

Mentoring within the Ministry

2025 Ministers' Meeting

March 18-21, 2025

Wednesday Morning – Session 3

Introductory Comments

- No history of intentional mentoring
- We can do better moving forward
- Not extrapolated from business literature
- More conceptual than analytical
- Hopefully we can begin the conversation

MENTORING

WHAT IS IT?

Mentoring: What is it?

- **Structure**: It is primarily a relationship:
 - May be formal or informal
 - Between two ministers
 - Within a group of ministers – “Peer Mentoring”
- **Duration**: It may be short or long-term:
 - Duration depends on the relationship
- **Activity**: Involves the transfer of knowledge:
 - Sharing Information
 - Skill Development
 - Impart Wisdom

What is Mentoring within Ministry

Defining Two Types of Mentoring:

Mentor/Protégé Relationship:

An on-going relationship between an older, more experienced minister and a younger, less experienced minister for the purpose of imparting pastoral wisdom to the younger brother.

GOAL IS THE INTENTIONAL IMPROVEMENT OF THE PARTICIPANTS

Peer-Mentoring:

An on-going relationship between a group of ministers for the purpose of encouraging each other in the ministry and building bonds of affection and mutual care among the brothers involved.

BIBLICAL WARRANT

IS MENTORING BIBLICAL?

Mentoring: Is it Biblical?

There may not be specific chapter and verse

Multiple indications of the principle

Biblical Relationships:

- | | | |
|----------------------------|--------------------------|-------------------------|
| • Moses and Joshua: | God --> Moses --> Joshua | Joshua 11:15 |
| • Jonathan and David: | Peer mentoring | 2 Samuel 20 |
| • Jesus and His Disciples: | Teaching prayer | Luke 11:1-13 |
| • Barnabas and Paul: | Multiple accounts | Acts 9-15 |
| • Aquila and Priscilla: | Instructing Apollos | Acts 18:26 |
| • Paul and Timothy: | Various teaching | 1 Timothy 4:6-16 |

Mentoring: Is it Biblical?

Biblical Teaching:

- And he ordained twelve, that they should be with him, and that he might send them forth to preach, **Mark 3:14**
- Those things, which ye have both learned, and received, and heard, and seen in me, do: and the God of peace shall be with you. **Phil 4:9**
- Not because we have not power, but to make ourselves an ensample unto you to follow us. **2 Thessalonians 3:9**
- Remember them which have the rule over you, who have spoken unto you the word of God: whose faith follow, considering the end of their conversation. **Hebrews 13:7**

WHY MENTORING?

WHAT ARE THE BENEFITS?

Why Mentoring?

And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.

2 Timothy 2:2

- Equipping men was Christ's method: **Luke 9:1-6**
- Transmission and preservation of sound doctrine: **1 Timothy 4:16**
- Perpetuating consistent pastoral care: **1 Timothy 3:15**
- Generational connectedness: **1 Peter 4:10**
- Facilitate mentoring within the congregation: **Ephesians 4:11-12**

Mentoring Benefits

Benefits considered in our church context:

- Affirm younger brethren in their pastoral role
- Mitigate the inherent loneliness of ministry
- Foster high trust relationships within the ministry
- Enhance meaningful [inter-generational] communication
- Increase ministerial effectiveness
- Refocus personal/pastoral effort ... multi-generational perspective
- Build trust/decrease friction within/among official bodies
- Advancement of mutual life (pastoral) purposes

MENTORING RELATIONSHIP

WHAT DOES IT LOOK LIKE?

The Mentoring Relationship

CAUTION: DO NOT HIGH-CENTER ON UNHELPFUL TECHNICALITIES

Types of mentoring relationships:

- **Informal Mentoring:** primarily sharing information
- **Skill Development:** assisting with specific pastoral skills
- **Imparting Wisdom:** deeper level of personal development
- **Note:** these categories also apply to Peer Mentoring

Informal Mentoring

Mentoring By Serving Together

Main Point: Provide necessary pastoral information

Relationship: Informal

Duration: As needed

Initiated: From either brother

Examples:

- + Sharing information about communion procedure
- + What do other congregations expect from me?

Skill Development

Mentoring By Learning Together

Main Point: Developing a specific pastoral skill set

Relationship: Formal

Duration: Depends on skill and ability to learn

Initiated: Most likely the younger brother ... but not necessarily

Examples:

- + Develop expository study and preaching
- + How to handle criticism from the congregation
- + How to lead a communion service

Imparting Wisdom

Mentoring By Walking Together

Main Point: Life-changing improvement in a specific area

Relationship: Formal

Duration: Long-term

Initiated: Primarily the younger brother

Examples:

- + Marriage/family issues relating to ministry
- + Developing the discipline of prayer and fasting

Wisdom = Association + Explanation

Summary of Key Principles

- Our lives are not our own: **1 Corinthians 6:19-20**
- Mentoring calls us to a life of sacrifice: **2 Corinthians 12:15a**
 - Mentoring may require sacrifice of personal indulgence
- Mentoring requires a multi-generational perspective:
 - What generation are we living for?
 - Mentoring is a present commitment to future generations
- Humility when the protégé exceeds the mentor:
 - In ability and/or phase of life activity
 - Critical to embrace our phase of ministry

MENTORING QUALIFICATIONS

AM I QUALIFIED TO MENTOR?

Am I Qualified to be a Mentor?

- Every brother should ask this question
- We should ask with a positive expectation:
 - Not like Moses
 - But with Paul's perspective
- Probably more qualified than we think
- Two objectives in considering characteristics:
 - Knowledge of what is needed
 - Similarity to pastoral qualifications

Exodus 4:10-12

Romans 15:14

You may be pre-qualified!

Important Characteristics of a Mentor

- **HUMILITY** – recognition that I am a product of grace
- **CARE** – about the pastoral development of others
- **COMMITMENT** – to enter and sustain meaningful relationships
- **APPROACHABLE** – available to work with others
- **DISCIPLINE** – consistent life of prayer, study, spiritual discipline
- **WISDOM** – possess and communicate Godly wisdom
- **CONFIDENTIALITY** – exercise discernment and discretion
- **LISTENING** – commitment to effective listening
- **COMMUNICATION** – committed to open and honest communication

DETERRENTS TO MENTORING

WHAT DO TH HINDER US?

Potential Deterrents

- I had to learn it on my own, why can't they?
- James says wisdom is from above, why can't they just pray?
- I don't think I am qualified to be a mentor
- Wouldn't I be proud to offer myself?
- I don't have the time to be a mentor
- What if I fail at being a mentor?
- I would be intimidated to ask someone for help
- I am embarrassed to expose how little I know

I Don't Have Time . . .

- The challenge of time management and lifestyle choices
- Each brother must confront these modern challenges
- Jesus lived His life according to His objectives: **Luke 2:49**
- A simple test that I use:
 - I do not have time for
 - Because I am too busy doing
 - Which contributes to the advancement of the gospel in the following way

MENTORING

WHERE DO WE GO FROM HERE?

Next Steps

- Pray for direction on how to proceed
- Decide if mentoring is important enough to pursue
- Discuss the need and potential locally
- Foster closer relationships among the ministry:
 - Relationships cannot be forced, but they can be encouraged
 - Provide opportunities for building closer relationships
- Engage with ministry in group activity outside of official work