



# **MENTORING**

## **AT PLYMOUTH VINEYARD**

Mentor Training

4<sup>th</sup> March 2023



# Contents

1. Why Mentoring?
2. Key Terms
  - 2.1 Mentoring
  - 2.2 Discipleship
  - 2.3 Spiritual Direction
  - 2.4 Coaching
3. What mentoring is and isn't...
4. How to do mentoring well
  - 4.1 Setting up a healthy mentoring relationship
  - 4.2 During a mentoring meeting
  - 4.3 Useful questions to ask mentees

## 1 Why Mentoring?

Together we are exploring what mentoring is and why it is so helpful in our walk with Jesus and each other. As a church we want to begin developing a culture of mentoring and you are invited to join in! Some of the key benefits we believe mentoring can bring are listed below:

- Mentoring can help you to become who God created you to be, finding Him in your daily life, in others and in difficult circumstances.
- It can help you learn from past mistakes and have fewer regrets moving forward.
- Mentoring can deepen our relationship with, and understanding of God, each other, and ourselves.

## 2 Key Terms

In both secular and faith-based communities there are numerous terms for different practices and methodologies which are similar to, but not the same as, how we are currently defining mentoring at Plymouth Vineyard. Each of these have slightly different end goals and ways of reaching those goals.

The next section contains our definition of mentoring and a summary of other similar practices for comparison.

## 2.1 Mentoring

Mentoring is walking with someone to encourage the work God is already doing in them.

*'The end goal is to become more like Jesus Christ, even though we know we will never become 100% like Christ ... it means participating in the character of God and allowing that good character to be expressed in our everyday lives. In short, the goal of spiritual mentoring is to get to a place of abiding in God.'*

- Tony Horsfall 'Mentoring for Spiritual Growth' 2008

## 2.2 Discipling

Someone helping another person to follow Jesus, be changed by Jesus, and commit to the mission of Jesus.

## 2.3 Spiritual Direction

Helping a person to reflect on their life and experience and explore how they might become aware of God in all of life, and to respond to that discovery through spiritual exercises.

## 2.4 Coaching

Coaching is a method of achieving set goals. The coach helps a person to correctly set a goal and to find the best way to achieve the goal. The coach does not say how to achieve success but asks questions through which the person finds the solution to their own goals.

### 3 What mentoring is and isn't...

Having briefly defined how we understand mentoring above, the next section goes into a little more detail about how mentoring should (and should not) be carried out.

- Mentoring should be intentional, regular, and planned; it is not 'just' two people meeting up for a chat. We suggest meeting with your mentee between once a week and once every six weeks, depending on both of your capacities and aims.
- Mentoring relationships should have a clearly defined goals and expectations for both the mentor and the mentee. (More on this in the next section!)
- *'Give someone a fish and you will feed them for a day. Teach them to fish and you will feed them for a lifetime.'* – Mentoring is helping to equip a mentee with tools to see God and His purposes in their own lives; it is not micromanaging or giving specific advice on the mentee's circumstances.
- The mentee should be following Jesus not the mentor! Mentoring must be Jesus centred, always pointing the mentee to Him. Having this perspective reduces the risk that a mentoring relationship could become controlling.

*"My highlight of being mentored is being encouraged to allow Jesus to develop my character through trying things that are outside of my comfort zone and regularly reflecting on how God is working in my life. Through this I have embarked on a lifelong journey of understanding who I am, discovering what I enjoy and how I can join in with Gods mission for the world."*

- Alex Cooper

- Mentoring is not picking up phone at 1am. It is healthy and good for both the mentor and mentee to set some boundaries.
- The mentor should not bear pastoral responsibility for the mentee, nor are they their saviour. It is wise for everyone to have a range of people looking out for them, a mentor is just one of these.
- Mentoring should not be a replacement for counselling or therapy. There may be elements of these at times, but it is helpful to know when a mentee might need referring to a specialist or someone more qualified.

## **4 How to do mentoring well**

Each person's walk through life and with Jesus is different- we all have different personalities, life stages and situations. Therefore, the details of each mentoring relationship will look different. But here are some tips for mentors ...

### **4.1 Setting up a healthy mentoring relationship**

During your first meeting with your mentee, discuss what they can expect from you and what you expect from them. Practical points to agree on could include:

- How often you are going to meet?
- Where will you meet and what will you do? Eg. Coffee, walk, activity.
- How would you like to contact each other? Phone, text, email? Are there any times or days when you do not want to be contacted?

- Will you prepare questions and responses in advance of each meeting, giving you both time to reflect and pray before you speak in person, or do you prefer a less structured conversation?
- How long are you going to be in this mentoring relationship for?

Other points to discuss:

- Agree aims/goals for the mentoring sessions (where would you like to be in 6 months?)
- What would a 'win' in these areas look like?
- What will you do if the mentoring relationship isn't working?

#### **4.2 During a mentoring meeting**

- Aim to get to know the mentee as a whole person. Issues around relationships, work, finance etc. will all impact a person's walk with Jesus. This is a gradual process and will take time.
- Aim to always be supporting the mentee and asking questions with an open mind, rather than judging or directing. You may agree to have 'set' questions which are known in advance. There are some suggestions for these below.

*"I have loved being mentored by various people over the years. One of my biggest highlights is being able to have someone to ask me the hard questions. The ones that we shy away from as Christians. This has helped me grow in integrity and helped me understand that life is a journey with Jesus where we keep learning."*

- Keren Riches



- Listen well, aiming to ensure that the mentee feels heard and understood.
- Be encouraging!
- Allow the mentee to come up with answers, rather than you. (They should do over 60% of the speaking).
- Conversations should be Kingdom focussed where both of you are listening to and obeying Jesus.
- Respond pastorally and graciously, recognising that this person is sharing a gift with you.
- At the end of your meeting, pray for/ with the mentee.
- If you have agreed, set up the date and time for your next meeting.

### **4.3 Useful Questions for mentors to ask mentees**

1. What are you celebrating?
2. What are you struggling with?
3. What is God doing or saying to you in these things?
4. Are there any actions you think you need to take as a result?
5. How can I be praying for you?