

Aloe vera leaves are visible in the bottom left and bottom right corners of the page, framing the central text box. The leaves are thick, pointed, and have small serrations along their edges.

FLOURISH

—

FREQUENTLY ASKED QUESTIONS



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LAUNCHING A MENTORING PROGRAM IN YOUR CHURCH

WHAT DOES IT MEAN TO MENTOR, AND WHY SHOULD I?

As Christ followers, the quality of our lives should be a demonstration of God and His work. We are called to influence others through our daily lives in order to advance the gospel. This is particularly important now, when we live in a generation desperate for direction and craving purpose and meaning like never before. This cultural climate presents an amazing opportunity for the Church in mentoring. Mentoring is fostering intentional relationships that become safe places for us to listen, ask hard questions, unearth potential, diligently pray for and unconditionally love the young mentee in our care. A mentor serves as a compass always pointing to our true north, Jesus, trusting that He will work out our mentee's purpose and place in this world.

WHAT IS THE SCRIPTURAL BASIS FOR MENTORING?

Scripture provides unmistakable evidence for the call to mentor the next generation: Titus 2:3-5; Malachi 4:6; Isaiah 8:18; 1 Peter 5:1-5; as well as relationships like that between Elijah and Elisha. More specifically, as women, we are called to build quality and abundance into one another's lives for the sake of the gospel. Titus 2:3-5 beautifully summarizes these relationships like this: "Guide older women into lives of reverence so they end up as neither gossips nor drunks, but models of goodness. By looking at them, the younger women will know how to love their husbands and children, be virtuous and pure, keep a good house, be good wives. We don't want anyone looking down on God's Message because of their behavior" (The Message, emphasis added).

WHAT DOES IT LOOK LIKE TO HAVE A MENTORING PROGRAM IN MY CHURCH?

Each church is unique, and therefore not all mentoring programs will look the same. Despite that, we must remember that as believers, we are all called to a life of mentoring and discipleship regardless of how qualified we feel we are. The key is having confidence in this purpose God has set before us.

WHAT'S MY FIRST STEP IN STARTING A MENTORING JOURNEY AT MY CHURCH?

The first step in beginning a mentoring program is having a clear conversation with your pastors and church leaders about your vision and goals. The next step is praying for God to bring you the right team. This team should have the same heart and passion for the call to mentor and disciple other women. There is no specific size this team needs to be; it will likely grow over time. This initial team must not only carry the vision, they must also carry the practical aspects of the program, as well as be a support system through prayer and guidance.

WHAT IS AN OVERVIEW OF THE STEPS NECESSARY TO LAUNCHING THE JOURNEY?

As with any team, you will need a designated leader, but you also need mature women to come alongside for the ride and help you carry each part of the journey. The leader should take control of creating a process that looks similar to this:

1. Build a team.
2. Calendar: Decide the date when your program will start.
3. Timeline: Define an application period with an opening and closing date. We suggest that this application period last for 2-3 weeks after it's announced.
4. Promotion: Decide how people will hear about the program, and make a promotional plan to recruit mentors and mentees.
5. Information: Offer an informational meeting to cast vision for the program and explain what it is.
6. Application: Open applications online or distribute hard copies of the applications. A sample application can be found in the FAQ section on the website as a separate document.
7. Interviews: As applicants send their applications in, you will begin scheduling interviews. We recommend Slyreply.com for this process. All interviews are scheduled based on the availability of the volunteer interviewer, set up in advance of the application release.

8. Mentor selection: Get together with your team of interviewers to pray and decide who will mentor and who will not. More on this topic ahead.
9. Matching: Gather your matching team to match all mentors with their mentees.
10. Training: Schedule a mandatory training day to train and prepare all selected mentors for the journey.
11. Launch: We recommend a day where all groups can share their stories and meet for the first time to kick off the program. This can happen over a retreat, in an extended meeting, or at an event in your church.

HOW DO WE PROMOTE THE PROGRAM?

Promotion is largely dependent on the size of your church and the resources you have available. Ideally, the promotion process begins with personal invitations from the leadership team. Other avenues for promotion include: promotional videos or video invitations played at various church gatherings, the church's social media outlets as well as the personal accounts of the team, the church website, email campaigns, and church newsletters. These promotions should briefly describe the program and invite women to an informational meeting. After the program has run for a while, promotional pieces can directly invite women to apply for both the mentor and the mentee roles.

HOW DO WE GET WOMEN EXCITED ABOUT IT?

It's very important that people are clear on what your program is about before they sign up for it. Offering an informational meeting with all prospective participants (both mentors and mentees) is a great way to explain what the program entails. In this meeting you will talk about your vision, the curriculum, the commitment involved, the frequency of meetings, and the expectations for both mentors and mentees.

WHAT IS THE VISION & HISTORY BEHIND FLOURISH AT PASSION CITY CHURCH?

FLOURISH exists to call women to a higher standard of living following the commands in Titus 2:3-5 in order to cultivate God-filled lives for the sake of the gospel. In such a life, we wholeheartedly love and follow Jesus, and we aim to view our lives and circumstances through the lens of Scripture. We believe that in order to become women who flourish, we benefit from the wisdom and encouragement of those who have gone before us and reflect Jesus. We believe a mentoring relationship between women can be rich soil for such growth.

FLOURISH started out of The Grove, a gathering for the women of Passion City Church in Atlanta, Georgia. Our dream is that our gatherings would lead women to desire a life rooted in the Word of God and that by knowing Him fully they would choose to FLOURISH where they are planted, in the life and season God has them, making the most of every area of their lives.

WHAT ROLES DO I NEED ON MY TEAM?

Below find are some key roles for your mentoring leadership team, but don't be limited by them. Remember, in the beginning you might need to wear several hats (as we did), but with time you will see how the right people will come for the right job:

- A main leader/overseer of the program
- A prayer team. Composed of mature women, this team will cover you with prayer and provide guidance.
- An administrator. This person will organize all the details: organize spreadsheets, set up applications, schedule interviews, respond to general emails, help with planning events, etc.
- A mentor/mentee relationship coordinator. This person can oversee the mentor interview and matching processes, also serving as the point person for everyone enrolled in the journey during the year.
- An interview team. These women will come together to recruit and interview mentors.
- A matching team. Once interviews have been conducted, this team will coordinate the matching of mentors and mentees.
- Captains team. This team of "coaches" will stay in touch with all of the mentors throughout the year.

RECRUITING & INTERVIEWING MENTORS

HOW DO I RECRUIT MENTORS?

When you launch your program, you will need to have a designated recruitment period. After that initial launch, recruiting mentors will be an ongoing process throughout the year. You may have a yearly application process that you open up for your mentoring program, but getting to know the women of your church and considering the possibility of them being a mentor at some point should be an ongoing casual search.

Keep a list of names of women that others mention to you as possible mentors. Get to know these women through informal appointments like lunches or coffee. Then make a point of gathering ladies together a few times a year to cast vision and ask them to prayerfully consider being involved in the next year.

HERE ARE SOME OTHER RECRUITING PATHS THAT CAN BE HELPFUL:

- Create promo videos that capture the heart of your program and can be utilized at women's gatherings, on social media, and on Sunday mornings.
- Encourage current mentors to recommend women they believe would be great mentors. Other mentors currently in the program can be a great resource for women to connect with.
- Consider ladies who have been through the program as mentees. They are often times great candidates to become mentors. Ask mentors to recommend any of their mentees who they believe would be good mentors.

HOW DO I INTERVIEW & SELECT MENTORS?

Interviewing and selecting mentors is the most important part of beginning a sustainable mentoring program. Mentors are being asked to carry a significant leadership role in your mentoring program and your church as a whole. Trusting them with the younger women in your Church and asking those younger women to trust these mentors with their hearts and lives is significant. It's really important to take the proper time to do all you can to know your mentors well. These women should exemplify a strong walk with Jesus, live in a way that is truly connected to your community and church, and exhibit the same character and walk from day to day.

We have found the most effective way to select mentors is through a team of interviewers. These interviewers should be women you know well, women you have observed in various circumstances who are already serving in the church. These are the women who will ultimately decide if others are ready to take on the responsibility of being a mentor. Because of the responsibility of mentoring, a potential mentor should not only be required to fill out the mentor application, she should also go through a live interview. This live interview is an opportunity for the interview team to give a potential mentor a chance to open up and share her life experiences and faith journey. An interview like this usually takes about 30-45 minutes. This interview should not just be a casual conversation, but instead it should be filled with direct, probing, and pointed questions.

The interview team should be careful here to remember that perfection is not the standard for a mentor. Instead, the team should look for women who are real, genuine, and authentically living for Jesus, women whose lives show evidence of a deep love for Him and the Word along with a desire to build others up in Christ.

You may want to have a "returning mentor" application for mentors who would like to start over with new mentees at the launch of a new season. These applicants would not need to go through a live interview.

WHAT DOES A MENTOR APPLICATION LOOK LIKE?

We have provided a sample in the next section of the website.

WHAT DOES AN INTERVIEW LOOK LIKE?

The purpose of the live interview is to establish that what you see on the application matches what you experience in person. To the best of your ability, try not to place new mentor applicants with interviewers that are close friends. Pray, and trust the Holy Spirit to give wisdom for these important decisions.

HERE ARE SOME TIPS FOR FACILITATING THE INTERVIEW PROCESS:

- The typical timeframe for interviews is a period of 3 weeks.
- Begin interviews one week after applications open.
- Create a sign up sheet for your interview team to fill in their availability.
- Create your interview template from their availability.
- Each interview should be 30-45 minutes long.
- Create a calendar and a web link for women to sign up to come in for an interview.
- Applicants would receive this information upon submission of their application.
- Interviews need to be completed before mentors and mentees are matched.
- Tools such as Slyreply, Formstack, etc., are great formats for setting up links for interview sign ups.

HERE ARE SOME IMPORTANT QUESTIONS TO CONSIDER DURING THE INTERVIEW IN ORDER TO FACILITATE THE DISCUSSION:

- How do you daily deepen your relationship with Jesus?
- Share about a time in your past in which you've experienced a difficult situation.
- What was the impact of that situation on your relationship with Jesus?
- How did you grow?
- What did it teach you?
- How are you different because of what Jesus did in your life?
- Is your husband (if married) supportive of your desire to be a mentor?
- If divorced, how recent was the divorce?
- Can you share with us what happened in your marriage that led to divorce?
- How do you define mentoring? Have you mentored someone before?
- What does a mentoring relationship look like for you?
- Describe the ideal mentee for you. Single? Married? Young mom? Career driven? etc.
- How would you describe the margin in your life? Are you confident you have the time necessary to invest in this relationship?
- How are you currently connected to and serving in our church right now?
- Are you currently committed to another church in any degree?

Having conducted these interviews, the interview team will need to make a final call on each applicant. Not everyone will be ready for this role, and that's okay, especially when you consider that you are inviting women into a position of leadership where they will be shepherding the hearts of the women in your church.

It's important to prayerfully and skillfully choose women that you believe can be trusted with the hearts of other individuals. These should be women who will submit to the authority of your pastor and your leadership team with a willingness to operate within the framework of the curriculum and program guidelines. Many will be a "Yes." Some will be a "No." Sometimes it will not be clear to the team why the answer is no, but trust that God is leading and follow His lead. We have been consistently encouraged to hear back from women in such cases that they are grateful for the wisdom in the leadership team for seeing they were not ready to be a mentor at that time in their lives.

Even when the answer is "no," there remains an opportunity to encourage involvement in another place of service in the church. Women who embrace these opportunities are potential future mentors as the program grows.

Finally, sometimes the answer will be "maybe." If so, it's good to communicate to the person that the team would like them to wait a year before pursuing being a mentor again.

MATCHING MENTORS & MENTEES

WHAT IF I HAVE TOO MANY MENTEES & NOT ENOUGH MENTORS?

This can be a common situation depending on the demographics of your church. As a large church, we typically have a waiting list that varies anywhere from 40-75 applicants each year. Having a waiting list like this is perfectly fine because it allows you the opportunity to establish a strong mentor team. It's wise to avoid filling up a team of mentors simply to accommodate numbers.

IF IT BECOMES NECESSARY TO HAVE A WAITING LIST:

- Set up a system that can track which girls were put on a waiting list (e.g Google Doc, etc).
- Make sure a person isn't put on a waiting list two years in a row by making those on a current waiting list a matching priority the following year.
- Sometimes girls apply and for various reasons are not able to follow through on their commitment once matched. If some mentee applicants opt out of the program after being matched, and their spots open up, you can then move girls from the waiting list into these available spaces if it's early enough in the mentoring journey.

HOW DO I MATCH A MENTOR WITH A MENTEE?

Depending on the number of women you are matching, you will want to set aside at least one week to complete the matching process. The matching process will involve input from the mentor interview team along with reviewing the mentee applications.

BEGIN BY DIVIDING THE MENTEE APPLICATIONS ACCORDING TO:

- Area of town
- Age
- Marital status
- Season of life: single, married, motherhood, etc.

AFTER THIS INITIAL SORTING BY OUR TEAM, FURTHER SORT EACH GROUP OF APPLICATIONS ACCORDING TO:

- Availability for meetings: mornings, afternoons, evenings, weekends
- Mentor request: At times, mentors will indicate on their applications that they've had a previous conversation with a mentee applicant, and they would like to go through the journey together. We work to honor those requests.
- Top 3 life interest areas (as established on application)
- Important personal life experiences
- Personal interests

HAVING SORTED THESE APPLICATIONS, BEGIN THE MATCHING PROCESS CONSIDERING THESE FACTORS:

- Geographical: Match women in the same vicinity of town when possible. We have found that proximity to each other is at the top of the list in leading to successful relationships.
- Age: Try to ensure that the mentor is at least 3-5 years older than the mentee.
- Season of life: Match a mentor who loves encouraging young moms with young moms or newlyweds.
- Match single career driven mentees with a mentor who is on the same path. Or match a mentor who is currently in a season of life the mentee is heading toward: someone who is engaged or soon to be married may want to be paired with a young mom or a more newly-married mentor.
- Availability
- Personal life experiences: Abuse, alcoholic father, career driven, motherhood, etc.
- Multiple mentees: It's also good to try to put "like" mentees together when possible.

- Number of mentees: The mentor application establishes how many mentees a mentor would like. Every mentor is asked to take on at least 2 girls.

The mentee applicants who are not immediately matched will need to be notified that they are being placed on a waiting list with the intent to match them should space become available.

WHAT IF A MENTOR/MENTEE MATCH DOESN'T WORK OUT?

If a match does not seem to be working out, the first step is time. The mentor and mentee should not rush to judgment but instead meet together for a few months. Always aim to help make a match work. Relationship takes time. Inevitably, though, not every relationship will work. In the event that it becomes obvious that a relationship will not be able to continue:

- Always aim to be sure that the mentor and mentee have healthy resolution by inviting them to personally talk about their decision. This should be a decision they reach together if possible, rather than an intervention by the leadership team. The leadership team should always encourage the mentor and mentee to talk together first.

WHAT IF A MENTOR ISN'T WORKING OUT?

There may be times when a mentor needs to be released from the program. Some of the reasons for this might be:

- Lack of submission to leadership of the team
- Encouraging her girls to read books that do not align with your pastor's leadership or the vision of the church
- Encouraging her girls to take part in conferences or retreats that are outside your theology and your pastoral leadership
- Leading mentee meetings, whether individual or group, where a mentee may feel forced or influenced to think or behave in a way that doesn't line up with Scripture or your pastor's leadership

IF IT BECOMES NECESSARY TO RELEASE A MENTOR FROM THE PROGRAM, REMEMBER:

- Face to face conversation is best.
- You are pursuing a healthy and direct confrontation filled with grace and truth in order to expose and resolve the issue.
- To encourage growth for these women. Invite them to plug into other areas of your Church or other serving opportunities to provide a place for continued community and growth.

WHAT IF A MENTEE ISN'T PARTICIPATING?

In the event that a mentee is not fully participating in the program, first encourage the mentor to pursue and communicate well with her mentee. Encourage the mentor to make an actual phone call if the mentee has not answered texts or emails. Personal calls always translate better than electronic communication. If the mentor has been reaching out and receiving zero response, the leadership team should step in:

- Try to connect through phone call, email, text.
- Let the mentee know that her mentor has expressed concern in not hearing from her.
- Approach the conversation from a standpoint of concern, wanting to make sure the mentee is okay, making sure her info hasn't changed, and finding out if she is still planning to participate.
- If she responds, work with the mentee to encourage growth and participation.
- If she repeatedly cancels meetings and does not return texts, calls, or emails, it may be time to send a final text and email to let her know that due to the fact she is not responding or participating you feel it would be best to release her from the program.
- Thank the mentee for her interest in the program, and encourage her to continue to plug in to other areas of your Church for community and growth.
- Give the mentee the invite and freedom to share what didn't work for her so your leadership team can learn and make improvements if needed.

TRAINING & COMMUNICATING WITH MENTORS

HOW DO I TRAIN MENTORS?

Mentors need to feel prepared for their roles, so training is an important component of the program. The heart of training your mentors is a two-layer approach: training happens in a large group meeting and through a mentor training booklet they will have in their possession throughout the year.

Gathering your mentors together for a face-to-face meeting creates the perfect opportunity for you to clearly communicate the program details, cast the vision, and guide everyone onto the same page and path for the year. Have someone from your team or a guest speaker speak truth and wisdom into their lives for the journey ahead.

During this time you will clearly communicate the role of your leadership team and your heart for the women of your Church. Share Scripture that supports the idea of mentoring. Also be sure to communicate your expectations for the mentors, what their roles are, what they should do, and what they should be careful not to do as a mentor. It is also good to establish expectations of the mentees so mentors know exactly what to ask of their mentees, to be able to better lead them. You should plan for a 2-3 hour time frame depending on the specific content you're covering and whether or not you have a special guest coming in to speak and cast vision for mentoring according to the Word.

POTENTIAL TOPICS TO DISCUSS IN THE LIVE TRAINING INCLUDE

- Why mentoring
 - Biblical foundation for mentoring
- Vision and goal
- Fruit (What to expect)
- How to mentor:
 - Clearly define the role
 - What is the expectation of mentor to mentee
 - Commitment weekly, monthly, for the year
- Daily walk
- Attributes of a mentor
- Setting healthy expectations with mentees
- Expectations as a mentor
- Program expectations for a mentee

Having details written in a manual is important as well. A training booklet allows your mentors to refer back to the guidelines at any point during the year for reference.

The manual is also a good place to include any legal statements. For example, for the protection of the Church and the mentor, you should include a confidentiality statement and clear guidance on what to do in situations where a mentee may be in trouble due to abuse or physical harm of any kind. Consult with your local experts in these areas to create your own statements in regard to these scenarios. You might also include a document that establishes the authority of the leadership team to release either mentor or mentee from the program when they deem necessary.

MAINTAINING THE PROGRAM AT YOUR CHURCH

HOW DO YOU CONTINUE TO COACH YOUR MENTORS?

The key to ongoing encouragement, coaching, and communication with mentors is your captains. Captains exist to help the leadership team stay well connected to the mentors throughout the year. In a sense, the captains are mentors to the mentors. They are an extension of the leadership team, and they help create accountability and a strong sense of connection for the mentors. The mentors will appreciate having a designated person they can reach out to at any point with questions, to share a Jesus story, to ask for prayer, or to ask for help when needed. The captains relay any important info, needs, or Jesus stories to the leadership team.

OTHER SPECIFIC DETAILS ABOUT CAPTAINS ARE AS FOLLOWS:

- Members of the interview team make great captains.
- When possible, try and match captains with women they interviewed as an extension of the relationship already begun.
- Each captain should be responsible for 4-10 women, depending on her margin.

IN ADDITION TO UTILIZING THE CAPTAINS, CONSIDER A SERIES OF MENTOR COLLECTIVES:

- Mentor collectives are for all mentors involved in the program.
- They are held twice a year during the spring and fall.
- These collectives consist of an evening of dinner and dessert, or just dessert.
- As women gather around tables, they are encouraged to go through a list of questions pertaining to mentoring and their journeys so far. During these meetings, mentors receive encouragement as they hear stories from other mentors that mirror their own.
- Consider inviting a speaker to share a word of encouragement around the heart of mentoring.
- Consider interviewing a few experienced mentors with guided questions to infuse creativity and encouragement for the night.
- Create a time toward the end of the night for a few mentors to share some great stories about what God has been doing in their groups.
- Build in a few minutes at the end of the collective for mentors to ask questions and get feedback and advice from the team or other mentors.

HOW DO YOU COMMUNICATE WITH YOUR MENTORS?

Communication with mentors should be primarily done through two avenues: centralized communication and ongoing communication through captains.

At the beginning of each two-month session the central leadership team should send out an email (to both mentor and mentee) to help launch the start of the next session. This email includes an intro video to cast vision for the new session and topic the mentors and mentees will be in. These videos may feature multiple voices of leaders from the program.

In the absence of a video, a simple email in order to greet and encourage them to keep seeking and drawing near to Jesus along with a brief intro to the new topic is effective. Another centralized communication can come mid-session. This is more of an equipping letter to inspire them around concepts on mentoring.

For immediate communication that involves the whole program, a text-messaging app is the most efficient communication means. This should be used sparingly, for things like reminders, changes, and important information.

Ongoing communication with mentors happens mainly through captains. Captains should connect with their mentors twice per every two-month session:

- The leadership team should send an email to the captains toward the end of the second month of each session as a reminder to connect with their mentors.
- The leadership team can provide a letter template and include evaluation questions for captains to share with the mentors. The captain can personalize the letter and send it along with evaluation questions to each of her mentors.
- The captain then reviews the evaluation questions that the mentors send back to them and passes them along to the leadership team if she feels they are relevant to the overall program.
- Captains should also try to connect with their mentors via phone conversation once in each two-month session.

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WHAT MAKES A MENTOR

WHAT DOES A MENTOR'S DAILY WALK WITH CHRIST LOOK LIKE?

If a mentor is going to bring accountability to be in the Word, spending time with Jesus daily, to her mentees, then her life should exhibit the same habits and commitments. While women differ in the way they spend time with Jesus each day, the effect of doing so should be evident in their lives. The more a mentor postures herself to receive and be filled in time with God, the more truth and wisdom she will have to offer her mentees.

WHAT DOES IT LOOK LIKE TO DEPEND ON GOD DAILY?

Apart from being in the Word, praying, and regularly showing up to gather in community with other believers, daily dependence on God is going to look very unique and different for each woman. Dependence is often driven by and lived out according to different circumstances, needs, and personal preferences as to how each person chooses to draw near to God. Despite these differences, the fruit of dependence will be evident.

WHAT ARE THE ATTRIBUTES OF A MENTOR?

While mentors each have different personalities, gifts, and communication styles, they will share common general attributes. A mentor is:

- A woman whose life is deeply rooted in the Word
- Authentic and transparent
- Someone who demonstrates godly character
- Honest
- Trustworthy
- Full of grace and truth
- Humble
- Surrendered and dependent on Jesus
- Full of joy and gratitude
- Willing to submit to authority, the leadership of your pastor, and the guidance of the leadership team
- Living a life that mirrors the Word of God. This doesn't mean perfection, but it's a consistent desire to please God and walk according to His ways

WHAT DOES A GREAT MENTOR NOT DO?

A great mentor is not the mentee's mom, babysitter, or professional counselor.

HOW DO I USE MY LIFE EXPERIENCE IN MENTORING?

More than following a specific formula, a mentor most needs to trust the Holy Spirit in timing how to share and use her life stories and experiences to encourage her mentees. Even as she shares details from her life, she should try to only share from her experiences—what she’s done or observed others do firsthand—or from Scripture. She’ll never go wrong if she stays within those two guardrails.

WHAT ARE THE EXPECTATIONS FOR MENTORS?

As a leader of the program, you have the ability to set specific expectations on mentors. Generally, though, a mentor should be expected to:

- Mentor each woman in Jesus’ name.
- Guide women according to her experiences, sharing what she has learned.
- Consistently pray for her mentee.
- Love her mentee, inspired by 1 Thessalonians 2:9 and 1 Corinthians 13.
- Believe in and for her mentee.
- Live out what she is teaching.
- Be humble.
- Be transparent.
- Not give up on her mentee.
- Be available.
- Maintain trust in her relationships.
- Hold the mentee’s life with the highest confidentiality.
- Keep the end goal in focus.
- Make and keep time set aside for her mentee.
- Create a safe space for her mentee to process, speak, and share.
- Respond with the love, grace, and truth of Jesus.
- Admit when she doesn’t know the answers.
- Creatively find ways to encourage her mentee in her walk and pursuit of Jesus.
- Sit under the authority of the leadership team and trust their direction for the year.
- Hold commitment over compatibility.
- Initiate, lead, and steward her relationship.
- Point her mentee to Jesus and not to herself.
- Be patient and walk at the pace of her mentee, not her own.
- Hold her relationship with purpose and intentionality instead of allowing it to become solely social.
- Have courage to confront when needed.
- Not focus on her mentee’s problems, remembering that she is the guide, not the fixer.
- Pray she will apply wisdom and work out her own struggles with her eyes on Jesus
- Display her own submission to Jesus.

ADVICE FOR MENTORS

WHAT ARE THE OBJECTIVES OF OUR MEETINGS?

Because mentoring is relational discipleship, the details of each meeting will vary according to the personalities represented in the relationship. In general, in each meeting, a mentor should work to:

- **Build or Invest:** Meeting regularly builds relationship and creates consistent ongoing opportunities to move deeper into life with your mentee.
- **Create Safety:** A mentoring meeting should be a safe place for your mentee to process life, share her struggles, heartaches, concerns, joys, accomplishments, and prayer needs. Meeting with your mentee in your home is the best scenario for this.
- **Point to True North:** These relationships must be about more than the mentor and mentee. Jesus is our True North, and we see and experience Him through His Word. Your goal as a mentor is to help your mentee find answers for her life questions in Scripture.
- **Provide Accountability:** As a mentor, you should be willing to ask hard questions, encourage your mentee to keep her commitments, move into the messy parts of life, and bring accountability to worship, the Word, and prayer.
- **Listen:** Listen well to the heart and deep dreams stirring in your mentee. Cheer her on. Challenge her to live boldly for Jesus and to make Him her greatest pursuit.
- **Look Back to Look Forward:** Revisit goals set and/or previous prayer requests to see how your mentee is doing in those areas.
- **Pray:** Take seriously the powerful privilege of prayer and what it means to the woman entrusted to you. Be someone who is truly invested in her life and wants to go before the throne on her behalf.

The best way for you to be prepared to lead well in relationship with your mentee is to be personally committed to time with Jesus in worship, the Word, and prayer. We're trusting that you're asking your mentee to go where you're already been walking!

HOW DO I SET EXPECTATIONS FOR MY MENTEES?

From the beginning, expectations are important between a mentor and mentee. From the outset, a mentor should talk through any expectations the mentee may have that the mentor is not able to fulfill. For example, a mentee may want to know that she can contact her mentor any time of day. If the mentor cannot do that, she needs to establish what times of day are good for receiving phone calls or texts, letting the mentee know when she is available to immediately respond and when she can expect a response outside of those times. Having very clear parameters on the front end of the relationship is extremely helpful and avoids unnecessary disappointments and possible conflict.

OTHER GENERAL EXPECTATIONS FOR MENTEES INCLUDE:

- Have focused time with Jesus five days a week.
- Complete assignments for each session throughout the year provided by the curriculum or the leadership team.
- Set goals and work diligently to reach them.
- Commit to predetermined meeting dates throughout the year, and make them a priority.
- Be punctual for meetings, and be respectful of the mentor's time.
- Be real and intentional in each meeting, making the most of the opportunity.
- Be accountable for assigned work and for areas where it's been agreed that growth is needed.

WHAT DOES A MEETING WITH MY MENTEE LOOK LIKE?

The beginning of a great meeting is the environment. As a mentor, work to create a time and space to meet face-to-face with your mentee. Ideally, this would happen in your home potentially over coffee or dinner. If that's not possible, a coffee shop or some other place conducive to conversation and prayer would be a good meeting location. The actual meeting can be structured like this:

- Talk through the curriculum first. *This is imperative.*
- Talk through everyday life and prayer requests toward the end of your time.
- Come with a few questions to help guide the conversation.
- Be a great listener.
- Be ready to listen first. Offer advice and Scripture as needed.
- Wrap up your time by noting the next meeting on the calendar, asking for one specific thing your mentee would like prayer for, and finding out if there is a particular area of life she'd like accountability in.
- Once a week, between meetings, send a text to let your mentee know you are praying for her. Encourage her in any areas of life in which she's shared she needs accountability.

WHAT DOES A MEETING LOOK LIKE WITH A GROUP OF MENTEES?

When meeting with several mentees, the meeting can look very similar to a meeting with one mentee. In addition to the regular meetings, though, consider some additional opportunities to help your group connect with one another. Options include things like:

- Host a dinner or dessert in your home.
- Have a mentee host a dinner or dessert if she is willing.
- Go out to dinner.
- During this time encourage them to share with each other what God has been doing in their lives through the mentoring journey and time in the Word.
- Take time to pray for each other. This can be done when together, set up via group text, etc.
- Find creative ways to encourage connection, community, and shoulder-to-shoulder/life-on-life moments.
- Attend a concert, festival, foodie event, or day trip to a fun nearby city.
- Invite mentees and their families over for dinner, a bbq, or some other event

HOW DO I KEEP THINGS CONFIDENTIAL BETWEEN MY MENTEE AND ME?

All communications between the mentee and the mentor are to remain confidential. When a mentee shares information with a mentor, she trusts her mentor to be a listener and to receive that information and keep it confidential. It is the mentor's job to maintain trust in the relationships. Always respond with the love, grace, and truth of Jesus. While confidentiality is important, it is equally important to remember that as a mentor, you are obligated to report any situations in which your mentee might be in danger due to abuse or other safety concerns.

WHAT IF MY MENTEE ISN'T PARTICIPATING?

If a mentee is no longer participating, it may be best to release her from the relationship. Before doing so, however, have the courage to confront your mentee in love. If the mentee is unresponsive or communicates she wants to discontinue meeting, notify the leadership team.

WHAT IF MY MENTEE AND I DON'T CLICK?

Commitment is more important than a perceived notion of compatibility. We believe that the Word is the soil for much spiritual growth and conversation. If both you and your mentee are in the Word, then that time in the Word will fuel your compatibility and conversation. Mentoring is about women guiding other women in the confident path of processing their lives through the lens of Scripture while loving and pursuing Jesus more. Mentoring is pointing others to Jesus not to the mentor, so we must remember that Jesus is the ultimate model.

WHAT DOES COMMUNICATION LOOK LIKE BETWEEN MY MENTEE AND ME?

This journey requires commitment in the Word five days a week and a minimum of a once per month one-on-one meeting between the mentor and mentees. But to have the most fruitful experience, each mentor should reach out to her mentee weekly and share with her mentee what God is teaching the mentor through the Word.

WHAT IF I DON'T KNOW THE ANSWER TO MY MENTEE'S QUESTION?

Mentoring is a “show me” journey. It carries the idea of helping women cultivate sound judgment by demonstrating or modeling it for them. The main job of a mentor is to model a life that glorifies God. Mentors advise by coaching on how to get answers rather than by giving her the answer to her questions.

WHAT IF MY MENTEE IS IN DANGER?

A mentor should report to the appropriate authorities any suspected sexual abuse, physical abuse, neglect, or serious threat of physical harm to self or others without exception.