

**In Mentoring,  
Enjoy the  
Journey...**

**Prepare Ministries**  
[www.prepareministries.com](http://www.prepareministries.com)

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PREPARE MINISTRIES

## Mentoring Handbook

*Helping a Generation Stand Amongst the Crowd*



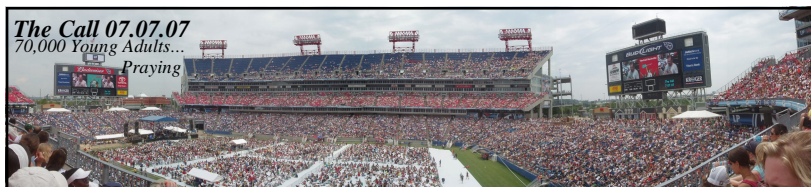
**Gary Gilbertson**



Thank you for picking up this manual outlined by Prepare.  
We hope this will help equip you on your journey of a mentoring relationship.

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Dream interpretation: The Bible is full of dreams. We need to help people interpret them from a biblical perspective. There is currently a download from heaven of dreams and visions. In Joel 2, God promises to pour out dreams and visions in an unprecedented way in the last days. A plethora of books has been written on this subject. Read a Christian one.

Deliverance: Many of us have no background in understanding how Satan infects a person's life. Yet Jesus ministry was filled with dealing with the results of demonic infestation in people's lives. He told us to go do the same. Books I recommend are:

The Bondage Breaker by Niel Anderson

They Shall Expel Demons by Derek Prince.

Evangelism: This is big. People are afraid to evangelize. They don't know what to say. Encourage him or her to witness regularly. Here's a simple outline for you and your mentee to memorize:

"15 Words to Heaven"

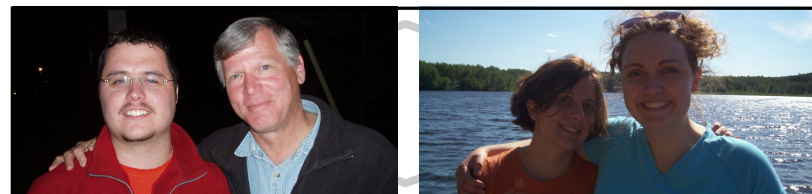
God loves us<sup>11</sup>

We are sinners<sup>12</sup>

Jesus paid for our sins<sup>13</sup>

We must receive Jesus<sup>14</sup>

Practice and teach a lifestyle of evangelism. Few people will go door-to-door. Teach them how to talk to friends and acquaintances spontaneously in a variety of situations. Ask them about their efforts to do so.



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<sup>11</sup> John. 3:16; <sup>12</sup> Rom. 3:25; <sup>13</sup> Rom 5:18; <sup>14</sup> Rom 6:23





## MENTORING: GOD'S IDEA

In industry, athletics, education and nearly every field of endeavor people are talking about mentoring. In the church we talked about disciple making years ago. But more and more we are using the word mentoring. Why?

*"A grace is being poured out ... as never before"* Because there is a fresh move of God. Being disciplined tended to mean that you were learning Biblical truth with an older believer. The fresh move of God is more of a life on life experience.

Of course it includes Biblical training, but also means learning to cook, how to change the oil and how to date in a way that is pleasing to God and leads to a successful marriage.

There is a grace being poured out for mentoring as never before in the history of the church. It is in partial fulfillment of the prophecy contained in the last passage of the Old Testament.<sup>1</sup>

Behold, I will send you Elijah the prophet before the coming of the great and dreadful day of the Lord. And He will turn the hearts of the fathers to the children, and the hearts of the children to their fathers, lest I come and strike the earth with a curse.

<sup>1</sup> Mal 4:5-6



## Appendix D Practical Topics for Study

Below is a list of topics of biblical knowledge you may choose to investigate further throughout your time together.

- Baptism
- Book study from the Bible
- Church History
- Creation
- Deliverance\*
- Evangelism\*
- Forgiveness
- Grace
- How we got the Bible
- Healing
- Hearing God's voice
- Holy Spirit
- How to interpret the Bible
- Interpreting Dreams\*
- Lord's Supper
- Mentoring Others
- Occult
- Salvation
- Spiritual Authority
- Spiritual Warfare
- The Sabbath

\*Additional information on following page



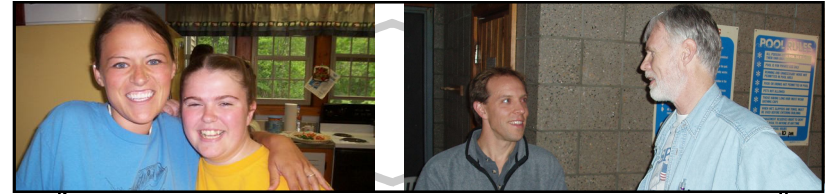
## Appendix C

### *Issues typical to this Generation (continued...)*

#### Lack of Sacrifice

Warren Buffet gave away 27 billion dollars. When asked how much this changed his life, he held his index finger to his thumb and said, "Zero." The widow in the Scripture who gave two mites gave more; she sacrificed for the Lord.<sup>10</sup> This generation knows something of sharing and giving but almost nothing about sacrifice.

<sup>10</sup> Mark 12:42-44



Jesus told His generation that John the Baptist was Elijah<sup>2</sup>, yet the final fulfillment of that prophecy did not happen. The dreadful day of the Lord was not totally fulfilled in Jesus' first coming. But He is coming again! And in preparation of that great and terrible day, the Father is again sending the spirit of Elijah - this time to rest on a whole generation.

*"God is anointing spiritual parenting relationships"*

God often does His work in two realms; first He does the natural and then the spiritual.<sup>3</sup> First off, God is sending the spirit of Elijah to restore *natural* family relationships. Particularly those between fathers and children. In the beginning years of the Promise Keepers movement, God spoke very clearly to me saying, "This is the spirit of Elijah." Through organizations such as Promise Keepers, we are seeing the husband role in families restored.

Secondly, God is sending the spirit of



Elijah to restore spiritual fathers and sons. For years the prophet Elijah mentored a young man named Elisha.<sup>4</sup> Elisha caught Elijah's

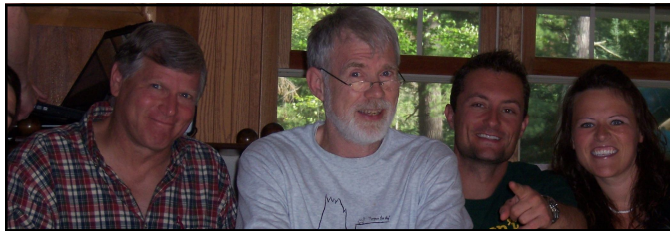
<sup>2</sup>Mat 17:11-13; <sup>3</sup>1 Cor. 15:46; <sup>4</sup>1 Kgs 19:19-21



spiritual mantle as Elijah was caught up by a fiery chariot, and Elisha cried out, “My father, My father!”<sup>5</sup> God is supremely anointing intergenerational relationships as part of the preparation for Christ’s return. Spiritual fathers and mothers are hungering to pour their experience and wisdom gained through their successes and failures on a generation craving spiritual parenting.

*Recently Margi asked her successful but unsatisfied husband, “Honey if you could do anything in the world with your life what Jesus’ style” would it be?” His answer was thoughtful but immediate, “I would mentor young men.”*

The hearts of spiritual fathers and mothers are turning toward the children and the hearts of the spiritual children are turning to the wisdom of the older generation. Now in preparation of Jesus’ second coming, the spirit of Elijah is being poured out on a generation of young men and women who will once again, “prepare the way of the Lord.”



<sup>5</sup>2 Kgs 2:12



## Appendix C

### Issues for this Generation

#### Responsibility vs. Privileges

Responsibility and effort have been divorced from privileges and rights. There is a common belief that we are entitled to certain things without working for them or taking responsibility to gain them. Most young people, for example, need re-education that the privilege of sex comes with the commitment of marriage and the pleasures and rights of life come from taking responsibility.

#### Sexual Lives

People of today are very casual with their sexual lives. Many are addicted to pornography. For most young people these issues need to be addressed frankly and compassionately. You will find they are very grateful for the help.

#### Financial Stewardship

Debt is an increasing problem in our culture. On top of school loans, young people often have \$10,000 and more on credit cards at 10-20% interest. Spending is related to this problem and one can easily find someone who is living with a sense of entitlement in a fantasy world by checking their credit card balance. The simple principle: don’t spend money you don’t have, eludes this generation.



## Appendix B

*Issues/ topics to discuss (continued...)*

### Financial Issues

- How are you handling your finances?
- Do you have any outstanding debts?
- Do you have a working budget?
- Are you currently giving at least a tenth of your income to the work of God?

### Devotional Life

- Are you in the Word daily?
- Are you attending any Bible studies?
- How is your prayer life?



## What is mentoring?

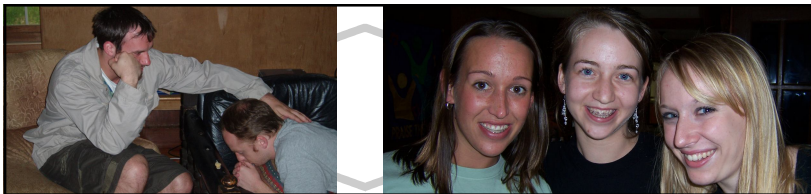
Simply put, mentoring is a relationship that brings encouragement, wisdom and direction. A mentor helps the “mentee” discern where God is taking him/her and asks how he can help. Mentoring is discipling, Jesus style. The goal of mentoring is to assist the reproduction of Christ in the unique person of the one being mentored. Then assist in the employment of that unique person into God’s unique destiny for them.

*Jerry is very different from me. He is only a couple of years older but has much more experience in the ministry. Jerry had been a Jet pilot in the Air force. When I visited his lovely home in North Carolina I noticed a row of identical running shoes. Seven pair. One for each day. He was very disciplined. He knew the mileage on each pair of shoes in order to know when the resilience of the cushion would likely to be breaking down rendering them unusable for his purposes. That was intimidating. He had a wonderful family life, a great church that he had*

*founded and was pastoring at the time. He was an excellent teacher and leader. Jerry had invited me to come and teach a group of people to do puppet*

*“I felt so free  
... I witnessed  
to five different  
people”*





*ministry and then to preach on a Sunday morning to his growing congregation. What was he thinking! Amazingly Jerry did not want me to be like him. He wanted to help me...and my unique gifts to be filled up with Jesus. It was a life-changing weekend. He mentored me without realizing what he was doing ... or maybe he did.*

In spite of often looking cocky, I have struggled with insecurity and fear of people. Consequently, I was not personally free and my gifts were stifled. After spending the weekend fellowshiping with Jerry and ministering at his church something happened. I did not fully understand why I felt so great when I got to the airport to head home. I was incredibly free! Jerry who was experienced, disciplined and successful had accepted me and encouraged me in who Jesus had called me to be. I witnessed to at least five different people in the airport and on the plane home with uncanny ease. Each occasion was not me looking for someone to witness to, I was simply so free and uninhibited that Jesus started leaking out. It was exhilarating. Thanks for being different from me and accepting me Jerry.

*Every believer would greatly benefit from being mentored.*



## **Appendix B**

### *Issues/ topics to discuss*

#### Personal Issues

- What are your strengths/weaknesses?
- Where are your areas of gifting?
- What are your defense mechanisms?

#### Family Issues

- Are your parents loving and supportive?
- Are there any outstanding or unresolved issues?
- Has there any type of abuse?
- Is there sibling rivalry?
- Determine if there is a need for ongoing counseling, personal prayer and/or healing.

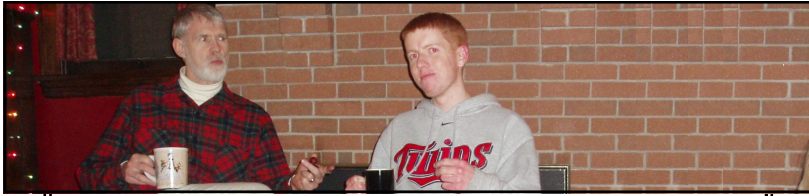
#### Relational Issues

- Are you currently in a dating relationship?
- Is there a problem making or keeping friends?
- Are you in any co-dependant relationships?
- Are there any unresolved friendship issues?
- Do you have Christian friends/support?

#### Directional Issues

- What are your personal goals for the next year?
- Are there any difficult situations in your life that you would like to discuss?





## Appendix A

### *Questions to Get to know your Mentee*

- What sort of a family do you come from?
- What was growing up like for you?
- What is your major?
- What do you like to do in your free time?
- What is your job?
- How do you get along with the authorities in your life?
- Are you dating? *This is huge.*
  - Would you like to be?
  - What are your thoughts, feelings, or fears in this area?

Obviously, the questions here are more and more sensitive and you want to move into them as your mentee is comfortable with you. *General questions lead into issues.*



## Mentoring vs. Discipleship

Jesus trained His disciples by spending time with them, eating with them, explaining what happened, and what He meant as He spoke the Pharisees and the multitudes. Jesus and His disciples were friends. Mentoring is what the New Testament termed as discipleship; however, over time the word discipleship has been associated with biblical and doctrinal training rather than experiential life-to-life transfer of wisdom and Godly character.

Mentoring is not just transference of biblical information, it is much more. Rather, it is an experienced person helping a less experienced person to be more successful as a person, not just a church member. Every believer would be immeasurably profited through being mentored.

*We ALL need help in order to mature*

You may have several mentors during a lifetime and you may have more than one at the same time. For instance, one might be an excellent mentor for your marriage (or hope for marriage), while another might mentor your Christian life and calling. Still another may give you Godly direction in exploring and developing your individual skills. The point is we all need Godly help in order to mature, following parenting, mentoring is God's method.



## What does mentoring look Like?

### *Formal verses informal*

There is great value in both mentoring styles. Informal mentoring is learning from individuals through daily interactions and observations.

*Howard would lean against the shelves of the pharmaceutical aisle where he was the manager. I took care of the aisle next to him, the groceries. Howard had been divorced, remarried and become a Christian. He was years older than me. We never talked about mentoring but he mentored me in my early years of marriage. He was the older, wiser person that I could talk to, and he would listen. Then he would talk, and I would listen.*

We lost contact when Stella and I moved from Palestine Texas to Minneapolis. It has been 35 years since I've seen Howard. He is probably in heaven by now. I'm sure he would be surprised at the impact he had on me during those early years of marriage. It might have been even better if we had spoken to one another saying, "Why don't we get together regularly and just talk about what's going on in my life?" Looking back, I'm sure Howard would have jumped at the chance as I do now when a younger person wants some help sorting life out.



## Conclusion

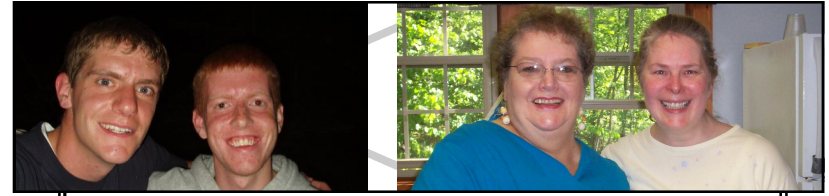
As a college junior, I trusted Jesus in the Varsity Café on the University of Minnesota campus. Ted Martin along with some friends had crowded into a circular booth intent on bringing me to Jesus. They were successful. Shortly after that, Ted asked several of us to spend special time outside of the Campus Crusade meetings he led. He mentored about a dozen of us. Several of us are still in touch and in ministry over 40 years later. I called him recently to come and look at what I am doing now for ministry, I think I want him to advise me ... but maybe I just want to say "Hey Dad, watch me."



### Final Thought on Mentoring Relationships

Although in mentoring we are talking about spiritual fathers and mothers, it is important not to replace the natural parents. One of the most important principles to teach a mentee is to respect his/her natural parents. “Honor your father and mother,” is the first commandment with a promise.<sup>9</sup> Part of our responsibility is to turn the hearts of the children to their parents. I am daily reminded of my debt to my parents. We need to be careful not to steal affection that belongs to them.

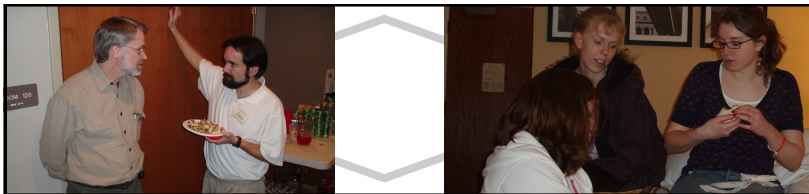
<sup>9</sup> Eph 6:2-3



Informal mentoring is casual while formal mentoring is a spoken agreement between two people to spend some specified time together and have specified time together with some specific goals in mind. I would listen Howard and a dozen more individuals as informal mentors in my life. To my loss, I only had one or two formal mentors. Therefore, I encourage a balance between both the formal and informal mentoring.

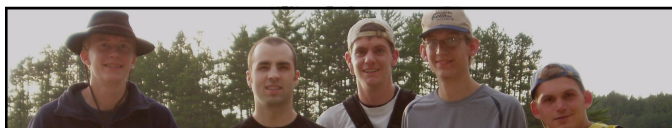






## Group Mentoring

Many of us are familiar with 1-on-1 mentoring, and an individual profits greatly from it. However, when we examine the methods of Jesus we find He mentored primarily in a group setting. He mentored James, John and Peter. A group setting allows for deeper discussion and intimacy. Consider gathering three or four friends in a mentoring group. The dynamics of developing pure relationships under the tutelage of a mentor will yield outstanding results.



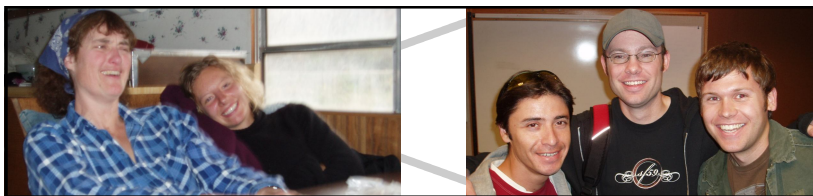
### Who is qualified to mentor?

Anyone who has made mistakes and knows it and anyone who has succeeded and knows the source of this success (or something about humility) qualifies. God does not require you to be smarter than the person you mentor, just wiser in life experiences. Mentors simply have traversed life and through it developed understanding of what it takes to persevere. They humbly understand their failures in life. And they humbly understand where and how God has made them successful. They are not full of themselves. Their focus is on the life of the one who is being mentored.



2. *Clean the Cut*: The wounds of people's souls are almost always infected. Have their own sinful responses to these wounds, and they have unforgiveness for the people that have hurt them. We all need to be gently guided into a life of seeking forgiveness for our sins and forgiving those we have sinned against. "Forgive us our trespasses as we forgive other who sin against us."
3. *Pray the Promises*: The final stage of counseling is to grasp hold of God's great promises. There is often a ministry and a destiny that comes out of pain. Help them find it. Romans 8:28 says that all things work together for good to them that love the Lord and to them who are called according to His purposes. Believe with them.





God. A book I'd recommend is The Joy of Discovery. Help them find a good study bible. You may want to help them find memory verses that relate to issues they are working on.

Fasting: If this is not a part of your spiritual disciplines, consider doing it regularly. Introduce your mentee to this life-changing spiritual tool. A good book to read if this has not been in your tool kit would be Shaping History Through Prayer and Fasting by Derek Prince or God's Chosen Fast by Arthur Wallis.

Counseling: This is much more common sense than most people believe. If you can listen, you can probably counsel. Many times, people solve their own problems when they listen to themselves respond to questions. A simple outline for counseling would be:

1. *Drain the Pain*: Help the person find the areas of pain, hurt and injustice in their life. Help them talk about it without excusing the people who have done it to them. Let them cry, even encourage it when it begins to weal up. Be careful not to support self-pity.



## How do I find a mentor?

Who do you admire? Of whom in your life could you honestly say, "There are characteristics about this person that I want in my life. I want my career, my ministry, my character to be something like theirs"? Is there someone that's taken special interest in you? Who remembers your name at church? Who goes out of their way to invite you to events? Who in some way has made you feel special? Pray about it. God has people in your life. It is your choice with whom you want to develop a mentoring relationship.



## How to find a Mentee

Consider your current relationships: is there a nephew or a niece? Someone at your work, school, neighborhood, or church that sticks out and responds warmly to you? Make a list of individuals and then pray over it. Listen and watch for God's direction. "My sheep hear My voice,"<sup>6</sup> the individual(s) Jesus sends you will hear and respond to your voice. Avoid passivity, as it is the father of failure and regret. Don't be afraid to initiate the relationship.



## How to structure Meetings

Contact times will vary from one individual mentoring relationship. Sometimes there will be a brief phone conversation just to check in. Or, on occasion there will be a fishing trip or shopping outing with lunch. Find excuses to spend time together. These are all part of the mentoring process. The following is a rough outline to use as a guide.

### Initially

- Determine a time to meet weekly /monthly
- Get to know one another; share the natural things first then the spiritual
- Create a safe, open atmosphere
- Share expectations
- Discuss your relationship with the Lord  
(See **Appendix A** for Questions to guide conversation)

### Subsequent meetings

- Continue to build your relationship.
- Ask more specific questions to help you get a sense of issues the person you are mentoring may need to work through. Find out where God is working with them and join Him. It may not be where you would start.
- Discuss issues affecting today's generation.
- Decide on materials
  - Books or articles to work through
  - Certain parts of the Bible to go through
  - Some combination of the above two
 (See **Appendix B** for a issues / topics to discuss)



## Tools of the Trade



You can constantly go to school as a mentor and hone the tools of this most important trade. If the Son of God felt His most important thing to do was to mentor 12 men and then lastly command them to go do the same,<sup>7</sup> should we not then spend

our lives perfecting the trade of mentoring? Here are three essential tools of the trade:

**Praying:** Jesus spent all night in prayer before choosing his disciples,<sup>8</sup> and He prayed for them constantly. Close each session in prayer and find out what their prayer needs are. Learn to listen as you pray; God will often speak to you for the sake of the one you mentor.

**Bible:** Read it faithfully. As you do, God will speak to you, both for your own life and the life of the person you are mentoring. You may want to find special verses in the Bible that relate to your mentee's needs. Then help him/her study the bible for themselves: to observe, interpret and apply the word of

<sup>7</sup>Matt. 28:19-20; <sup>8</sup>Luke 6:12