



SERVE

MENTORING REVIEW GUIDE



Purpose of Mentoring Reviews

We encourage mentors to have an annual mentoring relationship review - that is for mentors and mentees to have an honest conversation with the following purposes:

- **To grow our effectiveness in disciple-making** - Give encouragement and helpful feedback.
- **To gain mutuality and agreement in how mentoring will be approached for the next year** - Discuss growth focus and goals in mentoring. Review and adjust our roles, responsibilities and expectations of each other.

A relevant leader may join the review to assist mentor and mentee clarify expectations and create a mutual agreement. While most mentoring relationships will continue by default, this review will allow for an evolving arrangement as we grow and life stations change. It will also provide an avenue to bring a mentoring relationship to a close.

How to Facilitate Mentoring Reviews

This guide is to help you facilitate a fruitful review. Some simple preparation is needed before the review

1. Get a good grasp

Please refer to the Mentoring Approaches table and to Next Steps Package online to gain clarity for yourself. It may seem overwhelming at first, but be assured it will get easy once you've done one or two reviews!

2. Prayerfully ponder

It is important to first give some prayer and thought to work out what you would like to share, matters to broach and what to recommend prior to the conversation with your mentee. Be clear what you need to openly discuss with them for their partnership and ownership of their discipleship journey (e.g. their growth focus, goals and capacities), and what you need to decide on firmly (e.g. your capacity and need to prioritise).

3. Set a safe space

Create a safe space for an open discussion. Don't 'punish' them for bringing matters up that might be difficult for us to handle or swallow. If a conversation is difficult, you may choose to 'pause' it by allowing some time to pray and process, before completing it.

4. Provide prep

It will help a lot to select and send a few Mentoring Review prep questions to your mentee a week before the review to allow them some time to think through before discussing it together.

Dear ULs, please guide your core teams. Particularly with the mentoring approach and agreement recommendations. Discuss with your SDLs as a sounding board as needed.

Running a Mentoring Review

1. Pray

Commit the conversation to the Spirit's leading.

2. Start the mentoring review by briefly conveying the purpose of the conversation

- To grow in our effectiveness in disciple-making
- To gain mutuality and agreement in how mentoring will be approached for the next year

3. Ask questions to facilitate the discussion

Here are some guiding questions:

A) To grow in our effectiveness in disciple-making

Give encouragement and helpful feedback

Questions for mentee:

- What have I done well as a mentor to you?
- What can I do better as a mentor to you?

Questions for mentor:

- What can I celebrate / encourage my mentee with?
- What wins / growth have they had in God?
- What can I encourage my mentee to grow in?
- How can I encourage my mentee to grow in self-leadership for their personal growth?

Refer to:

Next Steps Assessment Form (<https://www.hope-church.com.au/next-steps>). Alternatively, simply use the Connect, Grow & Serve areas to evaluate with them.

- Connect (relationship with God, faith, love, disciplines, winning souls)
- Grow (convictions and obedience to God's Word, character, fruit of the Spirit)

- Serve (gifts, ministry at home, church, marketplace, community, missions, disciple-making)

B) To gain mutuality and agreement in how mentoring will be approached for the next year

Discuss growth focus and goals for the next year

Questions for mentee and mentor:

- What will be the main focus for growth of our mentoring for the next 1 year?
- What goals should we set?
- What resources from Next Steps, NSA classes should be utilised through the year?

Refer to:

Next Steps Package (found at <https://www.hope-church.com.au/next-steps>).

Review and adjust our roles, responsibilities and expectations of each other

Questions for mentee & mentor:

- What approach will we primarily use in sessions?
 - Mentoring/coaching/covering (only for leaders and JG).
- What will this look like more specifically?
 - Teaching in-person/lesson material to be provided and discussions/coaching/check-in chats.
- What frequency, length and mode of meeting shall we use for mentoring sessions?
 - Face-to-face or video call.
 - One-on-ones or mix of some group discipleship.
 - Weekly/fortnightly/monthly/bi-monthly.
- What is our preferred avenue for communication?
 - Emails/texts/phone calls/video chats/in-persons.
- What preparation is required of us before each session?
- When will we evaluate and adjust next?
 - 6 months/12 months.

Refer to:

Mentoring Approaches table (Primary Approach, Mentors Focus, Suitability, Mentoring Sessions)

4. Pray together for our growth in God



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