

Mentoring Guide

MORE LIKE JESUS
EVERY SEASON



Mentoring in Hope Singapore

Mentoring in Hope Singapore is an *intentional discipleship relationship, centred on the Gospel*, between a mentor and a mentee.

Through *mutual commitment*, mentors facilitate their mentees to **grow to be disciples of Jesus** whose lives are surrendered to Him.

The Goal of Mentoring

Outreach and discipleship go together. As people come to know Jesus, they begin their journey of growth to become disciples of Jesus.

Through mentoring, we can support mentees in their continuous personal spiritual growth:

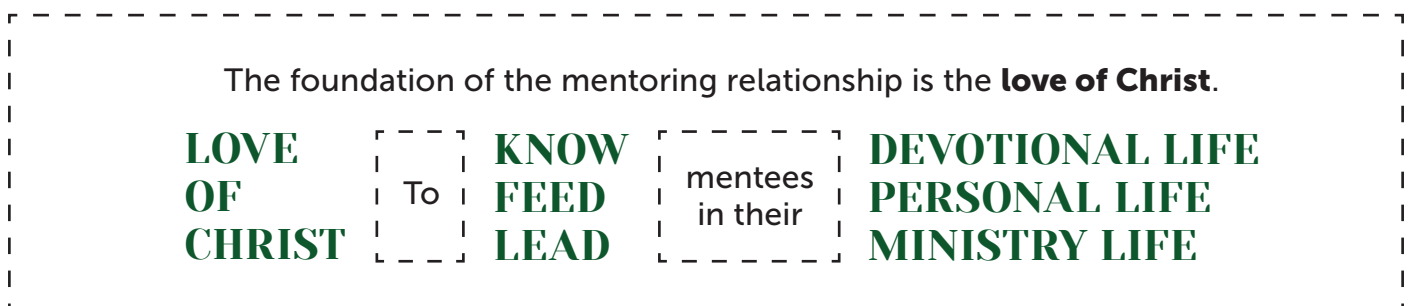
- To know, worship and be like Christ
- To live in unity with the community of believers
- To live out the will of God in their lives
- To fulfil the Great Commission by making disciples of all nations
- To stand firm under pressure to the end of our lives

Roles of a Mentor

The foundation of the mentoring relationship is the *love of Christ*. Just as Jesus loved His disciples, mentors similarly learn to love their mentees in this discipleship relationship.

Upon this foundation of love, the mentoring relationship is built on the following:

Mentors **Know, Feed, and Lead** mentees in the **Upward, Inward, and Outward** areas of life.



Know – Develop a Personal Relationship with Mentees

To know is to courageously and intentionally discover and enter a mentee's personal life. It involves both respecting the mentee's privacy and expressing interest to play a part in their lives. Through the process of knowing our mentees, we seek to build trust with them. As mentors, we seek the best for the mentee in Christ.

To know our mentees, we can:

- Avail ourselves regularly to establish rapport
- Share about ourselves so that our mentees can know us too
- Remember their milestones in life
- Update ourselves on their questions about faith and life

Feed – Provide Spiritual Nourishment and Truth to Mentees

To feed is to encourage and advise mentees not just on logic but on what the Bible teaches us. It involves listening to our mentees' existing views about God, faith and life. It involves learning wisdom from the Bible to address life situations. It involves teaching and advising mentees on how the Word of God can make sense in their lives.

To feed our mentees, we can:

- Ask good and reflective questions on our mentees' views and how they establish them
- Read and study the Bible to understand godly truths
- Pray and find opportunities to teach and communicate such truths to them

Lead – Direct, Encourage and Spur Mentees to Life Change

To lead is to follow up on various life circumstances and areas of growth in our mentees. As mentees commit to follow in God's ways, they respond with changes in their decision-making, thinking and behavior. Mentors can play a part in directing and affirming mentees as they respond to God. When difficulties arise, we can encourage and spur them to hold onto God's truths and live holy lives.

To lead our mentees, we can:

- Empathise with mentees' struggles and process of growth
- Share personal life stories to challenge them for growth and journey together
- Help mentees to appreciate the Gospel and the grace we have received as the key motivator of godly living
- Facilitate and help mentees create their own action points

What Mentors are Not

Mentors are not final decision makers for their mentees. We do not decide on behalf of mentees what they ought to do in a situation. We teach truths and encourage from the Bible and allow mentees to make the choice to live for God's glory.

Mentors are not the saviours of their mentees. We do not point mentees to ourselves as we facilitate growth. We point them to Jesus as their savior and the key motivator of godly living.

Mentors are not free from accountability. We do not mentor others independently. We, too, are open to receive counsel and are accountable to our own mentors on how we lead our mentees.

Mentors are not perfect role models. While we teach and encourage our mentees from our lives, we are not disqualified from mentoring because of our own imperfections. As we humbly recognize our need for growth and put effort into it, we role model for mentees what it means to grow in our walk with God.

Mentors are not professional counsellors. While mentors support mentees in their growth, mentors are not equipped for every situation or condition of their mentees. In such times, mentors are advised to seek their leaders for advice, and refer to Christian counselling as necessary.

Mentors are not experts in every area. We are not expected to be experienced and knowledgeable in every area of life. The process of mentoring often exposes us to our own lack. In such times, we can honestly express our lack and commit to discovering it together. We can also point mentees to others for advice and follow-up on action points.

Mentoring different areas of Life

There are many aspects to our mentees' lives. As mentors, we apply the roles of Know, Feed, and Lead to three broad categories of our mentees' spiritual lives.

Upward – Devotional Life

The aim of one's devotional life is to grow one's relationship with God, to discover His Word and to worship Him. Devotional life covers both external habits and internal health:

External Habits	Internal Health
Worship Personal Prayer Bible Devotions Bible Study Relationships in Christian Community	Heart Motives (e.g. motives in serving, in giving, etc.) Sin (e.g. pride, unforgiveness, lusts, etc.) Doubts (e.g. questions about God and faith) Worship of other gods (e.g. wealth, power, etc.) Personal surrender to God

Some suggestions for mentors as they know, feed and lead mentees in devotional life:

Know	Feed	Lead
Ask about their faith journey, their spiritual milestones, their spiritual habits Discover how they encounter God in their everyday life	Learn together through Grow classes or Christian literature Study the Bible together Reflect and process life experiences together (e.g. after learning from a conference/LG/meeting, after an outreach experience, etc.)	Fast and pray for and with mentees Encourage personal change by sharing the highs and lows of our own spiritual life (e.g. what God spoke to you when you serve, mistakes that were made, the lessons learned, experiences of God's faithfulness, etc.)

Inward – Personal Life

The aim of one’s personal life is to grow to make Biblical, Christ-centred decisions and breakthroughs. Personal life covers both present challenges to resolve as well as future goals to aim for. Some examples include:

Area of Personal Life	Challenges	Future Goals
Family Relationships	Managing aging parents Reconciling past hurts	Raise children to follow God Reach out to family members
Finances	Financial debt Poor savings habits	Save for long term missions Sponsor a child
Relationship & Marriage	Unhealthy relationships Loneliness	Prepare for marriage Search for a life partner
Work/Professional Life	Challenging ethical situations Toxic work environment	Manage my workload Improve relations with colleagues
Friendships	Conflicts with peers	Build healthy & lasting friendships
Physical Health	Alcohol addiction	Reduce cholesterol
Personal Health	Lust and related issues	Learn to reflect regularly

Some suggestions for mentors as they know, feed and lead mentees in personal life:

Know	Feed	Lead
<p>Setup a regular meeting or interaction schedule for dedicated time together</p> <p>Courageously and intentionally ask about various areas in their personal life</p> <p>Respect their comfort as they share progressively about themselves</p> <p>Avoid judgment or assumptions should we not understand their situations fully</p>	<p>Gain trust through concern and encouragement in their challenges and future goals</p> <p>Advise and teach not solely on logic but on what Scripture teaches</p> <p>Read, study, attend classes and ask for help from leaders when in doubt on how Scripture makes sense to a mentee’s area of life</p>	<p>Facilitate their personal action points</p> <p>Equip ourselves to lovingly correct wrong understandings if necessary</p> <p>Share from our struggles and growth in areas of personal life to identify with, suggest potential pitfalls, and spur mentees to change and grow</p> <p>Follow up on any issues or application steps that mentees may have accounted</p> <p>Persevere together with mentees as change and discipline takes time</p>

Outward – Ministry Life

The aim of one's ministry life is to grow to love others by reaching out and serving people around them. Ministry life includes how we relate and love pre-believers and believers. To sum it up, mentors can encourage mentees to fulfil the Great Commission.

Relating and reaching pre-believers

When relating to groups such as:

- Neighbours
- Family members
- Colleagues
- Friends
- People at large
- Missions field

Mentees can seek opportunities to:

- Intentionally connect, engage and love
- Live out our faith and godly values
- Share the Gospel
- Outreach as a Life Group

Relating and serving the Body of Christ

When relating to the Life Group, mentees can:

- Express friendship
- Love one another in word and deed
- Contribute to serve
- Encourage in troubled times
- Celebrate in good times
- Mentor others to be disciples of Jesus
- Lead the Life Group

When serving in the church, mentees can:

- Contribute in a ministry
- Embark on global missions
- Serve in spiritual gifts
- Utilise talents and opportunities
- Give generously to resource God's work
- Pursue godly aspirations (*e.g. children ministry, church planting, teaching etc.*)
- Start or pioneer a ministry
- Join full-time ministry

Some suggestions for mentors as they know, feed and lead mentees in personal life:

Know

Discover the circles of pre-believers in their lives

Understand the quality of these relationships and their intentionality in building them

Discover strengths, talents, opportunities they may have to build the Body of Christ

Feed

Address any hesitations, fears, or obstacles they may have in outreach and service

Anchor their outreach and service not on pleasing man but as serving God; we have received grace and so we serve God and love people

Reflect with mentees on lessons learnt from their ministry life

Lead

Be a role model:
Outreach and serve with mentees beyond our own comfort zones or preferences

Observe if mentees may only serve selectively in one area

Share our struggles and growth in outreach and service to pre-believers and believers

Encourage mentees to persevere when challenges emerge in ministry life