



Mentoring Framework

We've created this guide to help you understand the role of mentoring relationships and give a sense of how we see them being a healthy part of the Crossroads community.

Much of this guide has been adapted from the Pathway's Bible College Mentorship Guides, provided by Craig Barrow. We want to acknowledge and thank them for their support in the development of the Crossroads Mentoring Framework.

You can find out more about Pathways Bible College at www.pathways.ac.nz.

What is Mentoring?

Mentoring relationships come in many shapes and forms. Ultimately, they are relationships built on the desire to walk together towards Christlikeness as we navigate everyday life. The mentor inputs into the life of the mentoree, as the mentoree shares time with their mentor. This could happen over a coffee, a shared hobby or project, or in any space that helps facilitate a healthy level of sharing together.

As a church, we've used the Te Reo word *Kaiārahi*, which can be defined as a guide, counsellor, conductor, leader, mentor, pilot, usher... All of these speak of relationship — one that may take different forms as we grow together, guiding each other to be more like Jesus.

The Value of Mentoring

Mentoring creates the opportunity to intentionally invest and share in another person's unique journey. While the mentor is generally the one sharing input/insight and the mentoree the one who receives, the benefit flows both ways as each invests in relationship with the other and experiences God's Spirit working through it.

"Mentoring offers the freedom to recognise that each individual is unique and that their story and journey are unique as well. Wisely practised, and because of its care for the nurture of the individual, it will liberate many into a deeper experience of God and a more radical discipleship."

— Tony Horsfall, *Mentoring for Spiritual Growth: Sharing the Journey of Faith*

Who is a Mentor?

To mentor someone takes intentionality, humility, discernment, and wisdom... all of which are developed in partnership with God's Spirit.

"God did not make this person as I would have made him... God does not will that I should fashion the other person according to the image that seems good to me, that is, in my own image... I can never know beforehand how God's image should appear in others."

— Dietrich Bonhoeffer, *Life Together*

The Spirit is the best mentor available to us. When a mentor speaks into the life of a person, they have no idea of who that person will become, but the Spirit does. Moreso, He knows the best way for that progress to be made.

The goal, then, is to listen to the Spirit and ensure that He is guiding the conversation and guiding the mentor's own thoughts. Remember it is the same Spirit that already dwells within us; we are one. Mentoring develops our partnership with the Spirit.

So, what we are aiming for is a balance. There are valuable characteristics in mentoring like being intentional, being humble, discernment, wisdom, but that list could get really long really quick.

So, instead of giving you a list of the characteristics of a perfect person, we want to give you a few key things that we believe are important to being a mentor:

Firstly, and probably the most obvious, a relationship with Jesus is a must.

If we are striving to guide others to be like Jesus, we need to first of all know who Him as our saviour.

Then, simply being someone who frequently revisits the Fruit of Spirit;

Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness and Self-Control. Are you striving to embody those things? Which of those are areas do you need to work on?

After you've asked yourself those questions then ask for the Spirit's help and guidance to embody them more truly. We believe if you are doing that, you'll be in a healthy place to be a mentor. Also, out of continuously pursuing embodying the Fruit of the Spirit, we believe the Spirit will give you other abilities such as discernment in conversations and wisdom, as well as prompt you to be intentional, because you'll be more in tune with Him from your pursuit of Him.

So, who is a mentor?

A follower of Jesus who is committed to pursuit of the Fruit of the Spirit, which we believe in turn will shape you into exactly the person your mentoree finds valuable to be around (and hopefully experiences that value coming back at you too!).

What does Mentoring practically look like?

Mentoring outworks in helping process life through both practical and theological lenses. Although people have different issues, needs and pressures, there are several key areas that the mentor can help a person work through:

Theological topics that may come up in your mentoring relationship:

- **Regular time with God**

Mentors might want to check in with your mentoree to gain insight into how they currently hold their relationship with God.

- Do they value regular personal time with God (beyond church meeting)?

- Could they benefit from having encouragement in further developing personal time with God?
- You might want to explore ways to cultivate more regular habits, such as trying a YouVersion Bible App plan together.

- **Identity In Christ**

The understanding of our identity plays into many parts of our lives, our views and our behaviours, and it can be common for an individual's sense of identity to be in things like *what they do*, instead of *who they are* in Christ.

- We believe it's important to discover and know our identity in Christ, such as the ways Paul talks about it in Galatians 3:27 and Colossians 3:1-3. You may want to consider talking about these verses or this topic as part of your time together.

- **Humility and Confidence**

A key aspect of spiritual formation is developing Christ-like humility, as Paul defines in Philippians 2, balanced with a strong confidence that comes from their identity and calling in Christ. Often a person can have strengths in one, but room to grow the other.

- Your mentoring relationship could become a good place to develop awareness and growth in one or both areas. Practically, this could come in the form of developing a mantra that speaks into the issue at hand for the mentoree to tell themselves, such as *I am a child of God. I am confident in the gifts He has given me and I trust He wants to equip me to be His follower...*

- **The nature of sin**

As followers of Jesus we are all in an ongoing battle with our sin nature.

When a particular sin becomes habitual it can be harder to recognize, address, or break.

Many people do not see the damaging nature of sin in their lives and only see sin as something that is wrong, rather than something that is inhibiting them in their relationship with God.

- Learning to recognise, talk about and seek further victory in these areas through the work of Christ could become an important part of your mentoring relationship. As James 5 suggests, making a habit of confessing sin to one another could be a helpful way to normalise these conversations.

Practical aspects of your mentoring relationship:

- **Building trust**

Though it can take time, it's worthwhile developing trust within the space of your mentoring relationship. This can even be done in organic and informal times outside of the meeting – coffee, lunch, a walk, etc.

- **The importance of making time**

For a mentoring relationship to function well, a healthy amount of time will need to be prioritised in order to slow down and properly listen to your mentoree.

“People are not going to feel heard by someone who is in a hurry, nor will they feel that they can approach someone who always seems to have too much going on in their lives.”

— Jean Stairs, Listening for the Soul

What to do when we meet

Since there is **no single right agenda**, the purpose, expectations, and mentoring covenant (additional document) will help determine what you do when you meet.

The following are some helpful ideas from “Spiritual mentoring: A guide for seeking and giving direction”.

For the Mentor:

1. Create a setting in which your relationship with the mentoree can be comfortable and natural.
2. Remember, this time is for the mentoree. The key is learning when to speak and when to listen.
3. Attend to God's agenda for the other. Prepare for your mentoree in prayers. Seek to listen to the Spirit alongside listening to the mentoree

For the Mentoree:

1. Prepare yourself emotionally and with prayer before you meet.
2. Seek to adjust your expectations toward listening to what God is saying/where God is working.
3. Actively pray for your mentor too, as your mentor will pray for you.

How often should we meet?

You have the freedom to decide what level of regularity is helpful for your mentoring relationship. You may choose to meet fortnightly or monthly, for a 30mins or an hour at a time... give it time to get a sense of what level works best for your situation.

First Meetings

The first meetings may require more time to get to know each other. Early on it would be important for the mentoree to share key moments of their life story – for both the mentor and mentoree to talk about and reflect on. It may be beneficial for the mentor to share from their life too, or take the lead on this if the mentoree doesn't feel up to it yet.

It is highly recommended for the mentor and mentoree to build a mentoring covenant. See the additional document on this.

Ongoing Monitoring

Reviewing and monitoring of the mentoring relationship is an ongoing process. It will be helpful to check in with each other as you go — perhaps every other month — asking questions such as:

- In what ways are these sessions helpful? What was not helpful?
- How are you feeling about how the mentoring relationship is going at this point?

Having an Exit Strategy

It's important that your mentoring relationship doesn't feel like you are 'locked in for life', so it's healthy to have an occasional opportunity to end the relationship when necessary. The timeline will always be up to you but is important for this to be reviewed and communicated together as your relationship develops.

We recommend setting at least yearly dates for review in your mentoring covenant (if not more frequently), setting aside a session for a more in-depth assessment to review the purpose and expectations of the relationship.

There are valid times it may be appropriate to bring the relationship to a close:

- Hopes and expectations have been achieved
- The pre-set time has been reached

- The relationship isn't gaining foreseeable traction (This is not necessarily a bad thing. It may simply be that they need something you cannot offer)

You want to be talking about the ending of the relationship for several sessions before the finish date, so there is a healthy amount of time to help wrap up or discuss anything still unresolved. How the mentoring relationship ends shapes how both you and the mentoree view and remember the experience, so is worth investing the extra time into finishing well.

A specific meeting should be set for the purpose of saying goodbye and acknowledging the change in the relationship (whatever those changes are):

- Review and reflect on accomplishments, learnings, challenges, and progress toward goals.
 - What difference/s has the relationship made?
 - In what ways will the mentoree continue to work towards their goals?
 - How are they going to continue being mentored, and growing etc.?
- Discuss whether or not the relationship will continue informally (and how you will implement it)
- Express any feelings about the ending of the relationship/expressions of gratitude.

Lifecycle of a Mentoring Relationship

Mentor relationships can be short-term, long-term, or somewhere in between. While each relationship finds its own pace and rhythm, they typically go through the following 4 stages:

Stage 1 – Getting to know one another/agreeing on objectives

- Preparing for the relationship – prayer, time allocation etc.
- Forming and building a relational bond.
- Make a mentoring covenant together (Be specific — Try to leave nothing to chance, knowing you can re-negotiate over time).

Stage 2 – Getting established

- Developing an honest, trusting, sincere relationship.
- Able to ‘dive deeper’ into topics that have come up previously.

Stage 3 – Maturing

- Relationship becomes more two-way as mentor and mentoree learn to listen to each other.
- Relationship becomes more relational and intersubjective.
- Space develops to challenge and feedback on thoughts and goals.

Stage 4 – Coming to Closure

- Goals are met, relationship has served its purpose for the season, or other factors mean it's healthiest to wrap up the relationship for now.

These 4 stages in a mentoring relationship are based on Transformational Mentoring by Julie Hay.

Mentoring Resources

RightNow Media

If you would like to equip and prepare yourself further for becoming a mentor at Crossroads, we recommend checking out the Mentoring in the Church series on RightNow Media. It's a series of 5-minute videos that look at different aspects of mentoring such as Essential Elements of Mentoring, Pitfalls of Mentoring, What Young Adults Are Looking For, and more!

If you don't have a RightNow Media account, you can sign up for one for free at www.crossroads.co.nz/right-now-media.

Spiritual Reference Guide

In your time together as mentor and mentoree there are a lot of different topics and issues that are likely to come up. The following are some scriptures that you might find helpful to have on hand.

Anxiety

Philippians 4:6-13
1 Peter 5:7
Hebrews 13:5-6

Discouragement

Galatians 6:9
Psalm 138:7-8 J
2 Corinthians 4:8-9

Grief

John 14:1-3
John 11:25
1 Corinthians 13:12

Jealousy

James 3:16
1 Corinthians 3:3
Exodus 20:17

Addictions

Romans 6:12
1 Corinthians 6:19
Galatians 5:1

Deliverance

James 4:7
Matthew 18:18
Luke 10:19

Forgiveness

2 Corinthians 2:10-11
Matthew 6:14-15
Romans 12:14

Humility

Matthew 18:4
James 4:10
Proverbs 22:4

Baptism in Spirit

Acts 2:38
Luke 11:13

Faith

Hebrews 11:1
Hebrews 11:6
Hebrews 12:2

Healing

Exodus 15:26
1 Peter 2:24
1 John 5:14-15

Judging Others

Matthew 7:2-5
James 2:13
John 5:30

Confession

1 John 1:9
Psalm 32:3
James 5:16

Fear

Romans 8:13-17
2 Thessalonians 3:3
Isaiah 41:10

Holy Spirit

John 16:17
John 16:8-13
Acts 9:31

Money

1 Timothy 6:8
1 Timothy 6:10
1 John 2:15

Condemnation

Romans 8:1
John 5:24
John 3:17-18

Obedience

1 John 2:3
1 John 3:21
Deut. 11:26-28

Anger

James 1:19
Ephesians 4:26, 31
Matthew 5:40

Peace of Mind

John 16:33
Romans 5:1
Colossians 3:15

Persistence

2 Timothy 4:7
Galatians 6:9
Revelation 2:24

Spiritual Gifts

Romans 12:6-8
1 Corinthians 12:7-11

Trials

James 1:12
2 Corinthians 4:17
1 Peter 4:12
1 Peter 5:10
Revelation 3:19

Fasting

Matthew 6:16
Isaiah 58:3
Isaiah 58:5

Reconciliation

2 Cor. 5:18-19
Matthew 5:23-26
Matthew 18:15-17

Depression

Psalm 51:10-12
Romans 8:28, 31
1 Thessalonians 5:18

Salvation

John 3:16
Romans 6:23
Romans 8:1

Sexual Immorality

2 Timothy 2:22
1 Thessalonians 4:3-4
1 Corinthians 10:13

Tithing and Giving

Malachi 3:8-10
Proverbs 3:9
Luke 6:38
2 Corinthians 9:7

Priorities

Matthew 6:33
Matthew 22:36-39

Holiness

1 Peter 1:14-16
Ecclesiastes 20:22
Romans 12:2

Suicide

Psalm 91:1,11,12,15,16
John 10:10

Freedom

Galatians 5:13-26

Temptation

1 Corinthians 10:13
Genesis 4:7
Romans 6:6

Thanksgiving

Psalm 100:1
Psalm 139:13

Pride

Proverbs 16:5
James 4:6
Isaiah 25:11

Submit to Authority

1 Peter 2:13
Hebrews 13:17
Romans 13:1-7

Loneliness

Isaiah 54:10
Hebrews 13:5-6
Revelation 3:20

Trust in the Lord

Proverbs 3:5-6
Ephesians 6:16
Psalm 56:4

Intercession

1 Timothy 2:1
Ephesians 6:19

Who we are in Christ

1 Peter 2:9
Revelation 2:26
Ephesians 2:6,10

Prayer

1 John 3:21
1 John 3:14-15

Spiritual Warfare

1 Timothy 4:1
1 Timothy 6:12
Ephesians 6:10-18

Things to Consider

Here's a few things to think about as you consider pursuing a mentoring relationship, and as the relationship takes shape:

Motivations:

- Why do I want to be a mentor/mentoree in the first place?
- Do I see these motivations as healthy or unhealthy for any reason?

Relational Capacity:

- Do I have the capacity to invest into another person's life, as well as the friends and family I'm currently connected with?
- Am I willing to discuss difficult/challenging questions with this person, give/receive advice, and seek to talk honestly about personal/family/job issues etc.

Expectations/Differences:

- Do I have any expectations of this person's theology, spiritual goals or understandings being the same as mine? How could we identify or navigate healthy conversation around any differences?
- Are there any other differences in culture, gender, age or perspective that we need to consider how to navigate?

Our Discipleship Pastor, Isaac Pettersen, is available to help to talk out any considerations you are trying to work through. You can contact him at isaac@crossroads.co.nz.

How do I find a Mentor/Mentoree?

Whether you are seeking a mentor or a mentoree, the process is the same:

1. First, we would ask you to prayerfully consider who already exists in your life that you could approach about being a mentor for or mentored by. Established relationships and already formed connections can easily allow for organic mentoring relationships to develop.
 - As a potential **mentor** this could be having what we refer to as an 'I see in you' conversation.
 - It can be incredibly empowering for a younger person to hear from someone older that you see great potential in them and that you would like to invest in them.
 - As a potential **mentoree**, it could come in the form of approaching someone older in your life and asking them to invest their wisdom into you as your mentor.
 - Doing so can be highly honouring and potential mentors are often keen to commit, knowing that you as the mentoree have specifically desired life input from them.
2. If you don't have someone in mind that's totally fine, we are keen to also connect mentors and mentorees together. Head to the Mentoring section of our website crossroads.co.nz, enter your name, and whether or not you'd like to be a mentor or mentoree and we'll prayerfully consider who on the adjacent list would be a compatible fit. We will then arrange for the two of you to meet and go from there.

We recognise that mentoring relationships will typically be matched to the same gender but may not always be. If considering a mentoring relationship with the opposite gender we recommend also considering if healthy boundaries should be put in place, such as meeting in public places or contacting us to help develop further boundaries.

Support from the Crossroads Team

If any questions you have or issues you face have gone beyond the scope of this document, we encourage you to get in contact with Isaac for further support. He's available and keen to help your mentoring relationship thrive! You can contact him at isaac@crossroads.co.nz