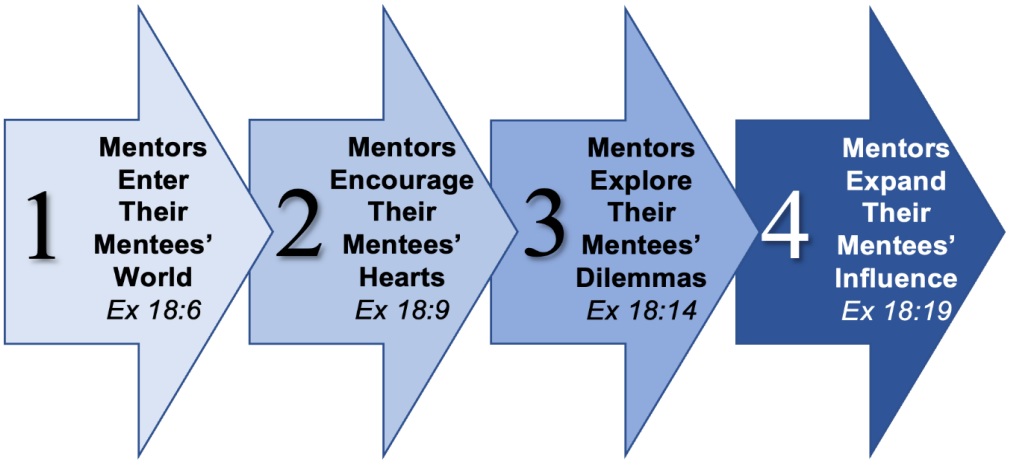
FORMING A MENTORING CULTURE

"A hundred and more years ago, a man preparing for the ministry did not normally go to seminary. He simply moved into the home of an older, more experienced minister and imbibed the principles of godliness, the disciplines of study and prayer, the wisdom of dealing with knotty problems related to the ministry, and the direction involved in leading a congregation from the older man's life. He learned what he needed to know by rubbing shoulders over an extended period of time with a seasoned ministry." – Charles Swindoll

- **Mentoring is like _____ for _____,**
  only beyond spirituality and spiritual practices.
- **Coaching is like _____ for _____,**
  only beyond psychological trauma and barriers.

<u>Exodus 18:5-6</u> Jethro, Moses' father-in-law, together with Moses' sons and wife, came to him in the wilderness, where he was camped near the mountain of God. 6 Jethro had sent word to him, "I, your father-in-law Jethro, am coming to you with your wife and her two sons."

THE FOUR-STEP MODEL OF MENTORING



<u>Exodus 18:6</u>
Jethro had sent word to him, "I, your father-in-law Jethro, am coming to you with your wife and her two sons."

<u>Exodus 8:9</u>
Jethro was delighted to hear about all the good things the Lord had done for Israel in rescuing them from the hand of the Egyptians.

<u>Exodus 8:14</u>
When his father-in-law saw all that Moses was doing for the people, he said, "What is this you are doing for the people? Why do you alone sit as judge…"

<u>Exodus 8:19</u>
"Listen now to me and I will give you some advice, and may God be with you."

"Only real mentors may intrude into our world uninvited. Only real mentors may speak into our lives unsolicited. For only real mentors take the time and work hard at laying a foundation of care and trust with us, thereby earning the right to probe into the private and professional problems they perceive may be preventing us from progressing." – Rob Bedard

- **Mentoring relationships are like _____ relationships;** ***because rejection stings, mentors should take the first step!***

- **Mentoring relationships are like _____ relationships:** ***because correction stings, mentors first bring encouragement!***

- **Mentoring relationships are like _____ relationships:** ***because surgery hurts, mentors must dig deep, gently!***

- **Mentoring relationships are like _____ relationships:** ***because bankruptcy happens, mentors help their mentees expand their net worth!***

FOUR BEST PRACTICES FOR MASTER MENTORS:

1. **Before waiting to be _____, _____ yourself in;** ***they have likely been waiting a long time for you!***

2. **Before bringing any _____, bring loads of _____;** ***they will likely need a lot of encouragement from you!***

3. **Before giving great _____, ask great _____;** ***they likely have the right answers; they just need to be asked the right questions!***

4. **Before appearing to _____, bring them to the One who _____;** ***they likely need to be reminded that God is still on His Throne!***

"Moses was smart enough to realize that the marital and familial problems which had troubled him in the past would continue to haunt their home had Moses not heeded the advice given by his mentor. Master mentors don't just point out our problems; they help us find solutions. Master mentors don't just tell us to change; they help us find ways to change." – Rob Bedard