PWOC

Protestant Women of the Chapel

Materials:
- Chart paper, markers
- 2 gift boxes
- Mirror

WORKSHOP: MENTORING

by Cinky Jones

LEADER'S GUIDE

RELEVANCE: In recent years we have been encouraged by our PWOC leadership to live our lives "Three Deep." At any given point, I should be pouring my life into another (mentoring) but I should also be in a relationship in which I can be mentored. So "Three Deep" is 1) the person I mentor, 2) myself, and 3) the person by whom I am being mentored. Sometimes these relationships naturally evolve, but more often they are due to intentionality on the part of the mentor and the mentee. This lesson seeks to both educate and encourage those interested in the valuable concept of mentoring.

CONTEXT: This topic is suitable for any PWOC audience.

TIME: 50 minutes

HOOK YOUR AUDIENCE: (5 minutes)

Is there anyone here who likes receiving gifts?

Look for a show of hands and ask for at least six volunteers to join you.

***Preparation**: For this illustration, you will need two wrapped gift boxes (with the lids separately wrapped) -one small enough to fit inside the other. Place a mirror inside on the bottom of the smaller gift box and replace the lid. Place the small box inside the larger box and put the large lid on. You should prepare your "gift" ahead of time since you don't want to spoil the surprise.*

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A hook that piques the curiosity of your group and engages as many of their senses as possible is an investment in keeping their attention throughout your lesson. Curious attention (someone who's been "hooked") breeds learning far more effectively than polite attention.

Hand the box to one of your volunteers and read the poem below to pass the gift around and see who ends up with it!

- Take this gift and without a sigh look around, then give to a woman with eyes of brown.
- Yes, you are the lucky one for a moment, but let us all share in the fun! Please look around with eyes discreet, and give it to the one with the smallest feet.
- Your feet are tiny and very small, now hand the gift to someone tall.
- Please take your time and don't be harried. Give it to the one who is longest married.
- Oh, what a blessed life, now please pass this to the newest wife.
- Of this parcel you are bereft, give it to the one on your left.
- The largest earrings we are looking for now, if you are wearing them, step up and bow.
- Now to the person with button, big, small, any kind... the most you can find, gets the gift this time.
- Now don't get cross and please don't fight, but pass it to the person third on your right.
- We should stop soon don't you agree, the big gift is yours to keep with glee!
- Inside you'll see another gift...
- …to continue the game. Pass it to your neighbor on the left; she'll be glad she came!
- "When you look inside you'll see something that no one else will see if they peek. The gift God gave to the world is just so unique--it's one of a kind, it's You!

It appears that most all of us like to receive gifts. You are a gift from God to this world. *Turn to a neighbor and tell them, "You ARE a gift from God to this world."*

MAKE YOUR POINT 1: JESUS AS MENTOR (less than a minute)

"Old school" teaching involves lots of lecturing while students are expected to listen quietly and take notes. Studies have shown that we learn far better by "doing." The more you can get your group to become active participants in their own learning, the more likely they will retain and apply the information they've received. One reason for this improved result is the sense of ownership it creates.

God gave us the greatest gift of all when He sent Jesus into the world. Jesus Christ Who is the same yesterday, today and forever, gifted His disciples as He came alongside them and modeled walking in obedience to the Father and loving with grace and truth. He mentored them.

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He responded to their questions, uncertainties and needs. He pointed all glory to God. He joined them in celebrations of God's provision. Emmanuel was 'with them' in their day to day lives. He was their Mentor.

As Christ-followers, we could all benefit from someone who's following Christ and being "with" us – in our day to day lives. As women closely associated with the military and its lifestyle, the need may be magnified and felt more intensely. A mentoring ministry comes in and helps to meet that need.

ENGAGE YOUR LEARNERS 1: (5 minutes)

This discussion will give you a pretty clear picture of the prior knowledge your participants bring to the table. This information will help you tailor your lesson to their needs. Be sure to encourage and praise all responses. This affirmation sets the tone for your lesson and will help put everyone at ease. Gently guide the discussion to include what you believe to be essential without discrediting or undermining the responses of your group. Build on THEIR ideas rather than having them build on yours. This interaction creates more "buy-in" and engages them in their own learning.

What do you think of when you hear the word *Mentoring*?
Use chart paper to record answers. As the discussion proceeds, ask your participants to include synonyms of "Mentor" like "coach," "teacher," or "guide." Encourage them to also include synonyms of "Mentoree" like "disciple," "learner" or "mentee."

MAKE YOUR POINT 2: MENTORING AS RELATIONSHIP (10 minutes)

The word mentor is not found in the Bible – it actually originates in Greek mythology when an older man, Mentor, tutors a young man while his father is off to war. "Mentoring" is a very popular term these days in many arenas – academic settings, the workplace, leadership development, as well as Biblical or spiritual applications. The concept of mentoring is Biblical. Examples of mentoring relationships are found in a number of Bible relationships, such as Moses and Joshua, Naomi and Ruth, and Paul and Timothy. The heart of Mentoring is *relationship.*

Take about 3 minutes to read the following quotes about *Mentoring as Relationship* and mark what stands out to you. When you are finished, share what you see as the most significant element of each quote with your neighbor.

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Sharing with a neighbor or a partner gives everyone a voice. Everyone is engaged at the same time. The interaction provides a change of pace that efficiently reclaims the attention of your group.

Whatever kind of mentoring you do, whether as spiritual guide, coach, teacher, discipler, counselor or sponsor, and however frequently or infrequently you do it, your mentoring is essentially relationship. A relationship in which your life, such as it is, becomes the message…your life–your redeemed life in Christ–is the best gift you can offer your mentoree, and your family, friends and colleagues for that matter. ~Susan O'Banion

Each of us has one more bit of experience and/or skill in something than someone else, but "Mentoring is not about telling. It is about listening-to the Holy Spirit and to the life of the other. If there is a desire for status or position in the eyes of others, you will surely fail, for mentoring is a servant's role. It is true that there are times of instructing, guiding and sharing of wisdom, but mentoring is primarily about discernment and learning to recognize where God is already present and active in the heart of the other. Spiritual mentoring is uniquely relational." ~Keith R. Anderson; Randy D. Reese. Spiritual Mentoring: A Guide for Seeking & Giving Direction

Our redeemed life is made possible because Jesus- the Way, the Truth and the Life – loved us enough to die so that we could be in relationship with our Holy God.

Part of the beauty of sharing a redeemed life in God's economy is what Jesus (reflecting Deuteronomy 4:6) spelled out very succinctly in Mark 12:29-31(NIV):

The most important [commandment] is this: 'Hear, O Israel: The LORD our God, the LORD is one. Love the LORD your God with all your heart and with all your soul and with all your mind and with all your strength.' The second is this: 'Love your neighbor as yourself.' There is no commandment greater than these.

In John 13:34, Jesus says, "A new command I give you: Love one another. As I have loved you, so you must love one another."

In 1 John 4:19 we are reminded that "We love because He first loved us."

Love for our "neighbors" (our love for one another within our PWOC) is the quintessential complement of our love for our Lord.

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ENGAGE YOUR LEARNERS 2: (5 minutes)

Read Deuteronomy 6:1-9 (NIV) and circle the words "You" and "Yours" and mark phrases that show elements of mentoring:

> *These are the commands, decrees and laws the LORD your God directed me to teach you to observe in the land that you are crossing the Jordan to possess, so that you, your children and their children after them may fear the LORD your God as long as you live by keeping all his decrees and commands that I give you, and so that you may enjoy long life. Hear, O Israel, and be careful to obey so that it may go well with you and that you may increase greatly in a land flowing with milk and honey, just as the LORD, the God of your ancestors, promised you.*
> *Hear, O Israel: The LORD our God, the LORD is one. Love the LORD your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be on your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up. Tie them as symbols on your hands and bind them on your foreheads. Write them on the doorframes of your houses and on your gates.*

Have the group share some of the items they underlined with a quick explanation of how they believe it exemplifies mentoring. You can opt to add new information to the chart from "Engage Your Learners-1."

MAKE YOUR POINT 3: TITUS 2 (less than a minute)

The other foundational Scripture for being a part of a mentoring ministry is found in the book of Titus. Read Titus 2:3-5 with me:

> *Likewise, teach the older women to be reverent in the way they live, not to be slanderers or addicted to much wine, but to teach what is good. Then they can train the younger women to love their husbands and children, to be self-controlled and pure, to be busy at home, to be kind, and to be subject to their husbands, so that no one will malign the word of God.*

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ENGAGE YOUR LEARNERS 3: (10 minutes)

Ask the group to break into groups of 3-4 and take 5 minutes to discuss the passage.

What are some ways the "older women" could go about training the "younger women?" What does that look like in real life? How has that looked in your life?

> *Float between the groups. You can offer encouragement and affirmation that will make individuals more likely to take part in the group discussion. This insight will give you a clearer picture of how well they are processing the information that you are presenting.*

MAKE YOUR POINT 4: GO FOR IT !!! (less than a minute)

In a mentoring ministry women who love God commit to purposefully invest in the spiritual journeys of one another. These relationships are built on Biblical principles and are a catalyst for inspiration, motivation and transformation while sharing life together.

Women can "love one another" through engaging and growing in God's Truths, support, prayer, accountability, guidance, listening, crying, laughing, loving and pursuing the things of God – pouring out and drinking in. This is good stuff! God Stuff! Don't you agree? So why are so many women not in this type of relationship, either formally or informally? Do we have reservations, concerns, or doubts about mentoring?

ENGAGE YOUR LEARNERS 4: (10 minutes)

How big is your "BUT?" What are some reasons for not wanting to be a mentor or to be mentored? Have small groups brainstorm and list some of the "buts" that may get in the way of being a mentor or mentee.

> *Be careful not to heap guilt on your ladies. This presentation is informational only. Allow room for the Holy Spirit to do His work in directing the steps of the participants. Far better that we take direction from Him, than to enter into formal relationships out of a sense of obligation.*

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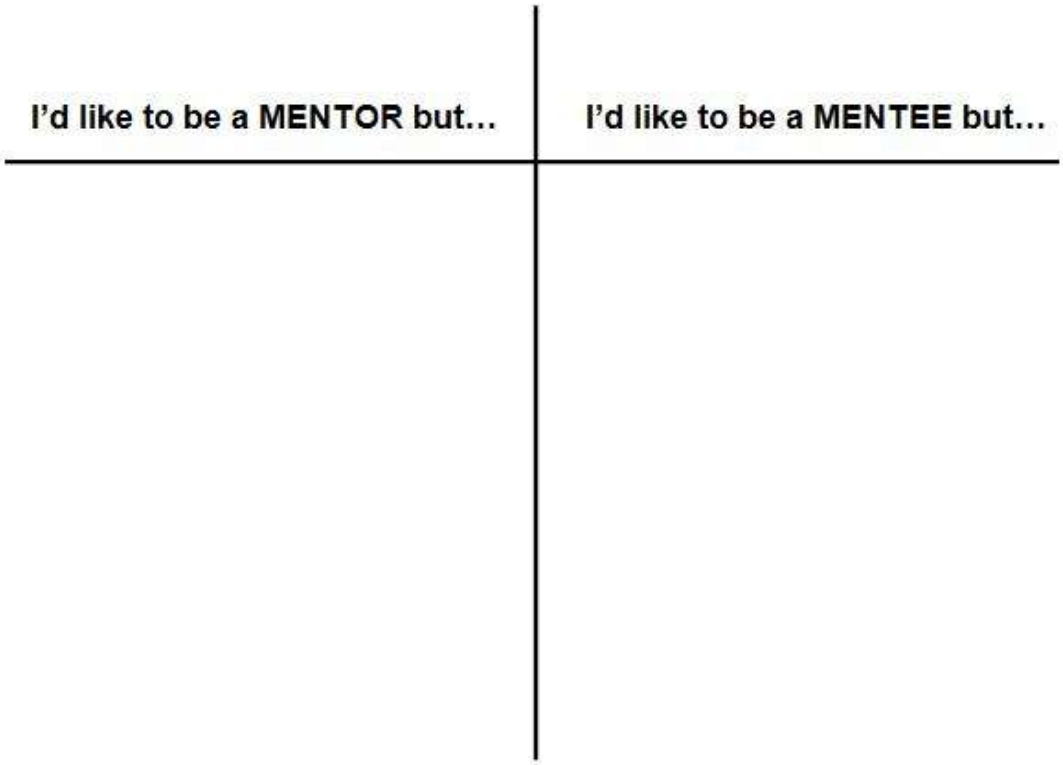

Summarize this activity by reading the top 6 excuses for not being a Mentor, listed by Elisa Pulliam, from her book Impact My Life:

1. **But** I'd be a Hypocrite
2. **But** I Might be Exposed or Judged
3. **But** My Life is a Mess
4. **But** I'm Too Young
5. **But** I Lack Wisdom
6. **But** It Is Not My Calling

But what does God have to say about those? And Every Other "But?"

- **But** my house is too small
- **But** my home isn't pretty enough
- **But** my family is such a mess
- **But** I'm not at all that pretty to look at
- **But** what about the way I struggle with knowing what to say
- **But** I know I'm just not organized enough to be helpful
- **But** my life is in chaos and I can seem to make heads or tails of any of anything
- **But** I don't think she would want to even talk to me
- **But**…

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Philippians 4:8-9 (NIV) prompts us and gently encourages us, "…whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable–if anything is excellent or praiseworthy–think about such things. Whatever you have learned or received or heard from me, or seen in me–put it into practice. And the God of peace will be with you."

So, again I ask you, how big is your "BUT?" Is it bigger than our God?

APPLY IT TO LIFE: (5 minutes)

Elisa Pulliam's acronym for mentoring:

- **M=** **Meeting** together
- **E=** **Encouraging** one another through words and deeds that glorify God
- **N=** **Noticing** your mentoree
- **T=** **Teaching** through everyday life and the Word of God
- **O=** **Offering** your time and service to your mentoree as your spiritual act of worship unto the Lord
- **R=** **Responding** to your mentoree's life and circumstances
- **I =** **Inspiring-** having a beneficial effect on another; invigorating, stirring, prompting
- **N=** **Navigating** by coming alongside the younger women God has positioned in your life to help them navigate life
- **G=** **Growing in Grace** together as your love for each other increases

Questions to ponder as we close:

You can take a few minutes to get feedback from your group, or you can opt to let them read through the questions silently and ponder what they have learned today.

1. How has your idea of mentoring changed?
2. What makes it seem more doable?
3. How likely is it that you will prayerfully consider intentionally seeking a mentor? What steps might you take?
4. How open are you to being a mentor? What steps might you take?
5. What is God speaking to you? Do you have a certain person in mind?

Close in Prayer

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PARTICIPANT'S GUIDE

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I. JESUS AS MENTOR

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He responded to their questions, uncertainties and needs. He pointed all glory to God. He joined them in celebrations of God's provision. Emmanuel was 'with them' in their day to day lives. He was their Mentor.

What do you think of when you hear the word *Mentoring*?

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II. MENTORING AS RELATIONSHIP

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Consider the following scriptures:

Mark 12:29-31 (NIV):

> *The most important [commandment] is this: 'Hear, O Israel: The LORD our God, the LORD is one. Love the LORD your God with all your heart and with all your soul and with all your mind and with all your strength.' The second is this: 'Love your neighbor as yourself.' There is no commandment greater than these.*

John 13:34 (NIV):

> *A new command I give you: Love one another. As I have loved you, so you must love one another.*

1John 4:19 (NIV)

> *We love because He first loved us.*

What do these Scripture passages show us?

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How does this passage relate to mentoring?

III. TITUS 2

Likewise, teach the older women to be reverent in the way they live, not to be slanderers or addicted to much wine, but to teach what is good. Then they can train the younger women to love their husbands and children, to be self-controlled and pure, to be busy at home, to be kind, and to be subject to their husbands, so that no one will malign the word of God.

Titus 2:3-5

Break into groups of 3-4 and take 5 minutes to discuss the passage.

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IV. GO FOR IT !!!

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ACTIVITY: How big is your "BUT?" What are some reasons for not wanting to be a mentor or to be mentored? Brainstorm in a small group and list some of the "buts" that may get in the way of being a mentor or mentee:

I'd like to be a MENTOR but…	I'd like to be a MENTEE but…

Philippians 4:8-9 (NIV) prompts us and gently encourages us, "...whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable–if anything is excellent or praiseworthy–think about such things. Whatever you have learned or received or heard from me, or seen in me–put it into practice. And the God of peace will be with you."

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