



SERVE

MENTORING: FAQs



1. What is the Difference Between Mentoring, Follow Up and a First Steps Facilitator?

Mentoring

All mentoring needs relationships and hence it involves pastoral care. However it is more than pastoral care. While there should always be genuine care in our relationships, mentoring relationships are formed based on a desire to grow as Christ followers (disciples).

If our meetups are to casually catch up with someone, then we are simply pastorally caring for them. If we are mentoring, it will involve some prayerful and intentional effort to make disciples who obey everything God has commanded us and to equip them to multiply as disciple-makers (**Matthew 28:19-20**).

The aim of disciple-making is:

- To present everyone mature in Christ (**Colossians 1:28**)
- To make disciples who make disciples (**2 Timothy 2:2**)

Follow Up

Follow up is intentional pastoral care. To follow up on someone is to make an intentional effort to ensure they are cared for, belong and engaged in our life group and church community. This helps us ensure people in our life groups are covered, particularly when people are in a vulnerable season (E.g. new to the group, new believer, in a season of transition, facing personal crisis etc.).

- Follow Up for non-believers is to love on, reach out, and lead them to Christ.
- Follow Up for believers is to love on, encourage believers to stand firm and follow Christ.
- Follow Up can be done by a JG, a member or a regular visitor (i.e. a follow-upper).

Note: We use to refer to this as Follow Through

First Steps Facilitator

First Steps Facilitator is a member who is suitable in spiritual maturity and life who is asked to help a new believer through the First Steps 19 lessons. An exception could be made for a suitable regular visitor who might be stuck with membership while awaiting BHS. This First Steps Facilitator arrangement should not last more than a year, as First Steps lessons should be completed in less than a year.

We only ask a member to facilitate a new believers First Steps when:

- We do not have enough or suitable mentors in a group, or
- We are aiming to raise this member as a new mentor very soon.

Note: We use to refer to this as Follow Up

2. What is the Difference Between Covering and Pastoral Care?

Covering is a Mentoring approach which we only offer to some Leaders and JG. Covering may look like pastoral care. This is because all Mentoring is based on relationships. The difference is that with Covering there is a mutual agreement of spiritual covering and accountability between the mentor and mentee.

The mentor provides spiritual covering for the mentee. I.e. To be a 'watchman' over the mentee, pray for them, call out blind spots, speak into their lives. The mentee is to initiate accountability, seeks advice from the mentor as a sounding board.

3. Why is Commitment to be Mentored a JG Requirement?

The fundamental reason is that - all mentors should be accountable. The heart should be that we want to grow, are willing to let others help us grow, and are willing to submit humbly for that. Through mentoring relationships, we learn, grow, adjust, and hone our readiness to mentor and lead others.

4. When do We Use the Mentoring Covering Approach with Leaders and JGs?

These are the main reasons we would go with the Covering approach of Mentoring:

- Mentee is a 'spiritual adult'. They are mature, have been growing in God on their own accord, are able to chew on and process God's word on their own, are stable and grounded, and consistently demonstrate godly character.
- Mentee is gleaning and growing through self-initiated avenues. E.g. Bible college etc.
- Mentee needs to focus on something else for a season. E.g. A new baby, a new family/work situation.

In all these situations, the idea is to continue having a clear mentor for spiritual covering and accountability.

5. What is the Role of Leaders in Starting a Mentoring Relationship?

The church will be introduced to the idea of mentoring through Join the Vision, our discipleship month, our Next Steps webpage and through their leaders.

Both leaders or potential mentees can initiate mentoring. In either case, it needs to be a mutual decision by the member (whether to have a mentor) and by the unit leader (whether we have the capacity to provide a suitable mentor based on availability and suitability).

Leaders should point people to 'Mentoring: What, Why and How' on our Next Steps page. Walk them through if necessary.

Leaders should always encourage new believers to participate in one-on-one mentoring or group discipleship to help them establish their foundations in spiritual disciplines, in God Word (First Steps lessons) and in basic Christian living.

Once there is confirmation from both mentor and mentee, they should discuss their approach to create a mutual agreement (an initial Mentoring Review). This should be done in the first meeting.

Some people may want to discuss expectations with the prospective mentor before committing to it. They can be given some time to pray, ask questions and consider before making the decision.

6. What if There Isn't Mutuality in a Mentoring Relationship?

We'll have to learn to discuss, compromise and manage our expectations. This is part of growing in Christ through our relationships with one another. When expectations do not match, we may not always have alternative options of a suitable mentor.

If someone is unwilling to accept a mentor (or only accepts a mentor out of obligation because they want to mentor others) we need to assess each situation based on their heart motivations.

- If they have the heart and humility to be mentored, but we are unable to provide a suitable mentor, we can make exceptions for a season of time.
- But if they lack the heart and humility, they probably shouldn't be a mentor. It will become dangerous.

7. How Do I End an Existing Mentoring Relationship?

Consider utilizing a Mentoring Review to have an honest conversation about it. Be clear, be kind and be honest. Consider allowing for an ease-off period to help your mentee transition.

8. How Do I Let Someone Know We are Not Able to Provide a Mentor for Them?

Help them understand our constraints and our considerations (refer to Mentoring: What, Why and How on the Next Steps page). Consider allowing for an ease-off period to help your mentee transition.

9. What if a Mentor/Mentee Has an Unhealthy Preference for a Mentoring Relationship?

Example 1: A mentor could be capping a mentees growth without both/either being aware of it.

Example 2: The mentoring relationship is more about their relationship than their relationship with Jesus and growth as a disciple.

You can:

- Hear them out. Ask questions to understand their thoughts and where they are coming from.
- Encourage them to be open to a different mentor/mentee for their growth in that season.
- Attempt to convince them with the value of the change, especially for their growth in God.
- Suggesting a one year trial.

Both mentors and mentees need to learn to let go of our 'human supports' at some point and learn to trust and depend on God as the Great Shepherd. This is part of our growth journey towards Christlike maturity. The timing needs to be discerned.



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