



Empowering through the Relational Process of Mentorship



MENTORING ESSENTIALS:

Mentoring is first and foremost a relationship. Through the relational process, an individual is equipped, empowered, and encouraged through the sharing of resources (time, wisdom, experience, information, insight, etc.).



Mentoring is a relational experience in which one person empowers another by sharing God-given resources. -Bobby Clinton

- **Provide space:** Providing “space” for an emerging leader means giving your protégé meaningful team-based (as opposed to solo) opportunities to contribute creatively to ministry within your congregation. Such a space includes the latitude to succeed and to fail, and thus to learn and grow. Learning is greatly enhanced when there is the possibility of failure. Effective mentors walk with their protégé through the lessons of disappointment, as well the triumphs of success.
- **Provide resources:** Mentors provide their protégés with the resources they need to learn and grow—things like adequate funding, tools (equipment, meeting space, technical support, etc.), and the man- and woman-power needed to conduct successful events or activities. One of the most crucial resources involves access into the mentor’s network of relationships. Vouching for a younger protégé in a way that connects them with the right people is the ‘electricity’ that ‘lights the bulb.’ 
- **Provide relational support:** Even when adequate space and resources are provided, an emerging leader’s development is stifled when their mentor fails to provide them with abundant relational support. Though effective mentors don’t micro-manage, they do make themselves accessible, showing keen interest in the person and ministry projects of their protégé. Relational support is extended by asking good questions that facilitate growth-enhancing dialogue and by being their protégé’s number one cheerleader. Relational support cannot be understated. Research found that more prescriptive, advise-based mentoring resulted in 70% of the relationships terminating after a few meetings, while more supportive-style relationships developed a relationship lasting beyond eighteen months in 90% of mentoring relationships.

TYPES OF MENTORING RELATIONSHIPS:

- **Traditional** – An individual who fits the typical mentor model. The mentor is someone who is older or more senior in the organization and has more experience in a certain area.
- **Reverse** – A reverse mentoring relationship is one where a younger individual mentors an older or more experienced mentor in a specific and critical area of interest.
- **Identity** – An identity mentor is someone you connect with because you both associate with a particular group (gender, ethnicity, age, etc.). Identity members can help you discover more about yourself as you fit within that community, providing support and advice from others who understand what you experience.



NEXT STEPS:

Be on the lookout! Who is someone around you that you could connect with and invest in? Who is someone that you could learn from?



"Preach the word; be ready in season and out of season; reprove, rebuke, and exhort, with complete patience and teaching." II Timothy 4:2 (ESV)