MENTORING OTHER LEADERS
INTERNATIONAL CHRYSALIS INSTITUTE
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INTRODUCTION:
How to grow a seed....

I. WHAT IS A MENTOR?

Definition: “A wise and trusted counselor or teacher.”

Mentor. Greek Mythology. Mentor, a person’s name, was Odysseus’s (or Ulysses) trusted counselor. He became the guardian of Ulysses’ house during his ten-year absence at the Trojan wars and the teacher and advisor of Ulysses’ son Telemachus.

John Mallison, teacher/pastor in Australia: “...a dynamic, intentional relationship of trust in which one person enables another to maximize the grace of God in their life and service.”

A mentor is a more mature helper who helps a less mature person to learn, grow, and develop.

A mentor is a wise farmer/gardener!

BIBLICAL EXAMPLES OF MENTORS:

Jethro with Moses – older to younger, father-in-law to son-in-law

Moses with Joshua – older to younger, more powerful to less powerful, leader to helper, leader to co-worker

Jesus with his disciples -- spiritually mature to less mature; recognize disciples will be ones to carry on ministry, co-workers

Barnabas with Paul – more spiritually mature to less spiritually mature

Lois and Eunice with Timothy -- parent/grandparent to son/grandson/daughter/grand daughter

Paul with Timothy -- older to younger, co-worker

II. KINDS of MENTORS - VARIOUS BASIC MODELS

NOT: boss, chief, dictator, pope, “confessor,” director, authoritarian, not even the “authority”

IS: Position of Mentor: one called along side to help other to grow

Qualifications: more experienced, not necessarily older, person who is TRUSTED to assist others in their “growing up in all things in Christ.”

Goals/Outcomes: to help the others to grow up in all things in Christ so that they can be the persons whom God is calling them to be
III. WHO BENEFITS

Mentoree:
Helped to be, to make an existential difference in one’s life, in order to learn, grow and develop in all areas of one’s life.

Mentor:
Reflect on own life – what is important, what learned
Personal growth – Mentoree stimulates mentor to grow.
Assumption: Mentor does not have all knowledge, not the fountain of all wisdom; together both grow in their own ways.
Mentors who think they do not have to grow and not worth being mentors
Sense of fulfillment: helping other person(s) to develop further in call to minister

IV. WHAT a MENTOR DOES

1. Nurtures for growth of the mentoree - focus is mentoree, not mentor!
   Provides part of the environment for growth.

2. Sets the environment for the relationship to meet and tone of the relationship
   Possible environments and relationships:
   formal – desk, chair, office
   family like - meet in home, drinking coffee, etc.
   informal - walking in park, playing football/ golf/tennis/jogging, basically outside of any office or home
   Sets the atmosphere and way of function in the Relationship:
   open
   honest
   trust
   faithful - no confidences betrayed: what is talked about b/n mentor and mentoree is not shared by mentor with others, including spouse
   Therefore:
   Transparent
   Integrity

3. Clarifies Roles
   - what mentoree wants, expects. E.g., talk about life, pray, study Bible, problem discussion, or what?
   - who initiates discussion
   - limits to topics to discuss: some mentors do not want to discuss family issues, sex, etc.
   Mentoree or Mentor: may want to focus on ministry issues.
   Limitations can hinder mentoree’s own development since mentoree is a whole person. If mentor is uncomfortable with one area, this maybe a signs of immaturity or problems in the mentor’s life.
   -what mentor willing to talk, share – how personal willing to be
   -what mentor expects from mentoree:
how often meet, how long (weeks, months, indefinite or definite cut off point), contact with mentor/mentoree during week, etc.
- establish who is responsible for growth of mentoree: the mentoree, not mentor
  Mentoree must do his/her own growth - growth comes from within; cannot be done from outside one’s self
  Mentor cannot “grow a person”

4. Attitudes, Values, Skills required by mentor
- listen first
- talk second: 2 ears, 1 mouth
- ask leading questions:
  why?
  why not?
  explain?
  What do you think?
  Basically: involve mentoree in his/her own situation
  NOT give answers: dialogue so that mentoree sees his/her own solution - elicit thinking
- analytical abilities: see problem, and able to elicit same from mentor
- develop trust by being trustworthy: make promise and keep it, maintain confidentiality
- develop agenda: issue is what mentoree wants AND needs
- maintain flexibility
- ability to elicit thinking from mentoree
- availability - to meet regularly, to pray with, for mentoree
- faithfulness
- pray together and pray separately for each other
- give directions re how to improve skills if skills are the issue
- offer suggestions, ideas, options
- sensitive to Holy Spirit’s leading
- avoid temptation to give answers,
- avoid making judgments (you’re wrong, they wrong, you’re correct, etc.)
- avoid too high expectations by either mentor or mentoree
  - change takes time
  - change often resisted
  - development, learning, growing is slow process seen over many months/ years.
  - be patient: “Be patient. God is not through with me yet.”

IV. HOW LONG SHOULD MENTORING RELATIONSHIP BE?

Set realistic time limit for each session - hour should be sufficient
Set realistic time limit for relationship - months or year at a time; not in perpetuity
  at end of period of time evaluate if both feel worth to continue
How long? Start with trial: meet weekly for month
  Evaluate - continue, discontinue, modify
  Set next time limit: 6 months
  Repeat evaluation each 6 months
Avoid: in perpetuity
Avoid: dependency by either
Avoid: co-dependency
V. POSSIBLE QUESTIONS MENTOR COULD ASK?

Questions Mentors Ask
-- How is your ministry affecting your own relationship with God?
-- How is your sense of God’s call being clarified?
-- Where are your skills being tested?
-- Where is your character being tested?
-- What are your hopes and dreams for your future ministry?
-- How can I help you?
-- What evidence can you point to of the presence and power of God in your ministry?
-- How is your relationship/communication style impacting your ministry?
-- As you assess your growth, where do you see areas you need to work on?
  What are your felt deficiencies?
-- What are some new things you could try?
-- What are some things we could do that would help you to be more a person of integrity?
-- What pain have you experienced and what were some of the effects of that pain?
-- How has that shaped who you are?
-- How might God use your past to prepare you for ministry in the future?
-- Let’s pretend that God knows what he’s doing in your life, even though things haven’t worked out as you’d hoped. What might he be teaching you through that?

VII. WHO CAN BE A MENTOR (or teacher, parent, friend)?

Anyone who is humble,
  patient,
  has a godly attitude
  spiritually minded
  willing to give of him/herself to another
  not want to direct others, not a preacher to one person
  wanting to help, facilitate, encourage, teach
  more mature regardless of age and/or sex
  of the same sex is preferable

VIII. HOW TO BECOME A MENTOR

Pray for the right person to ask you to mentor him/her.
Be available for others, have friends and be friendly.
Be an example for others to see who you are and what you do.
Learn the basics of being a mentor.

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