

KCCF Mentorship Workshop (November 19, 2011)

Prepared by AFC

Getting Started

Reflect on your own growth, name one person (or more) who is influential to you? How so?

[Take home lesson]

Whether we like it or not, we grow directly or indirectly through relationship throughout our entire lives. Parents, siblings, teachers, and friends are some of the common influences. It is worth pondering that out of all the ways God can raise up the Church on the earth, he chose to disciple the 12 in close relationship for 3 years through Jesus his Son.

Clearing the Psychological Deck

What are some of your fears of becoming a mentor? (Negative aspect)

1. Don't know what to do
2. Responsibility
3. Commitment
4. Inadequate

Why should anyone take the role of mentor? (Positive aspect)

1. Community/relationship
2. Influence
3. Personal growth
4. Reward in investing in another person

[Take home lesson]

It could be uncomfortable and fearful to take on the role of a mentor, but there are good reasons and great rewards to take on the role. You decide.

Defining Mentorship Relationship

There are many kind of mentoring relationship. There are different level, format, and purpose.

Three levels of mentoring relationship:

1. You are being mentored by a more experienced person.
2. You are mentoring or being mentored by your peers.
3. You are mentoring someone less experienced.

Working definition of Mentoring relationship:

“The formal mentoring relationship is an intentional, exclusive, intensive, voluntary relationship between two persons.” (Walter Wright)

Purpose of a Mentoring relationship:

Growth and Accountability

Process of Mentorship – an example:

1. Invitation
 - Like old friends catching up over coffee, there is no agenda needed.
2. Define expectation
 - Explore desire to grow and how a mentoring relationship can help each other to grow
3. Commitment
 - commit to regular meeting or devise ways to keep each other accountable
4. Closure
 - share about what it means to end a mentoring relationship, e.g. when school ends, and share about what is the next step.

What is the difference between discipleship and mentorship?

Discipleship implies a more unidirectional teacher-student relationship, like Jesus and his 12 disciples. Meanwhile mentorship is a more fluid concept and has a broader scope that includes mutual peer relationship. In real life, our roles are rarely rigidly defined and can even reverse many times. Most of the time, we see Jesus as teacher and Lord, but in the garden of Gethsemane we see a different picture. He saw Peter, James, and John as his close friends, and depended on them for prayers.

[Take home lesson]

The essence of mentoring is good old human connection. There is nothing mysterious about it. Ingredients in a good relationship like trust, truthfulness, forgiveness, and love apply equally to mentoring relationship. What distinguishes is that it is intentional, exclusive, intensive, and voluntary.

Two specific types of mentorship

1. Peer mentoring (spiritual accompaniment)

- a. Mutual – a level playing field
- b. Walking along other - being present in another one's life
- c. God is the center of attention – help each other to discern the presence of God in each other's life

Suggestion for accountability:

Prayer life, confession of sins, reminding each other of the gospel, read a book in the bible together, read a spiritual book together, practice a spiritual discipline together...etc.

*Listening and asking questions are the key

2. Mentoring someone into a role (leadership development)

The M.A.W.L. model

(M)odel

- You role model, e.g. you role model how a good small group leader would handle a bible study.

(A)ssist

– Invite your mentee to do it together with you. For example, ask him/her to assist you as co-leader in a small group. You might do a pre-study together or assign him/her to lead a portion of discussion.

(W)atch

– Invite your mentee to lead, while you take on a supporting role. There will be continuous coaching, encouraging and feedback.

(L)et go

- It's time to let go and let your mentee to venture out on his/her own. The humbling fact is that they will continue to learn, in fact even more, on their own. Let's have faith in God.

*Encouragement and feedback (capture the "teachable moment") are important.