



MENTORSHIP

A Guide for Developing
Healthy Mentoring Relationships

25 outlines to
encourage conversations

Beverly Ivany

INTRODUCTION

The pages enclosed are to help those who feel called to “mentor” others.

They are conversational starters. They are subjects that might spark dialogue as mentors and “mentees” get to know one another, build trust with each other, and explore the spiritual journey—together.

The mentor is not there to share particularly of their experience (although this may happen from time to time, when appropriate). The mentor is to help the mentee open up, and share what’s on his/her heart.

Mentorship means “listening.” And it means giving direction—as led by the Holy Spirit. Confidentiality is a key factor. Also, if issues come up that are too deep, or beyond a mentor/mentee relationship, there should be a mutual understanding that professional help might be needed.

I pray these “guided” outlines will help promote healthy relationships, and make conversations more fluid.

May the Lord richly bless us all as we engage with others, and draw closer to Christ.

Beverly Ivany
(Major)

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MENTORING

What do you expect of a mentor?

What is the difference between influencing, coaching and mentoring?

What is the purpose of mentoring?

What do you see as the potential impact of a mentoring relationship?

Who could you mentor? Why could this be important for someone else?

Relationship-building: Name a few factors involved.

Scripture:

*Praise the Lord, all you nations;
Extol him, all you peoples.
For great is his love toward us,
And the faithfulness of the Lord
Endures forever.*

(Psalm 117)

How is the Lord faithful to you?

FAMILY

Background:

- a) Childhood—How were these years for you?
- b) Adolescence—Were these years smooth-sailing or somewhat difficult?
- c) Now—How do you feel you are doing as it relates to your present stage in life?

Share what you feel about the following relationships:

- a) Father
- b) Mother
- c) Siblings
- d) Other significant family members

What is the ideal family for you?

Scripture:

Read Luke 1:46-55 (the “Magnificat,” Mary’s Song).

What is your reaction to this text?

GENTLENESS

Gentleness is a fruit of the spirit, found in Galatians 5:22-23

“Gentle Jesus, meek and mild ...”

Why do some people always think of Jesus like this?
What about you?

What or who do you think of when you hear the word “gentle” or “gentleness”?

When people look at you, would they see gentleness?
Why or why not?

How can you show gentleness toward others?

How can you become more gentle?

Scripture:

The fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.

(Galatians 5:22-23)

Why do all Christians need the fruit of the Spirit in their lives?

MY PERSONAL MISSION STATEMENT

Write a Personal Mission statement (recognizing this is a “fluid” statement and can be adjusted at any time).

Transparency—Is it easy to be open with everyone?

Think of a few people that you are comfortable sharing with.

Why is it easy to be transparent with them?

Think of some people that you are not comfortable sharing with.

Why is it hard to be transparent with these people?

Why is it important to know what you stand for in a postmodern world?

What are ways you can witness to others?

Scripture:

But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and the ends of the earth.

(Acts 1:8)

What does this verse say to you, personally, in the context of today’s world?

PEACE

Did God create peace in the beginning of Creation?

What happened?

How does lack of peace in the world affect you?

What can you do to help encourage peace at work, school or church?

Are you a peaceful person? Do you possess inner peace?

How can you encourage more peace in your life? Do changes need to be made in your lifestyle?

How can you better create an atmosphere of peace?

Scripture:

*The Lord bless you and keep you;
The Lord make His face shine upon you
And be gracious to you;
The Lord turn His face toward you
And give you peace.*

(Numbers 6:24-26)

Repeat this Scripture every day this week and see if it makes a difference. Meditate upon it.

SELF-ESTEEM

Most people have self-esteem issues at certain points in their lives. How do you feel about yourself right now?

Who makes you feel good about yourself?

Have there been people who make you feel not so great? If so, how have you dealt with this?

What do you like the most about yourself as a person?

What part of your body do you like the most—and why?

Why does God love you so much?

Scripture:

*So God created man in His own image ...
Male and female He created them.*

(Genesis 1:27)

How does knowing you've been created in God's image make you feel?

SOUL MATES

What qualities do you value in a soul mate?

How can God be a soul mate?

If God is close to you, and you are close to Him, how are deepest thoughts shared?

How can your communication with God deepen?

What do these verses say to you?

Praise the Lord.

Praise God in His sanctuary;

Praise Him in His mighty heavens.

Praise Him for His acts of power;

Praise Him for His surpassing greatness.

Praise Him with the sounding trumpet,

Praise Him with the harp and lyre.

Praise Him with tambourine and dancing,

Praise Him with the strings and flute.

Praise Him with the clash of cymbals,

Praise Him with resounding cymbals.

Let everything that has breath praise the Lord.

Praise the Lord.

(Psalm 150)

When is it hard to give praise to God?

THERE IS A TIME

Talk about times that brought you the most happiness.

Talk about times that were the most difficult.

What brings you a sense of certainty?

What things make you uneasy or fearful?

How regular is your devotional life, and what's involved?

Describe the "space" you're in right now.

Scripture:

*There is a time for everything,
And a season for every activity under heaven:
A time to be born and a time to die,
A time to plant and a time to uproot,
A time to kill and a time to heal,
A time to tear down and a time to build,
A time to weep and a time to laugh,
A time to mourn and a time to dance,
A time to scatter stones and a time to gather them,
A time to embrace and a time to refrain,
A time to search and a time to give up,
A time to keep and a time to throw away,
A time to tear and a time to mend,
A time to be silent and a time to speak,
A time to love and a time to hate,
A time for war and a time for peace.*

(Ecclesiastes 3:1-8)

How do these verses put difficult times in perspective?

FAITH

What do you want to say to God right now?

Grace—What significance does this have for you?

Mercy—What does this mean for you? What is the difference between grace and mercy?

Love—What role does this play in your life?

Faith—Have you ever struggled to believe that God is in control of all things? If so, how have you dealt with this?

Forgiveness—What significance does this have for you right now?

Scripture:

We live by faith, not by sight.

(2 Corinthians 5:7)

What does “living by faith” mean for you right now?

ACCOUNTABILITY

Why is accountability important?

Name some areas of your life where you need to be kept accountable. Why is this important?

Why do people often avoid accountability?

Do you have a person to whom you can be accountable?

Do you find it easy or difficult to trust others? Why must there be trust in this relationship?

Name one positive thing you can do this week that you can be accountable for with your mentor next time you meet.

Scripture:

Read the letter of Philemon (25 verses).

Do you think Philemon felt accountable to Paul?

What is needed in an accountability relationship?

GOODNESS

What does the word “goodness” mean to you?

What goodness do you see in your church life?

How can you demonstrate goodness toward others?
Toward God?

What does goodness have to do with your day-to-day spiritual life?

Name a few “good” people. Why them?

What other qualities do they possess?

Do you see Christ in their lives?

How can you live a life of “goodness”?

Scripture:

*Surely goodness and love will follow me
all the days of my life,
And I will dwell in the house of the Lord
forever.*

(Psalm 23:6)

How can you make sure goodness does follow you?

SPIRITUAL JOURNEY

Where were you last year (or several years ago) as far as your spiritual life is concerned?

Where are you now?

Where do you want to go?

What specific plans do you believe God has in mind for you?

How are you going to get there? List steps that need to be taken.

What “equipment” do you need to help you on your journey?

Scripture:

Read Luke 24:13-33 (Emmaus Walk).

How do you relate to this passage?

HOPE

Why is hope such an important word for people in today's society and culture?

What things do you hope for in the days to come?

What does hope in Christ mean for you?

How can you offer hope to others?

Name 5 or 6 things in nature/creation that give you a sense of hope.

Scripture:

*We have this hope as an anchor
for the soul, firm and secure.*

(Hebrews 6:19)

How firm is your hope in Jesus?

THE TRUST FACTOR

Who do you trust?

- a) Parents
- b) Siblings
- c) Other family members
- d) Friends

Do others trust you?

Why should they?

Do you trust God?

Why should God trust you?

Scripture:

*I will lift my eyes to the hills—
where does my help come from?
My help comes from the Lord,
the Maker of heaven and earth.*

*The Lord will keep you from all harm—
He will watch over your life;
the Lord will watch over your
coming and going
both now and forevermore.*

(Psalm 121:1-2, 7-8)

What do these verses say to you?

GOAL SETTING: WHERE AM I HEADING?

What are your short-term goals?

What are your long-term goals?

What is concerning you the most right now?

What is the best thing that's happened to you recently?

Name one challenging issue that you're dealing with.

What is your strategy for working on this?

Scripture verse:

*I press on toward the goal to win
the prize for which God has called me
heavenward in Christ Jesus.*

(Philippians 3:14)

What does this verse mean to you personally?

JOY

What brings you joy?

What can steal your joy?

How can you help to make joy infectious?

What is the significance of a joyful heart?

What is the difference between happiness and joy?

Verses that are filled with joy:

Nehemiah 8:10

Psalms 21:6

Isaiah 51:11

John 16:20

1 Peter 1:8

Philemon 7

What do these verses say to you, one by one?

REMEMBER WHEN?

Identify two or three significant people who have influenced you in your spiritual walk. How have they impacted you in a positive way?

Name one significant event you remember from the past few weeks. How has it affected you spiritually?

Think of one good memory related to your spiritual journey. Who else was involved? What were the long-lasting effects?

Is there one difficult memory you have from the past that you'd like to share?

How do you want to be remembered?

Scripture:

*The Lord your God is with you,
He is mighty to save.
He will take great delight in you,
He will quiet you with His love,
He will rejoice over you with singing.*

(Zephaniah 3:17)

How does God "rejoice" over you?

KINDNESS

Think of a time when someone showed kindness toward you. What happened, and how did it make you feel?

Think of a time when you showed kindness toward someone. What happened, and how did it make you feel?

How has God showed kindness toward you?

What are some practical ways you can show kindness to others?

When and how will you put these into action?

How can you show kindness toward God?

Scripture:

For this very reason, make every effort to add to your faith goodness; and to goodness, knowledge; and to knowledge, self-control; and to self-control, perseverance; and to perseverance, godliness; and to godliness, brotherly kindness; and to brotherly kindness, love.

(2 Peter 1:5-7)

Why do you think “brotherly” kindness is mentioned here?

FORGIVENESS

Why do many people find forgiveness difficult?

Can we forgive and forget?

Does God forgive and forget?

No doubt you have been forgiven at some point in your life. How did it make you feel?

Is there someone you need to forgive for something he/she has done to you?

Can we forgive if the person is not sorry for what he/she has done?

Has God fully forgiven you? Do you accept His forgiveness?

Scripture:

*Everyone who believes in Him
receives forgiveness of sins
through His name.*

(Acts 10:43)

How does His forgiveness make you feel?

PATIENCE

Do you naturally have a lot of patience?

What does our society and culture say to us about patience?

In what kind of situations do you find yourself losing patience?

In what kind of situations are you able to exercise patience?

Are you patient with God?

Is God patient with you?

In what ways can you work on this fruit of the Spirit, patience?

Scripture:

Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience.

(Colossians 3:12)

Is it difficult to “clothe” yourself with the virtues listed above?

SPIRITUAL GIFTS

What are spiritual gifts?

How do spiritual gifts differ from the fruit of the Spirit?

What spiritual gifts has God given to you?

What are you doing with these spiritual gifts?

Is there another gift you would like to have?

Why do you want it? What are you going to do about it?

Scripture:

Read 1 Corinthians 12:1-11

How do you feel about what you've read?

Where do you fit into the picture?

SELF-CONTROL

Have you ever lost your self-control? Share one example. What was the outcome?

Why is this such a difficult fruit of the Spirit?

What are some areas in your life where you need more self-control?

What are some practical steps you can take to build more self-control?

How can you be of help to others who struggle in this area?

Do you see self-control as bondage or freedom?

Scripture:

*Now the overseer must be above reproach;
the husband of but one wife,
temperate, self-controlled, respectable, hospitable ...*

(1 Timothy 3:2)

Why is self-control a quality needed in leadership today?

WHOLENESS

What does the word “wholeness” mean to you?

According to Scripture, we are to be whole in body, mind, soul and spirit.

What does it mean to be whole in your body?

How can you be more fully whole when it comes to your mind?

Your soul represents your character, or who you are as a person. How can you be more Christlike in character?

Your spirit represents who you are in Christ as a spiritual being. How can you show wholeness of spirit toward others?

Scripture:

May your whole spirit, soul and body be kept blameless at the coming of our Lord Jesus Christ.

(1 Thessalonians 5:23)

Can we be “whole” in our own strength?

How can God help us in this area?

MY INNER LIFE

Introspection:

Who are you? Complete 10-12 statements that begin with "I am ..." Which ones take priority?

What is your purpose for living?

What are your priorities? (Think of a minimum of five.)

What are your biggest struggles right now?

Scripture:

*O Lord, You have searched me
and you know me,
You know when I sit and when I rise;
You perceive my thoughts from afar.
You discern my going out and my lying down;
You are familiar with all my ways.
Before a word is on my tongue
You know it completely, O Lord.*

*Search me, O God, and know my heart;
test me and know my anxious thoughts.
See if there is any offensive way in me,
and lead me in the way everlasting.*

(Psalm 139:1-4, 23-24)

Why might this Psalm be hard to pray at times?

LOVE

Complete 10-12 statements that begin with “Love is ...”

What does God’s love mean to you?

How can you show love toward God? Toward others?

What is the opposite of love—and why do so many choose this over love?

Do you feel love in your family? How do you know they love you? How do you show love toward them?

How can you show love toward others?

How can you improve on your love?

Scripture:

Read 1 Corinthians 13

What does this passage say to you?

SUGGESTED READING MATERIALS

Earl Creps, *Reverse Mentoring: How Young Leaders Can Transform the Church and Why We Should Let Them* (San Francisco: Jossey-Bass, 2008)

Edward Read, ed., *Discipleship: Vision and Mission* (The Salvation Army, Canada and Bermuda Territory, 1995)

Ted W. Engstrom and Norman B. Rohrer, *The Fine Art of Mentoring: Passing on to Others What God Has Given You* (Newburgh, Indiana: Trinity Press, 1989)

Dr. Charles Lake, *Discipleship Training: A Venture in Learning and Accountability* (Indiana: Growth Ministries, 1992)

Dr. Charles Lake, *Advanced Discipleship in Training: Based on the Sermon on the Mount* (Indiana: Growth Ministries, 2003)

Paul D. Stanley and J. Robert Clinton, *Connecting: The Mentoring Relationships You Need to Succeed* (Colorado Springs: Naupress, 1992)

