

# **Vineyard** Workshops

## Next Step: Mentoring

the **Vineyard** church

*Love God. Love People. Period.*

## ABOUT NEXT STEP: MENTORING

Get connected to a mentor who will empower you to take the next step in your relationship with Jesus. Or, be a mentor and see what Jesus does in and through you.

Jesus said "Go and make disciples" (Matthew 28:19) and, here at the Vineyard, we take that seriously. We want making disciples to be at the very core of who we are in our community. So, what does that look like lived out? Establishing transformative mentoring relationships is one tool that can help us grow deeper in becoming committed disciples of Jesus.

Ruth had Naomi, Timothy had Paul, C.S. Lewis had J.R.R. Tolkien. Throughout history, God has used folks who are a bit farther along on the path toward him to help point newer followers in the right direction. So, maybe you are looking for some spiritual advice, someone to give you perspective, encourage, and challenge you. Or, maybe you're interested in being a mentor. Wherever you're at, we are glad you are interested in learning more about mentoring! We invite you to be a part of this transformational and powerful relationship as a mentor or as a mentee. Please call or email if you have any questions.

John Kliewer  
218-525-3462  
[jkliewer@duluthvineyard.org](mailto:jkliewer@duluthvineyard.org)

Gerry Nierengarten  
(218) 390-4218  
[gniereng@d.umn.edu](mailto:gniereng@d.umn.edu)

Steph Bremer  
218-525-3462  
[sbremer@duluthvineyard.org](mailto:sbremer@duluthvineyard.org)

Michele DeNoble  
218-525-3462  
[mdenoble@duluthvineyard.org](mailto:mdenoble@duluthvineyard.org)

# DISCIPLESHIP

## What is discipleship?

1. A disciple is a person who chooses to daily obey and follow Jesus throughout the journey of their life.
2. Discipleship means becoming more like Jesus.
  - “For those God foreknew he also predestined to be conformed to the likeness of his Son...”. Romans 8:29
  - “[A] disciple, or apprentice, is simply someone who has decided to be with another person, under appropriate conditions, in order to become capable of doing what that person *does* or to become what that person *is*. Dallas Willard, *The Divine Conspiracy*

## How does discipleship work?

1. Relational:
  - Key relationship with Jesus.
  - Yet, according to the Bible, being a Christian is never just me and Jesus.
2. Costly:
  - “The cross is laid on every Christian. The first Christ-suffering which every man must experience is the call to abandon the attachments of this world...When Christ calls a man, he bids him come and die. It may be a death like that of the first disciples who had to leave home and work to follow him, or it may be a death like Luther’s, who had to leave the monastery and go out into the world.” Dietrich Bonhoeffer, *The Cost of Discipleship*
3. Full of joy, beauty, and love
  - “I have told you this so that my joy may be in you and that your joy may be complete. John 15:11
  - “Aware of this, Jesus said to them, “What are you bothering this woman? She has done a beautiful thing to me.”” Matthew 26:10
  - “Who shall separate us from the love of Christ? Romans 8:35

- Who has mentored you?

- How was the mentoring done?

- What was the impact?

## THE GOAL

- “Mentoring is a relational experience in which one person (the mentor) empowers another (the mentee) by sharing God-given resources.” Paul Stanley & Robert Clinton, *Connecting: The Mentoring Relationships You Need to Succeed in Life*
- The goal of mentoring is \_\_\_\_\_.
- Rather than just sharing knowledge, the resources shared give the mentee the power to grow and to become more like Jesus.
- At the same time, a mentor cannot give away what they don’t have. Being a mentor inevitably deepens a mentor’s connection to Jesus.
- Our goal is that the Holy Spirit will use mentoring relationships to both empower mentors and mentees to experience more of Jesus and his kingdom.
- The key benefit (and cost) of mentoring is \_\_\_\_\_.
- What would I want to get out of a mentoring relationship?

# EXPECTATIONS

Not all mentoring relationships work out perfectly. Sometimes we expect much more than what really happens. Sometimes they sag in the middle. Sometimes they drift off and never finish. Sometimes they are disappointing. Sometimes we don't know what to do to repair them or improve them.

Even so, almost always there is some gain, empowerment, and progress toward Jesus. Based on the experience of others, we've collected some practical guidelines that can help improve mentoring.

Name	Statement	Action Step
Relationship	Establish the Relationship	Discuss at initial meeting
Purpose	Jointly agree on the purpose of the mentoring relationship	Set goal
Regularity	Determine the regularity of interaction	Devise meeting schedule
Accountability	Determine the type of accountability	
Communication	Set up communication mechanisms	
Confidentiality	Clarify the level of confidentiality	
Life Cycle	Set the life cycle of the relationship	
Feedback	Evaluate the relationship from time-to-time	
Revise Expectations	Modify expectations to fit the real life mentoring situation	
Closure	Bring closure to the mentoring relationship	

# WHAT MENTORS DO

## **Mentors...**

- Don't need to have "all the answers" (that's Jesus' job)
- Have learned something from God and are willing to share what they have learned
- Listen, affirm, suggest, share experiences, and pray for and with their mentees
- Give practical assignments
- Ask lots of questions, and follow up

There is a shortage of "ideal" mentors, but there is no shortage of followers of Jesus who can help mentor others in some way.

## **Characteristics of a Good Mentor**

- A little farther along in the journey of following Jesus than their mentee
- Able to see potential in a person
- Has tolerance for mistakes, brashness, abrasiveness, etc. in order to see potential develop
- Flexibility in responding to people and circumstances in a calm and peaceful way
- PATIENCE
- Has perspective and is able to see discipleship as a process, and have vision for the "next step"
- Able to build up and encourage others

## ESTABLISH A PATH AND GOAL

- Near the start, mentors and mentees should both agree on where this mentorship is going. Yet, the mentor should take the lead on making sure this happens, and that it happens with the guidance of the Holy Spirit.

- Don't let the goal of the mentorship remain vague. Write it down. It should look something like this:

*"Our prayer is that this mentorship will give [name of mentee] the power to be more like Jesus in these areas [list]."*

- Potential Paths/Goals could be:
  - Establish discipleship habits (e.g., prayer, Bible reading, community involvement, service, and outreach)
  - Knowing and experiencing our good and beautiful God
  - Obeying Jesus in some problem area in life
  - Learning to hear God's voice
  - Growth in one of the eight dimensions of discipleship



## NEXT STEPS

1. Go to <http://www.duluthvineyard.org/get-connected/registration> and click on the Next Step: Mentoring Mentor or Mentee application to apply.
2. Look for an email regarding your mentor/mentee match and commit 2-5 hours a month to the relationship. On average, we expect mentors and mentees to meet twice a month for about an hour. Outside those meetings, you'd also be checking in (call, text, e-communicate) with each other periodically.
3. Mark your calendar and plan to attend the mentoring launch meeting on Thursday, October 6th at 6pm.

*We acknowledge and thank Robert Clinton for his study and materials on mentoring, some of which are reflected here.*

## RESOURCES

The resources listed below are some simple suggestions to get you started.

1. "Vineyard Dimensions of Discipleship" by Logan, Ridley, DeVries. There are several books in this series to choose from as well as an assessment to aid in determining where to start.
2. "The Good and Beautiful Series" by James Bryan Smith. Available in the Vineyard Bookstore.
3. Navigators - <http://www.navigators.org/Home>. Under Tools you will find resources for evangelism, Bible study, discipleship, prayer, and more.
4. Weekly sermons available on the Vineyard website as podcasts. <http://www.duluthvineyard.org/>
5. Bible studies specific to a book in the Bible that is of interest to both of you.

the **Vineyard** church  
*Love God. Love people. Period.*

1533 W. Arrowhead Rd. Duluth, MN 55811  
218-525-3462 • [www.duluthvineyard.org](http://www.duluthvineyard.org)