



SERVE

MENTORING APPROACHES



We desire to be effective in our growth as a disciple and disciple-maker. After all, it is Jesus’s Great Commission to us to make disciples!

The table below is a guide to our recommended approaches for effective mentoring sessions depending on our spiritual maturity and life stations. The mentors capacity also needs to be considered when working out the suitable approach.

This table provides a guide to gain mutuality and agreement in how mentoring will be approached for the year. It's a guide to help us be effective, not to limit our approach. Relationships are dynamic, and mentoring sessions are simply a key part of a larger mentoring relationship in life.

Purpose	Growth as a disciple and disciple-maker		
Primary Approach	Mentoring (Mentor-Driven) Teaching + Discussion	Coaching (Mentor-Driven) Coaching + Discussion	Covering (Mentee-Driven) Discussion For JG & over only
Focus	<ul style="list-style-type: none"> This involves going through structured lesson plans. I.e. material is provided for teaching and discussion for life application. Initial priority is to help mentees grow to <ol style="list-style-type: none"> Establish a stable relationship with God through spiritual disciplines. Understand First Steps foundations. Grow in Christian living. 	<ul style="list-style-type: none"> Mentee is guided and supported in self-initiated growth. Mentors will initiate focus of sessions based on agreed goals. Mentees will need to do some ‘homework’ before sessions. 	<ul style="list-style-type: none"> Provide spiritual covering to watch over mentees life. Provide a safe place for accountability, a sounding board and godly counsel. Coach mentee when needed.

Suitability	Suitability varies based on individuals maturity & life stations. Mentors capacity & number of mentees also need to be considered when setting expectations.		
Spiritual & Ministry Maturity	<ul style="list-style-type: none"> • New and young believers (in faith, maturity and ministry). • More help and guidance required to grow and to understand God's Word. • More care and attention required to grow stable and well-rounded in their faith, biblical knowledge and ministry. 	<ul style="list-style-type: none"> • Believers who are able to feed themselves well. • Learning to chew and process God's Word for their lives well. • Reasonably stable and well-rounded in their faith, biblical knowledge and ministry. 	<ul style="list-style-type: none"> • Believers who are growing well on their own accord. • Able to chew on God's Word and process well on their own. • Stable, grounded and able to stay on the 'narrow path' with self-initiated accountability.
Season of mentee	<ul style="list-style-type: none"> • 1-4 years of active personal discipleship. • Roughly RV/M/JG/LGL (or similar spiritual maturity in life not limited to ministry). 	<ul style="list-style-type: none"> • >2 years of active personal discipleship. • Roughly LGL/UL/SDL (or similar spiritual maturity in life not limited to ministry). 	<ul style="list-style-type: none"> • >5 years of active personal discipleship. • Leaders and JG only.

Sessions	Recommended time: 1-2 hours		
Post Secondary Students	Effective: weekly Baseline: 1/1 month	Effective: 1/1 month Baseline: 1/2 months	Effective: 1/2 months Baseline: 1/6 months
Working Adults	Effective: 2/1 month Baseline: 1/1 month	Effective: 1/1 month Baseline: 1/2 months	
Family	Effective: 1/1 month Baseline: 1/2 months	Effective: 1/2 months Baseline: 1/3 months	

Mentoring Session Frequency

Effective to baseline is a range to keep our mentoring effective. The baseline allows for room for flexibility for the mentor's and mentee's capacity.

Effective - What would be an ideal frequency for effective mentoring sessions at each life station.

Baseline - What would be the minimum frequency for mentoring sessions. Anything below the baseline, would be considered not mentoring or highly ineffective mentoring.

Mentoring Sessions

Mentoring Sessions should be 1-on-1 as much as possible, but we can have group mentorings in the mix.

1-on-1s are always more effective for personal discipleship, to go deeper in relationships and in discussion. It allows a safe space for vulnerability and accountability.

Groups can be effective for teaching God's Word, but definitely ineffective for personal coaching.

Mentors & Mentees Responsibility

For mentoring relationships to thrive, there needs to be mutuality and an intentional investment from both the mentor and mentee.

	Mentoring	Coaching	Covering
Mentors Responsibility	<ul style="list-style-type: none"> • Teach/coach - Based on focuses above and goals agreed on. • Relate - Invest into the relationship. • Impartation - Be a life example of a disciple of Jesus. • Motivate - Encourage, inspire, challenge to grow and overcome. 		<ul style="list-style-type: none"> • Teach/coach (if needed). • Relate. • Impartation. • Motivate.
Mentees Responsibility	<ul style="list-style-type: none"> • Commit to meet regularly as agreed. • Relate. Be willing to be accountable and open. • Prepare before mentoring sessions as needed. 		<ul style="list-style-type: none"> • Self initiate personal growth. • Initiate accountability and seek counsel.



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