

A photograph of two dried palm fronds against a light blue background. The fronds are light tan and have a fan-like shape, with many long, thin leaflets radiating from a central point. One frond is positioned above the other, and they are slightly offset. A semi-transparent reddish-brown rectangular box is centered over the middle of the image, containing the word 'FLOURISH' in white, serif, all-caps font.

# FLOURISH

MENTOR TRAINING

# FLOURISH

A MENTORING JOURNEY

## VISION & GOAL

**FLOURISH** calls women to a higher standard of living following the commands in Titus 2: 3-5 – A God filled life for the sake of the Gospel! One where we wholeheartedly love + follow Jesus and aim to view our lives and circumstances through the lens of Scripture: the Big Story of God. 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.

## WHY MENTORING? IT'S GOD'S IDEA & IT GOES BEYOND US.

- ▶ We mentor because there is unmistakable evidence in Scripture of the call to mentor the next generation (Titus 2, Malachi 4:6, Elisha/Elijah, Isaiah 8:18, etc.)
- ▶ We mentor because these intentional relationships create a safe place for us to listen, ask hard questions, unearth potential, diligently pray for and unconditionally love the young mentee in our care. The goal of this relationship is to point the mentee to Jesus, and He will work out their purpose and place in this world. Mentors serve as a compass always pointing to true north – Jesus.
- ▶ FLOURISH is a call for women to embrace a higher standard of living through learning how to see every aspect of their lives through Jesus. We believe mentoring propels us to reach that goal.
- ▶ The mentoring model described in Titus 2 is one way we obey Christ's Great Commission. It is a way we give the legacy of biblical womanhood to the next generation.
- ▶ We mentor because the way we live matters + we are called to influence the way others live as well. Not only because of the quality and the look of our lives, but because of the way we demonstrate God in our lives and the advancement of the Gospel as Titus 2 describes!

### TITUS 2:1, 3-5

"But as for you [Titus], teach what accords with sound doctrine . . . Older women likewise are to be reverent in behavior, not slanderers or slaves to much wine. They are to teach what is good, and so train the young women to love their husbands and children, to be self-controlled, pure, working at home, kind, and submissive to their own husbands, that the word of God may not be reviled."

*Or as the message translates it:*

"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."



## DEFINITION OF MENTORING

- ▶ Mentors ask questions, help mentees envision goals and help them achieve them according to their faith and trust in Jesus.
  - ▶ Mentoring provides guidance, not answers.
  - ▶ Guides are people who've traveled a path before, learned along the way, and are willing to assist another traveler.
  - ▶ When mentors serve as guides, they show a younger trekker the way, offer helpful information, warn of dangers, share their own experiences on the road, and provide first aid if necessary.
  - ▶ Mentoring relationships help push us forward in our faith and challenge us to a higher standard of living in every area of our lives and pursuit of Jesus.
  - ▶ Although mentors don't need to be experts of Scripture, the FLOURISH goal is growth, a higher standard of living encouraged by women who have grown - women who actively produce fruit because of their knowledge of, closeness, and journey with Jesus.
  - ▶ FLOURISH happens when women guide women in the confident path of processing their lives through the lens of Scripture, while loving and pursuing Jesus more.
  - ▶ Mentoring points us to Jesus, not to the mentor.
  - ▶ Jesus is the ultimate model - "Christ realized that some of what He taught might not be understood until much later but He continuously taught with sensitivity and patience." (John 13:7). Jesus took time to answer the disciples' questions (John 13:6) and used day-to-day dilemmas to illustrate truths.
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**THE FRUIT OF MENTORING:**

OUR PURPOSE AS MENTORS IS ACCOMPLISHED AS WOMEN:

- ▶ Value and practice time with Jesus
- ▶ Learn to think scripturally about all of life
- ▶ Seek to bring their lives under the authority of the Word
- ▶ Begin to apply scriptural principles to relationships and circumstances
- ▶ Establish positive relationships
- ▶ Become equipped to mentor other women
- ▶ Grow in their love for and service to the church
- ▶ Cultivate a life-giving culture in the church where women share the gospel and their lives with one another
- ▶ Achieve Specific life goals

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## HOW DO WE MENTOR?

FLOURISH is a “show me” journey. The Greek word translated “train” is *sophronizo*. It carries the idea of helping women cultivate sound judgment by demonstrating or modeling it for them. It happens when one woman shows another woman the shape of a life with Jesus. It is a relational ministry. Paul captures the essence of mentoring in 1Thessalonians 2:7-8 – “But we were gentle among you, like a nursing mother taking care of her own children. So, being affectionately desirous of you, we were ready to share with you not only the gospel of God but also our own selves, because you had become very dear to us.”

- ▶ Our main job as mentors is to model a life that glorifies God, pray for and love our mentees. FLOURISH has established a devotional foundation that is offered, but mentoring goes beyond studying Scripture – it’s about doing life together and letting them see the fruit you have reaped by following Jesus.
- ▶ Ideally, the focus of your time is on the practical application of the theme for that session, instead of solely the devotional content.
- ▶ We meet as groups, individually, or both.
- ▶ We invite them into our lives.
- ▶ We ask a lot of questions and let them process their answers.
- ▶ We keep them accountable to their commitment in FLOURISH.
- ▶ We keep a delicate balance between accountability and grace.
- ▶ We confront when necessary.
- ▶ We are transparent with our story and lives, building trust as early as possible in the journey.



## OVERVIEW OF SESSIONS

### SESSION ONE

**Y1 THE WORD**  
PSALM 119

### SESSION TWO

**Y1 PRAYER**  
A STUDY OF PSALMS & THE LORD'S PRAYER

### SESSION THREE

**Y1 IDENTITY**  
A STUDY OF THE BOOK OF EPHESIANS

### SESSION FOUR

**Y1 CALLING**  
A STUDY OF THE BOOK OF PHILIPPIANS

### SESSION FIVE

**Y1 KINSHIP**  
A STUDY OF THE BOOK OF RUTH

### SESSION SIX

**Y1 GRATITUDE**  
A STUDY OF THE BOOK OF JOHN

## YOUR WALK

### **DAILY WALK**

Your own personal walk with Jesus will be reflected in all you do. As you seek Jesus in your own life, you will inspire young women to set this as a high priority in their own lives. Time with God was a priority for Jesus no matter how busy He was. Your own daily walk needs to be strong so you can point others to Jesus and not to yourself. Your goal is to encourage the women to be followers of Christ, not you.

Oswald Chambers said, “The lasting value of our public service for God is measured by the depth of the intimacy of our private times of fellowship and oneness with Christ.” You can only influence others to spend time with Jesus as they see the result of doing that in your own life.

### **DAILY DEPENDENCY**

Recognize that your ability to mentor is not based on your talents or your gifts, but on your dependency on living in Christ and dwelling in the Word. He will equip you to do what He’s called you to do. It is often in our weakness that God’s greatest work is done (2 Corinthians 12:10). Remember without Him we can do nothing (John 15:5); but with Him we can do all things. (Philippians 4:19)

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## YOUR ROLE

### DO THESE THINGS:

- ▶ Great mentors listen often... and talk when needed.
- ▶ Great mentors facilitate by asking open-ended questions and encouraging dialogue.
- ▶ Great mentors encourage by offering whatever God has given you.
- ▶ Great mentors advise by coaching on how to get answers...rather than by giving answers.
- ▶ Try to only share from your experiences — what you've done or observed others do first hand — or from Scripture. You'll never go wrong if you stay within those two guardrails.
- ▶ Great mentors are present ... which is a huge gift!
- ▶ Great mentors initiate the relationship.
- ▶ Great mentors become a loving friend.

### SOME OF THE DO NOTS:

- ▶ You're NOT going to be their mom.
- ▶ You're NOT going to be their babysitter.
- ▶ You're NOT going to be their professional counselor.
- ▶ You're NOT going to tell them what to do
- ▶ You're NOT going to project your life on them.
- ▶ You're NOT going to fill a void in your life with them.

In summary, your role is to do life with these girls for a season of time. Be who you are, share what you know, let them see how you think, act, live, pray, and serve. Don't take responsibility for "changing" them. Leave that to Jesus. Just show up and be you.

## YOUR ATTRIBUTES

This is not about us and our abilities. It's about making our lives and all that we've learned through the years available to those who are a season or more behind us, so they might benefit.

- ▶ A personal walk with Jesus is foundational!
  - As you are pouring into other women, it will be important that you're allowing Jesus and His Word to pour into you.
  - You'll need God to give you wisdom and discernment as you mentor.
  - You'll be modeling a personal walk with Jesus.
- ▶ Be open and transparent about your life experiences.
- ▶ Be available for coffee... and for Godly advice.
- ▶ Demonstrate Godly character in all things.
- ▶ Share experiential wisdom gained through your personal life experiences.
- ▶ Recognize it is out of your life experiences, not knowledge, that you'll have your greatest impact on others.
- ▶ Be humble and dependent on Jesus, recognizing this is His ministry!
  - Be confident that He will equip you.
  - Persevere. There will be times when you feel like quitting, but know God has called you to this and you want to be faithful.

2 CORINTHIANS 3:4-5; 4:7

"Such is the confidence that we have through Christ toward God. Not that we are sufficient in ourselves to claim anything as coming from us, but our sufficiency is from God . . . But we have this treasure in jars of clay, to show that the surpassing power belongs to God and not to us."



## YOUR EXPERIENCE

- ▶ Setting appropriate expectations early in the process is key to a successful experience.
  - ① Learn what expectations the mentee has. Three questions you can ask:
    - Why do you desire to be in a mentoring relationship?
    - What do you hope to gain from being mentored?
    - What are your expectations of me as your mentor?
  - ② Take time to express what your expectations of them are.
    - Commitment: what they'll be asked to do.
    - Time requirements: how often we will meet; how long.
- ▶ Content guides the conversation.
  - ① Focus on relevant topics based on the mentee's need.
  - ② Have a plan – use a tool.
  - ③ Meet regularly.
- ▶ Confidentiality within the relationship and the group is a must!



## EXPECTATIONS FOR MENTORS

- ▶ Mentor each woman in Jesus' name
- ▶ Guide them according to my experiences – share what I learned
- ▶ Consistently pray for my mentees
- ▶ Love them, inspired by 1 Thessalonians 2:9 and 1 Corinthians 13
- ▶ Believe in and for them
- ▶ Live out what I am teaching
- ▶ Be humble
- ▶ Be transparent
- ▶ Not give up on them
- ▶ Be available
- ▶ Maintain trust in the relationships
- ▶ Hold their lives with the highest confidentiality
- ▶ Keep the end goal in focus
- ▶ Make and keep time set aside for mentees
- ▶ Create a safe space for my mentees to process, speak, and share
- ▶ Respond with the love, grace and truth of Jesus
- ▶ Admit when I don't know the answers
- ▶ Creatively find ways to encourage my mentees in their walk & pursuit of Jesus
- ▶ Sit under the authority of the FLOURISH leadership team and trust the direction for the year. There is not THEY — only We.
- ▶ Hold commitment over compatibility
- ▶ Initiate, lead and steward the relationships
- ▶ Point my mentees to Jesus, and not to myself
- ▶ Be patient and walk at their pace, not my own
- ▶ Hold the relationships with purpose and intentionality instead of allowing them to become solely social
- ▶ Have courage to confront
- ▶ Not focus on my mentees' problems — remember I am the guide, not fixer
- ▶ Pray they will apply wisdom and work out their own struggles with their eyes on Jesus
- ▶ Display my own submission to Jesus



The FLOURISH leadership fully believes that there is great potential for meaningful and fruitful relationship between mentor and mentee. As stated in our vision, we believe these relationships can be rich soil for incredible growth. We will look to encourage and protect each match with that in mind. If a match is not experiencing a healthy connect beyond what is normal, FLOURISH leadership will assess and consider whether or not that mentor and mentee should continue meeting together. We will make a decision we believe is in the best interest of both mentor and mentee.

**EXPECTATIONS FOR MENTEES**

**WE ARE ASKING MENTEES TO:**

- ▶ Have focused time with Jesus 5 days a week
- ▶ Complete assignments for each session throughout the year provided by FLOURISH
- ▶ Set goals and work diligently to reach them
- ▶ Commit to pre-determined meeting dates throughout the year and make them a priority
- ▶ Be punctual for meetings and respectful of Mentor's time
- ▶ Be real and intentional in each meeting, making the most of the opportunity
- ▶ Be accountable for assigned work and in areas where it's been agreed that growth is needed

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# FLOURISH

## CONFIDENTIALITY STATEMENT

All communications between the mentee and the mentor are confidential and will only be shared with the Leadership Team of this church on a need-to-know basis. Except as described below, we will not share such information with other third parties without your written consent. Often, State Law requires that the mentor report to the appropriate authorities any suspected sexual abuse, physical abuse, neglect or serious threat of physical harm to self or others. In addition, if information is sought as part of a law enforcement investigation or legal proceeding, we may provide the proper authorities or litigants with such information; if a court orders the mentor to testify, the mentor must do so. Other exceptions to confidentiality would be if it were necessary to consult with a supervisor, colleague, or other professional regarding recommendations for treatment.



