

**Mentoring Defined:** Mentoring is a relational experience through which one person empowers another by sharing God-given resources from Stanley & Clinton “Connecting: the Mentoring Relationships you need to succeed in life.”

**An Expanded Definition:** Mentoring is a relational process in which a mentor, who knows or has experienced something, transfers that something (resources of wisdom, information, experience, confidence, insight, relationships, status, ect.) to a mentee, at an appropriate time and manner, so that it facilitates development and empowerment.

**The Essence of Mentoring:** God has given some people the capacity and the heart to see leadership potential and to take private and personal action to help the potential leader develop.

**Some Common Characteristics of Mentoring:**

- Ability to readily see potential in a person.
- Tolerance with mistakes, brashness, abrasiveness, and the like in order to see potential develop.
- Flexibility in responding to people and circumstances.
- Patience, knowing that time and experience are needed for development.
- Perspective, having vision and ability to see down the road and suggest next steps that a mentee needs.
- Gifts and abilities that build up and encourage others.

## **What Mentors give to Mentees.**

- Timely advice, letters, articles, books, or other literary information that offers perspective;
- Their assets: their home to meet in, their food to fellowship over and yes their finances as they can provide for some things as their mentee is just starting out.
- Freedom to emerge as a leader even beyond the level of the mentor.
- The risk of their own reputations in order to sponsor a mentee.
- Direction to needed resources
- A Co-ministering relationship in order to increase confidence, status and credibility

## **The Ten Commandments of Mentoring**

1. Establish the mentoring
2. Jointly agree on the purpose of the relationship
3. Determine the regularity of interaction
4. Determine the type of accountability
5. Set up communication mechanisms
6. Clarify the level of confidentiality
7. Set the life cycle of the relationship
8. Evaluate the relationship from time to time
9. Modify expectations to fit the real-life mentoring situation
10. Bring closure to the mentoring relationship

## **Categories of Mentoring:**

- 1) Passive
  - i) Historical
  - ii) Contemporary
- 2) Occasional
  - i) Counselor
  - ii) Teacher
  - iii) Sponsor
- 3) Intensive (more deliberate)
  - i) Discipler
  - ii) Spiritual Guide
  - iii) Coach