jesus our Lord.

- All authority comes from God. He is the ultimate source of authority.
- God delegates His authority to the church to fulfil His purpose. The church is God's chosen instrument to fulfil His purpose of making Him known.
- The church delegates this authority to its pastors and leaders.

Therefore, the authority that we have as mentors is from the church, which is given by God. As mentors, our words have significance in our mentee's life because we are not just speaking from personal opinion or judgment. It is because we are chosen by the church and given this authority to speak on behalf of the church. Without authority given by the church, we have no authority over our mentee. We are therefore stewards of this spiritual authority, not owners.

It is crucial for us to understand this concept of delegated authority well. The outcome of this understanding will lead us to

- Be accountable to the leaders that God has placed over us, because they too have been delegated authority over us and over our mentee.
- Speak into our mentee's life on behalf of the church, not just from our personal opinion.

Knowing that this authority comes from God, we can be confident that God has empowered us to be mentors in His name. We need not be fearful to lead, challenge or correct our mentee so long as we remain accountable to our leader and teach them according to God's Word.

Beginning your journey of mentoring

As a new mentor, you may get overwhelmed with the size of your responsibility, your lack of Bible knowledge or your inexperience in ministry. It is therefore crucial to remember the reason why you have decided to start mentoring: you want to obey God's command in playing your part to fulfil the Great Commission. Through this journey of mentoring, let God give you a glimpse of His heart as a shepherd of His flock. And may you experience the tremendous privilege of partnering with God on this side of heaven.

Commitment Station: Commit to trusting God for every step of the way in your mentoring journey.

SESSION 2

Roles of a Mentor

A mentor can also be described as a spiritual parent or a shepherd. These two references give us the idea that our role of a mentor is to care for, nurture and guide our mentee in his spiritual journey.

Bearing this in mind, a mentor has three important responsibilities. The responsibility to guide our mentee spiritually is obvious to most mentors, but learning to feed ourselves and role-modelling godly living are equally, if not more important.

Role #1: Feed Ourselves Spiritually

In the safety video of an airplane, parents are instructed to put on their own oxygen masks before attending to their children. Parents cannot care for their children properly if they are not able to breathe themselves.

The Bible warns believers that unless we learn to feed ourselves, we cannot be teachers.

Hebrews 5:11-14

¹¹ We have much to say about this, but it is hard to make it clear to you because you no longer try to understand. ¹² In fact, though by this time you ought to be teachers, you need someone to teach you the elementary truths of God's word all over again. You need milk, not solid food! ¹³ Anyone who lives on milk, being still an infant, is not acquainted with the teaching about righteousness. ¹⁴ But solid food is for the mature, who by constant use have trained themselves to distinguish good from evil.

As mentors, we are spiritual adults that must feed ourselves before we feed our mentees. Spiritual children can wait to be fed, but spiritual adults must know how to get our own food.

Here are some ways that we can feed ourselves spiritually:

- Read and meditate on God's Word regularly

Psalms 119:15-16

*¹⁵ I meditate on your precepts
and consider your ways.*

*¹⁶ I delight in your decrees;
I will not neglect your word.*

- Be sensitive to what the Holy Spirit is teaching us

Psalms 139:23-24

*²³ Search me, God, and know my heart;
test me and know my anxious thoughts.*

*²⁴ See if there is any offensive way in me,
and lead me in the way everlasting.*

- Learn from the life of our leaders and other godly examples

Hebrews 13:7

⁷ Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith.

Reflection Station: How can I take ownership of my own spiritual growth in the new season ahead?

Role #2: Role-Model Godly Living

When we think about people who have made the greatest impact in our lives, we usually do not think of charismatic speakers or visionary leaders. Instead, we often think of people who are close to us, who live out their lives with character and sincere love. From this, we can see that one's impact on another's life is not dependent on their ability, education or riches, but on how they live their lives authentically.

In a world where we have access to all sorts of preaching and teaching from the internet, people do not need another preacher in their lives telling them what to do. Instead, the world desperately needs more authentic people who back up their words with credible and courageous living.

1 Timothy 4:12

¹² Don't let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity.

We can truly make an impact in our mentee's life by living out our lives in accordance with God's ways in the best way we know how. That is more powerful than any teaching or advice that we can give our mentee. When mentors role-model godly qualities like faith, hope and love in the face of unfavourable circumstances, we show that godly living can be a reality in today's world.

The best gift we can give to our mentee is a life that walks right with God. Only then can we truly say as Paul said,

1 Corinthians 11:1

¹ Follow my example, as I follow the example of Christ.

Prayer Station: Pray for yourself to walk closely with God and impact your mentee through your life example.

Role #3: Guide Our Mentee Spiritually

The Bible urges us to be shepherds of God's flock.

1 Peter 5:2-3

² Be shepherds of God's flock that is under your care, watching over them—not because you must, but because you are willing, as God wants you to be; not pursuing dishonest gain, but eager to serve; ³ not lording it over those entrusted to you, but being examples to the flock.

As good mentors, we are given the responsibility to guide and protect our mentee spiritually. Here are some key ways to do so:

Teach Our Mentee God's Word

The Word of God is living and has power to transform lives.

Hebrews 4:12

For the word of God is living and active. Sharper than any double-edged sword, it penetrates even to dividing soul and spirit, joints and marrow; it judges the thoughts and attitudes of the heart.

Sharing from our spiritual experiences alone will not be sufficient for us to guide our mentee. The context of what our mentee is going through may be significantly different from ours. Conversely, the

Word of God is timeless and relevant across any culture, time and context. We want our mentee to place more confidence in the reliability of God's Word than their mentor's advice or human wisdom. Therefore, we need to continually teach and impart God's Word to our mentee, so that they can receive the whole counsel of God through His Word.

For those of us who are not experienced to giving teachings from the Bible, fret not. We have access to core resources to guide our mentees from one discipleship step to another. We also have an archive of resources grouped by topics to help our mentee grow in the area pertaining to their lives.

Finally, we can encourage our mentee to read God's Word for themselves. We can ask our mentee regularly what they have been receiving from God's Word, and how they have been applying it in their lives.

Guide Our Mentee Godly Principles

Not every life issue is directly addressed by the Bible. We need a good understanding of God's Word to apply biblical principles appropriately in every situation.

Knowing that our mentee may not have a firm grasp of God's principles yet, it is important for us to guide our mentees in accordance with God's principles. As mentors who are more familiar with God's principles, we may be able to detect potential dangers in our mentee's life and warn them before they get hurt. We may also be able to get a clearer sense of where God is leading them in their present season.

We will learn more about How to Mentor in Session 5 later.

Being faithful in your role

Being a mentor requires you to be faithful to your role in every season. Not every season will always be a season of fruitfulness, but every season can be a season of faithfulness.

Commitment Station: Commit to being faithful to fulfil these three roles of a mentor to the best of your ability.

SESSION 3

Building a Mentoring Relationship

People do not care how much you know until they know how much you care. Mentoring is built on the foundation of a genuine relationship between two people. For mentoring to be effective, mentors must invest in building a good relationship with our mentee.

The overarching principle of relationship building is love. It was God who first loved us even before we loved Him. His love sent Jesus to the cross, so that we could be reconciled with Him.

1 John 4:10

¹⁰ This is love: not that we loved God, but that he loved us and sent his Son as an atoning sacrifice for our sins.

In the same way, God calls us to love His sheep as He loves us.

Good Qualities in Relationship Building

Be Proactive

Relationship building is intentional and will not happen by accident. Mentors need to take the initiative in building our relationship with our mentee. This is especially so if we have a new mentee that we do not know well.

Spend Quality Time

There is no substitute for time spent. Be intentional to carve out time from our schedule to meet our mentee. Giving a person the gift of our time shows them that they are important to us.

Communicate

When two people are new to each other, it is important to communicate the intentions behind our actions. This will help us understand each other better without having to second guess each other's motives.

Listen Actively

An underrated aspect of good communication is listening. We can listen actively by paraphrasing what our mentee shares with us, reflecting what they are thinking or feeling in our own words.

Be Open

Openness breeds openness. When we are open with our lives, it helps our mentee to know us for who we are and not someone who is without struggles, weakness or fears. This makes us more approachable in the eyes of our mentee and frees them to open up their lives with us too.

Seek Forgiveness

When we have said or done things that hurt our mentee, however good our intentions might have been, it is important to humble ourselves and seek forgiveness.

Choose to Forgive

When our mentee makes mistakes that hurt us, choose to forgive them. Demonstrate God's love and patience to them by extending forgiveness freely to them.

Meeting Their Relational Needs

In Christian author Gary Chapman's extremely successful book, *The 5 Languages of Love*, he suggested that people receive love in five main ways: acts of service, receiving gifts, quality time, physical touch and words of affirmation.

Mentors can get a head start in meeting our mentee's relational needs if we know how our mentee best receives love.

Reflection Station: What are the top love languages of your mentee?

Here are some practical ways that we can meet our mentee's felt needs according to the five love languages:

Acts of Service

- Help our mentee with an errand when they need help or are busy
- Buy provisions for our mentee who is financially needy

Receiving Gifts

- Buy a gift (need not be expensive) when we see something that we think our mentee will like
- Remember important dates (eg. birthdays, anniversaries) and events (eg. convocations, weddings, water baptism) and buy a gift for them

Quality Time

- Be intentional to spend unhurried time with our mentee
- Pay attention to our mentee when they are talking
- Text them regularly

Physical Touch

- Put our arm around their shoulder
- Hug them

Words of Affirmation

- Write them a card or note of encouragement
- Affirm them verbally for their strengths

Nurturing your mentoring relationship

Relationship building is much more like an art than a science. As you get to know your mentee better, you will learn what works for your mentee and what does not. Your mentoring relationship should continue to grow as time passes.

Commitment station: Commit to learning how to love your mentee better

SESSION 4

Guiding My Mentee through ABCD Discipleship

What is ABCD Discipleship?

When people come to know Jesus, we celebrate their new life with them. We should also help them to grow as disciples through four basic steps known as ABCD Discipleship.

Discipleship is a journey and everyone can take the next step. Every step has the following:

- Goal – a clear objective of the step
- Milestones – checkpoints that believers reach to achieve the goal of the step
- Core Resources – materials that mentors use to help mentees reach the milestones

You can refer to the following infographic for ABCD Discipleship at a glance.



Step A: Acknowledge Jesus as Lord and Saviour

At the **Acknowledge** step, believers would confidently acknowledge Jesus Christ as their Lord and Saviour, and acknowledge themselves as Christians. We assure them of their salvation in Christ. We teach them to cultivate spiritual habits like praying, reading God's Word and worshipping God. We also encourage them to be Holy Spirit baptised and water baptised.

The goal of this step is to help them become stable believers who encounter God.

For believers who have acknowledged Jesus as Lord and Saviour, we can encourage them to take the next step to **Belong** to a local church.

Step B: Belong to a local church

At the **Belong** step, we encourage believers to stay and grow in a local church. We teach them about commitment to the church, being part of Life Groups and the importance of tithing.

The goal of this step is membership. Believers who feel a strong sense of belonging will identify themselves as part of the church.

For believers who belong to the local church, we can encourage them to take the next step to **Contribute**.

Step C: Contribute to God's work

At this step, we want to involve them to **Contribute** to God's work. We urge them to join a church ministry or start serving in their Life Groups. We teach them about the character and competence of a disciple who contributes to the church.

The goal is for them to become serving members of the church.

For believers who are contributing, we can encourage them to **Disciple** others.

Step D: Disciple others to follow Jesus

At this step, we can train them to **Disciple** someone and lead a Life Group. They can directly participate in Jesus' Great Commission to make disciples (Matthew 28:18-20). We run courses to equip mentors and Life Group Leaders to disciple others effectively.

The goal is for them to become leaders who help others to grow in Jesus.

The next step is for these disciple-makers to be more effective in discipling their mentee(s) and/or leading their Life Group(s). They can also access available resources to grow holistically.

Resources

We have two types of resources that are available on our website and app.

Core Resources, tailored to the needs of believers at each step of discipleship, equip them to move from one step to the other.

Grow Resources are learning materials and courses that serve believers at every step, helping them to grow holistically. **Grow Resources** cover a wide variety of topics such as Bible study and theology, leadership development, marriage and financial management.

Materials at the **Disciple** step are only accessible to leaders and require an e2Hope account to access them.

How to use ABCD Discipleship?

Caution

When using ABCD Discipleship, choose your words well. Using words like "You are at Step A" gives a picture of where the believer is at this point and how he can take his next step to "B". This is better than saying to someone, "You are A", which suggests that "A" is his identity.

Using ABCD Discipleship for Mentoring

1. Identify the current step

Your mentee may attend weekend services and Life Group meetings, but not regularly. This means he is at the **Acknowledge** step.

2. Plan the next step and timeframe

You should plan to help your mentee move to the **Belong** step.

You can plan to help him grow from **Acknowledge** to **Belong** within a given time period, e.g. six months. Having a timeframe helps you to plan with a sense of purpose.

3. Use the resources

You can teach your mentee about commitment to church, importance of fellowship and tithing by using *First Steps*, a **Core Resource**. If John also needs help in financial management, you can use the relevant **Grow Resource** to equip him. You can access the resources on the website and app.

Guiding Your Mentee through ABCD Discipleship

Discipleship is a journey where everyone can take the next step. Each step of the mentoring process is a milestone for our mentee. However, each mentee can progress through the steps differently. Depending on their personal response to God, availability and previous experiences, some may move through each step fairly quickly in a matter of weeks, some may take longer. It is important for mentors to understand that every mentee's ABCD Discipleship journey will look differently from others. It is our role to encourage our mentee to move forward from their present step. Be patient in helping them through their weaknesses and celebrate each step of their breakthrough.

Common Issues and Suggested Approaches

Here are some common issues that a mentee may face when moving forward to the next step. Although there is no one-size-fits-all formula to tackle issues that a mentee faces, we have included a suggested approach for each issue, with biblical principles and practical tips.

Step A: Acknowledge Jesus as Lord and Saviour

Issue: Mentee does not want to be water baptised

Your mentee may have the idea that going for water baptism means that they have decided to be a “serious” Christian and they are unsure if they are spiritual enough to be baptised. This makes going for water baptism feel like a big and scary decision.

Suggested Approach: Clear Misconceptions

You can share with your mentee that water baptism is simply an outward expression of their faith in Jesus. If your mentee has a genuine relationship with God, water baptism is merely a public expression of their already-present faith.

Encourage your mentee to take a step of faith to declare their faith publicly through water baptism. Find out when the next church water baptism is and encourage your mentee to register for it.

Step B: Belong to a local church

Issue: Mentee does not go for Life Group Meetings regularly

Your mentee may think that going for Life Group Meetings is unnecessary. After all, they are already attending church on a weekly basis and that should be sufficient to help them grow spiritually.

Suggested Approach: Teach and Challenge

You can teach your mentee about the value of community from the chapter on *What is a Spiritual Family* in First Steps.

Invite your mentee to join in a few Life Group Meetings to get a taste of community living. Ask other Life Group members to be intentional to enfold your mentee when they come.

Step C: Contribute to God’s work

Issue: Mentee does not have time to serve God

With a busy schedule and multiple commitments, your mentee is not able to commit the time necessary to serve in a ministry.

Suggested Approach: Find Smaller Steps

You can help your mentee find suitable opportunities for them to start contributing. It can be as simple as buying food for Life Group Meetings, or planning for a Life Group programme segment like ice-breakers or prepare lyrics for worship. Giving your mentee a small role that they can accomplish gives them a sense of ownership for the Life Group and the church.

As your mentee grows to see the value of contributing to the church, you can encourage your mentee to contribute in a church ministry or take up a bigger role in the Life Group.

Step D: Disciple others to follow Jesus

Issue: Mentee does not feel adequate to disciple others

Your mentee may not feel that they know enough of the bible to mentor someone else. They are afraid that they will give wrong advice to their mentee and ruin their life.

Suggested Approach: Coach and Encourage

You can try meeting your mentee's mentee together with them, and start their journey with co-teaching. Prepare your mentee well for their part. When your mentee does their part well, encourage them to build their confidence.

After the session, evaluate with your mentee on what they did well and what they can improve in. As they grow in confidence, express your belief in them and encourage them to mentor their mentee fully. Be available to your mentee in the event that they need your help or advice.

SESSION 5

How to Mentor

There are many ways to help our mentee grow in their relationship with God. Experienced mentors may instinctively be able to use appropriate methods for each situation. But for newer mentors, here are four basic techniques that we can get started to disciple our mentee in God's ways.

1. Mentoring by God's Word

The Bible is inspired by God and written through men. It is timeless and relevant across any culture, time and context. We want our mentee to place more confidence in the reliability of God's Word than their mentor's advice or human wisdom. Therefore, we need to continually teach and impart God's Word to our mentee, so that they can receive the whole counsel of God through His Word.

Read Matthew 4:1-11

When the devil sought to test Jesus in the wilderness with different temptations, each time, Jesus refuted him with the Word of God.

Matthew 4:4

⁴Jesus answered, "It is written: 'Man shall not live on bread alone, but on every word that comes from the mouth of God.'

Jesus knew the Scripture well and was able to debunk the devil's lies with God's truth. In the same way, we are to use God's Word to train ourselves and our mentees in righteousness.

2 Timothy 3:16-17

¹⁶ All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, ¹⁷ so that the servant of God may be thoroughly equipped for every good work.

Practical Ways of Ministering the Word of God

- Study a passage of the Bible together
- Memorise Scripture together
- Reflect and discuss how principles from the Bible can be applied to daily situations
- Attend courses, Hope Seminary and Bible seminars together
- Share resources with our mentee
For a list of resources, we can refer to **Appendix**
- Share what we learn from God's Word to our mentee
- Ask our mentee what they have been learning from God's Word recently

2. Mentoring by Prayer

It is impossible to help our mentee grow spiritually without relying on God. Only by the power of the Holy Spirit can our mentee's life truly be transformed. We tap on this through prayer.

Jesus spent much of His time seeking God's face in prayer. Jesus often retreated to quiet places to pray. This was where He was able to draw strength from His Father.

Mark 1:35

³⁵ Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a solitary place, where he prayed.

He also prayed earnestly for the disciples that God has placed under His care.

John 17:15-17

¹⁵ My prayer is not that you take them out of the world but that you protect them from the evil one. ¹⁶ They are not of the world, even as I am not of it. ¹⁷ Sanctify them by the truth; your word is truth.

Areas we can pray for our mentee

- Deeper intimacy in their relationship with God
- Obedience to God's purposes
- Godly Character growth
- Wisdom to handle situations that they may be going through
- Protection from the evil one

Colossians 1:9-10

⁹ For this reason, since the day we heard about you, we have not stopped praying for you. We continually ask God to fill you with the knowledge of his will through all the wisdom and understanding that the Spirit gives,¹⁰ so that you may live a life worthy of the Lord and please him in every way: bearing fruit in every good work, growing in the knowledge of God,

Praying With Our Mentee

One way to inculcate the practice of prayer in our mentee is being intentional to pray together with them.

We can make it a habit to begin and/or end a mentoring session with prayer. Ask our mentee if they have any prayer requests. We can invite them to pray for us too.

We can also set aside extended time to pray together. Make time for Prayer Room and spend unhurried time praying and hearing from God.

Invite them to join in church-level prayer meetings to pray together with the rest of the church body.

3. Mentoring by Challenging

Most people prefer to stay where they are rather than move out of their comfort zone. Helping our mentee grow though the four steps of ABCD will require us to challenge them to move out of their comfort zone to take the next step.

Read Esther 3-4

Queen Esther knew that she was courting death by approaching the king without being summoned. She knew that she wanted to speak up on behalf of her people, but she was worried about the consequences. We can learn from how Mordecai challenged Esther to step out of her comfort zone, bringing deliverance to God's people as a result.

a. Share clearly about the present situation

Esther 4:6-8

⁶ So Hathak went out to Mordecai in the open square of the city in front of the king's gate. ⁷ Mordecai told him everything that had happened to him, including the exact amount of money Haman had promised to pay into the royal treasury for the destruction of the Jews. ⁸ He also gave him a copy of the text of the edict for their annihilation, which had been published in Susa, to show to Esther and explain it to her

Mordecai presented the facts to Esther (through Hathak) about the present situation.

b. Map out a clear action plan

Esther 4:8b

and he told him to instruct her to go into the king's presence to beg for mercy and plead with him for her people.

Mordecai's action plan for Esther was to plead for her people directly with the king.

c. Share what will happen if they stay put in their comfort zone

Esther 4:12-14a

¹² When Esther's words were reported to Mordecai, ¹³ he sent back this answer: "Do not think that because you are in the king's house you alone of all the Jews will escape. ¹⁴ For if you remain silent at this time, relief and deliverance for the Jews will arise from another place, but you and your father's family will perish.

While we need not use the strong language that Mordecai did, we can share with our mentee what they miss out on God's plan for them if they remain where they are.

d. Help them see the possibility if they are willing to step up

Esther 4:14b

And who knows but that you have come to your royal position for such a time as this?"

Paint a picture of what God could do through them if they would take this step of faith.

Other Practical Ways to Challenge Our Mentee

- Share our personal testimony, or the testimony of someone who was in a similar situation
- Suggest smaller, manageable steps that our mentee can get started on
- Remind our mentee about how God has been faithful in their life in other situations in the past
- Encourage our mentee to get started in obedience to God for a limited time period (eg. 2-3 months) and trust God to honour their faith as they step out in obedience

4. Mentoring by Teachable Moments

A teachable moment is an experience or event that we can use as a learning opportunity for our mentee. A teachable moment is precious because it attaches a spiritual lesson to an event in our mentee's memory.

Jesus often seized teachable moments to ask probing questions or bring meaningful analogies to teach his disciples. When speaking to fishermen, He would challenge them to let down their nets and be

fishers of men. He would use physical healing to point people to their need for spiritual healing. He would wash his disciples' feet to encourage them to serve others humbly.

It seems like teachable moments require much spontaneity and thinking on our feet. But we can prepare ourselves in advance to for teachable moments.

Preparing for Teachable Moments

- Prepare Specific Questions

Specific questions get our mentee to reflect on the reason behind their actions in that given situation.

Example of a specific question: "what made it difficult for you to obey God in that situation?"

- Help them see Recurring Patterns

When our mentee sees their reaction as a once-off incident, we can point out other situations where our mentee reacted in a similar way. The purpose is not to find fault, but to help our mentee identify the issue that they need to grow in.

- Affirm what they did well

In many unexpected situations, our mentee may do something that may pleasantly surprise us. While we lovingly correct them for areas that they fall short, always remember to see the good that they do and encourage them for it.

Reflection Station: Which mentoring method are you most familiar with, and which are you least familiar with?

As you Mentor your Mentee

Remember that good mentoring involves the combination of the above mentoring techniques. You may not be familiar with every technique and which one to use at which time, but be willing to learn and grow. With a good attitude and the power of God, you will lead your mentee towards life transformation.

Commitment Station: Learn to use each of the four mentoring methods in your mentoring.

Appendix

General Resources on Discipleship

Authentic Spiritual Mentoring: Nurturing Believers Toward Spiritual Maturity, by Larry Kreider

Christ Empowered Living: Celebrating Your Significance in God, by Selwyn Hughes

Connecting: The Mentoring Relationships You Need To Succeed In Life, by Paul D. Stanley and J. Robert Clinton

Discipleship Essentials, by Greg Ogden

Discipling, Coaching, Mentoring, by Bryn Hughes

Growing Up: How to Be a Disciple Who Makes Disciples, by Robby Gallaty

How People Grow: What the Bible Reveals About Personal Growth, by Henry Cloud and John Townsend

Inside Out, by Larry Crabb

Men Discipleship

Every Men's Battle: Winning the War on Sexual Temptation One Victory at a Time, by Stephen Arterburn, Fred Stoeker and Mike Yorkey

Healing the Masculine Soul: God's Restoration of Men to Real Manhood, by Gordon Dalbey

Men of Courage: God's Call to Move Beyond the Silence of Adam, by Larry Crabb

Pastoring Men: What Works, What Doesn't, and Why It Matters Now More Than Ever, by Patrick Morley

Women Discipleship

Discipling Women, Lori Joiner

Living Deeper: Women Helping Women Walk with God, by the Navigators and Jena Forehand

Singles Discipleship

Quest for Love: True Stories of Passion and Purity, by Elisabeth Elliot

Search for Significance: Seeing Your True Worth in God's Eyes, by Robert S. McGee

Couple Discipleship

Love After Marriage: A Journey into Deeper Spiritual, Emotional and Physical Oneness, by Barry and Lori Byrne

Partners In Life - Your Guide To Lasting Marriage, by Anthony Yeo

The Marriage Builder: Creating True Oneness to Transform Your Marriage, by Larry Crabb

When a Woman Inspires Her Husband: Understanding and Affirming the Man in Your Life, by Cindi McMenemy

Family Discipleship

Artificial Maturity: Helping Kids Meet the Challenge of Becoming Authentic Adults, by Tim Elmore

Nurturing the Leader Within Your Child: What Every Parent Needs to Know, by Tim Elmore

Youth Discipleship

Generation iY: Our Last Chance to Save Their Future, by Tim Elmore

Understanding Sexual Identity: A Resource for Youth Ministry, by Mark A. Yarhouse

Marketplace Discipleship

Church in the Workplace: How God's People Can Transform Society, by C. Peter Wagner

God in the Marketplace: 45 Questions Fortune 500 Executives Ask about Faith, Life, and Business, by Henry and Richard Blackaby