



# BUILD GRACE ENVIRONMENTS

## **Mentor Process Guide**

**Version 1.6**



[www.mentorlink.org](http://www.mentorlink.org)

DEAR MENTOR,

Welcome to BUILD GRACE ENVIRONMENTS. This module will be part of the MentorLink Institute. This is intended to be a voluntary process available to all who want to participate in a Mentor Group. Mentors may use this with anyone who may want to grow in leading like Jesus.

As a fellow Mentor, I trust this will be a life-changing experience as you grow to be more like Jesus in the way you serve. It is part of a process to take you and the others in your Mentor Group into the heart of what Jesus wants from those who lead in His Kingdom.

Our heart really is to serve you and to assist you to succeed in facilitating your Mentor Group. We are doing our best to make this a mentoring process that will make a difference in your life and mentoring of leaders to lead like Jesus.

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# TABLE OF CONTENTS

Overview .....	2
Session Goals .....	3
Build Grace Environments Basics .....	4
Session 1: A GRACE ENVIRONMENT .....	5
Session 2: TWO MODELS OF LEADERSHIP .....	6
Session 3: THE GRACE OF ACCEPTANCE .....	7
Session 4: GROWTH IN A GRACE ENVIRONMENT .....	8
Session 5: MY OWN EXPERIENCE OF GRACE .....	9
Session 6: GRACE ALL AROUND .....	10
IN CLOSING .....	11

# Overview: Build Grace Environments

In This Module You And Your Mentor Group Will . . .

1. Better understand the nature and extent of God's grace.
2. Reflect on the operations of grace in your own life and ministry.
3. Take steps to enhance the environment of grace in your ministry or workplace.

Responsibilities . . .

1. Complete assignments for sessions before you meet together.
2. Meet with your Mentor Group weekly.
3. Pray for each other daily.

SESSIONS . . .

1. A Grace Environment
2. Two Models of Leadership
3. The Grace of Acceptance
4. Growth in a Grace Environment
5. My Own Experience of Grace
6. Grace All Around

# Session Goals

## 1. A Grace Environment

The goal of this session is help each Mentor Group member sense critical differences between operating in an environment of grace and in an environment lacking grace.

## 2. Two Models of Leadership

The goal of this session is to help each Mentor Group member explore two models of leadership, one rooted in an Old Testament “Great Man” [hierarchical] approach, and one rooted in New Covenant teaching. Scripture and personal experience provide insight into the implications of each leadership model in the work/ministry environment.

## 3. The Grace of Acceptance

The goal of this session is to help each Mentor Group member discover how a leader can operate a grace environment marked by acceptance and forgiveness, and at the same time hold others accountable for their performance. The studies and activities in this session are designed to reduce tension between these goals.

## 4. Growth in a Grace Environment

The goal of this session is to help each Mentor Group member fix the nature of an environment of grace in his or her mind and heart, and observe Jesus’ interactions with Simon Peter that created a grace environment.

## 5. My Own Experience of Grace

The goal of this session is to help each Mentor Group member share his or her own experience of Grace. To be able to lead others in a grace environment, a leader’s personal relationship with God must be rooted in a trust in God and purged of all self-reliance. This session’s sharing will remind each Mentor Group member how God’s grace has operated in his or her own life, further freeing him or her to take the steps needed to develop a grace environment.

## 6. Grace All Around

The goal of this session is to help each Mentor Group member see his responsibility to contribute to an environment of grace in every setting of his or her life, not just in the workplace. In this session, each member will be challenged to identify what he or she has done . . . and what is yet to be done . . . to nurture others in a grace environment.

# Build Grace Environments

[Mentor]

Using the “Build Grace Environments” Module

- 1 The **Build Grace Environments** module is intended for Christian leaders operating in churches, para-church ministries and organizations. Its focus is on the model of leadership established by Christ’s teachings and example.
- 2 Other MentorLink modules provide training in the values, character and heart required for effective Christ-centered leadership in an organizational setting.

Study Material And Assignments

- 3 It is essential that each participant, including yourself, read and complete assignments **before** you meet. This is so important that you may wish to establish a rule that anyone who has not completed the reading and assignments may listen, but may not participate when you meet.

Like other MentorLink modules this one has two aspects: (1) assignments which you and your Mentor Group members complete before group meetings, and (2) group meetings at which you all share experiences and insights.

Leading The Group

- 4 This Mentor Guide provides suggestions that will help you conduct the group sessions. As Mentor it’s important that you view yourself as a co-learner with your Mentor Group members, that you also complete the assignments before group meetings, and that you set an example of open and honest sharing.
- 5 Significant sharing takes time. For this reason we suggest you plan to meet for a minimum of 1½ hours.

The process you will follow when you meet typically will involves four stages:

- Check up      Brief reports of what’s happening in each person’s life.
- Content      A discussion of the topic studied in preparation for your meeting.
- Impact      Personal sharing designed to explore the impact of the truth on each of your lives and ministries.
- Prayer      Prayer for each other’s growth and any special needs.

# SESSION 1: A Grace Environment

The goal of this session is to help each Mentor Group member sense critical differences between operating in an environment of grace and in an environment lacking grace.

## Check up

Invite all group members to describe their responsibilities in their environment and to describe the level or influence they feel they have in that environment.

## Content

Thoroughly discuss the incident related by Jesus in Matthew 20. One of the issues it raises is the practicality of the landowner's approach in a mission-oriented setting. At the same time, it is clear that the landowner, who represents God in Jesus' story, chooses to relate to his workers on the basis of generosity rather than a strict pay-for-performance basis.

It is not necessary to reconcile all the issues at this point. You will return to this story later in the unit.

Move on to sharpen your group members' grasp of grace with the definition exercise, and the study of the Colossians and Philippians passages that convey pictures of a grace environment in operation.

## Impact

Give each Mentor Group member the opportunity to describe his or her environment and to identify elements of a grace environment that are present or are lacking in that environment.

Ask all group members to observe during the coming week incidents that either enhance or detract from making their environment a grace environment.

## Prayer

Pray for each other that they may taste the depths of God's matchless grace.

# SESSION 2: Two Models of Leadership

The goal of this session is to help each Mentor Group member explore two models of leadership, one rooted in an Old Testament “Great Man” [hierarchical] approach, and one rooted in New Covenant teaching. Scripture and personal experience provide insight into the implications of each leadership model in the work/ministry environment.

## Check up

Invite Mentor Group members to share incidents they observed or participated in this past week that either enhanced or detracted from providing their environment with a grace environment.

## Content

Share the circled words that group members felt reflected the Israelites feelings about Moses (#3). Discuss whether or not it would have been enjoyable working under Moses (#4) and their feelings about the “best leader” they’ve known (#1,5).

Talk about the implications of Paul’s 2 Corinthians 3 commentary on Moses and any implications your group members saw.

## Impact

As the study guide notes, we are “all too skilled in the style of leadership modeled by a masked Moses” and “all too unfamiliar with the unmasked approach”. Concentrate significant time in identifying and discussing the specific things Paul does that model unmasked leadership as recorded in 2 Corinthians 1:3-3:18 (#9).

Ask each Mentor Group member to jot down specific expressions of the two leadership styles viewed in his or her environment this week.

## Prayer

Pray for the boldness to trust Christ and grow as true New Covenant leaders.

# SESSION 3: The Grace of Acceptance

The goal of this session is to help each Mentor Group member discover how a leader can operate a grace environment marked by acceptance and forgiveness and at the same time hold others accountable for their performance. The studies and activities in this session are designed to reduce tension between these goals.

## Check up

Ask each Mentor Group member to give at least one example of each of the two leadership styles studied last week in his or her environment.

## Content

Invite volunteers to read their letters to “troubled leader.” Do not comment on them at this time. Then together discuss the passages that imply Paul’s response to John Mark (#2).

If your group members haven’t come up with these insights, ask ...

- Did Paul fall short of following his own leadership principles?
- Did John Mark experience acceptance and forgiveness? How and from whom?
- Who did the church seem to feel was right in this situation?
- What may indicate that Barnabas was closer to God’s will in this situation than Paul?
- How do you think Paul’s reaction affected John Mark? How about Barnabas’ reaction?

Talk about perceived conflict among the four terms on page 19, and then discuss the included article on pages 20 and 21. Can your Mentor Group members see how an environment of grace integrates accountability with responsibility and also acceptance with forgiveness? Test your understanding by discussing the sentence completion exercise on page 23.

## Impact

Ask each Mentor Group member to suggest something they can do personally that will stimulate a grace environment.

Ask each to commit to practice one thing he or she identified above.

## Prayer

Offer sentence prayers for each other.

# SESSION 4: Growth in a Grace Environment

The goal of this session is to help each Mentor Group member fix the nature of an environment of grace in his or her mind and heart, and observe Jesus' interactions with Simon Peter that created a grace environment.

## Check up

Have each group member report on what they did in their environment to encourage it to become more of a grace environment.

## Content

Review the content in sessions 1-3 guided by the overview provided in #1 of this session. Go over the words and phrases your Mentor Group members wrote down to describe characteristics of a grace environment.

## Impact

Discuss each of the interactions between Jesus and Peter. Identify elements of the grace environment present in each incident cited, and note carefully what Jesus did to shape the environment. Also note how Peter's actions or responses assume a grace environment. It may help to ask in each case how Jesus or Peter would have interacted differently if their relationship had been performance based.

Ask your Mentor Group members to identify one way Jesus created an environment of grace in his interactions with Peter that they believe is especially important for leaders. Then challenge them to consciously seek to apply that practice in their environments this week.

## Prayer

Briefly share challenges your Mentor Group members are facing in their environments and pray for each other.

# SESSION 5: My Own Experience of Grace

The goal of this session is to help each Mentor Group member share his or her own experience of Grace. To be able to lead others in a grace environment, a leader's personal relationship with God must be rooted in a trust in God and purged of all self-reliance. This session's sharing will remind each group member how God's grace has operated in his or her own life, further freeing him or her to take the steps needed to develop a grace environment.

## Check up

Share how each Mentor Group member has met the challenges prayed about last week.

## Content

The content for this week's gathering is personal stories told by each group member. Introduce it by referring to the statement at the head of page 32 and the paraphrase of Galatians 3. Then ask for a volunteer to begin telling how he learned to "simply trust God and rely on his grace." Continue until all have told their initial stories.

Then ask who was reminded by 2 Corinthians of an experience through which he grew in understanding and experience of God's grace. Let each tell his or her own story linked to one of these three passages.

## Impact

When all have told their stories, invite each group member to meditate silently for a few minutes on the grace of God and how grace has overflowed into each of your lives.

Encourage your Mentor Group members to go on trusting God completely and relying on his Spirit in the workplace as well as in their personal lives.

## Prayer

Have each Mentor Group member thank God for the way he has been working in the life of one other group member. Each person will express thanksgiving, and thanks will be offered for each person's life.

# SESSION 6: Grace All Around

The goal of this session is to help each Mentor Group member see his responsibility to contribute to an environment of grace in every setting of his or her life, not just in the workplace. In this session, each will be challenged to identify what he or she has done...and what is yet to be done...to nurture others in a grace environment.

## Check up

Invite Mentor Group members to share any way that the stories told during your last session ministered to them during the past week.

## Content

Throughout this module your Mentor Group members have been encouraged to act in ways that help to create an environment of grace, not simply to talk about such an environment. This final session brings this emphasis into even sharper focus. So spend most of your time going over each group members' charts, encouraging them to note what others are doing and also to make suggestions as to what others might do to help create the atmosphere of grace.

## Impact

The charting is intended to help each group member see that the development of an environment of grace is essential for healthy relationships in every setting of life. Working through the charts together will emphasize this implication.

Return to the Matthew 20 story of the generous landowner. Discuss the implications of the obvious misunderstanding by the workers of the landowner's generosity. Point out that those who have lived their lives in a performance environment are almost certain to misunderstand grace at first.

Encourage your Mentor Group members to keep on taking little steps toward the development of a grace environment and to trust God to work.

## Prayer

Encourage each to pray as he or she is led as you end your session and this module.

# In Closing

*Dear Fellow Worker in the Kingdom,*

*Thank you for facilitating your Mentor Group. Around the world there is a need for people just like you. We praise Him that you answered His call. We also know that around the world emerging leaders are crying out for people just like you. For those in your Mentor Group, we thank you as well. You were there to make a difference in their lives and hearts.*

*Our heart is to continue to serve you as you continue your existing Mentor Group or start additional Mentor Groups. Let us know what your needs are and what resources you might need.*

*Could you also send (email: [info@MentorLink.org](mailto:info@MentorLink.org)) us a few sentences or paragraphs and share with us what God is doing in your life and leadership as a result of your experience through the **BUILD GRACE ENVIRONMENTS** Module?*

*Dr. Stacy Rinehart for the MentorLink Institute*



What is your vision for “passing it on”?

You are now a steward of the heart issues in BUILD GRACE ENVIRONMENTS. To whom will you pass this on? We encourage you to form another Mentor Group and facilitate others through what you have just finished, or perhaps facilitating this group through another MentorLink module.

“Passing it on” is not about mastering content, being an expert or a teacher. It is about being available to guide others through the mentoring experience. Will you continue to pass it on?

For additional help in “passing it on,” go to  
<http://www.mentorlink.org/index.php/resources/passing-it-on/>

Want to facilitate another module?

There are two options – bring together your own local group, or simply sign up to mentor a group. We have a Mentor Orientation for new mentors. Go to the MentorLink website for links.  
<http://www.mentorlink.org/index.php/resources/global-mentoring-project/facilitate-a-group/>

Acknowledgement

We are indebted to Dr. Larry Richards for writing this BUILD GRACE ENVIRONMENTS Mentor Process Guide.



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# MentorLink Modules

NOTE: THERE ARE MENTOR PROCESS GUIDES AVAILABLE FOR EACH MODULE



## LEAD LIKE JESUS

The model of leadership in the world is clear. But Jesus calls His followers to a different model of leadership for the Kingdom. This module will assist you and your group in discovering this reality and in beginning to apply its implications to your lives, leadership, and mentoring.



## LEAD IN LIGHT OF ETERNITY

Jesus had much to say about how He will evaluate leaders who serve Him. He also had many harsh words for false leaders. Jesus promises to reward those who serve Him faithfully. This module will provide understanding regarding the leader's personal advantage to having this eternal perspective.



## BUILD HIS KINGDOM

Jesus came preaching the Kingdom. His Kingdom is the ultimate reality in this life and the life to come. However, many build their own empires, thinking they are building the Kingdom, while their very means and motives are actually at odds with His Kingdom. This module will assist you and your group in seeing the difference between building for the Kingdom and a leader building for his own empire. This module also will assist you in mentoring others regarding this awareness.



## BUILD GRACE ENVIRONMENTS

How we mentor and treat people flows from our understanding of what Christ has done and is doing in us. This module will assist you and your group in a deeper understanding of the depth and riches of the Gospel of grace and its applications in your leadership and mentoring.



## COLLABORATE AS LEADERS

Jesus mentored those he chose and was with them. Paul was always with someone who co-labored with him, mentoring him in the process. This module will assist you and your group in developing a practice of leading and mentoring in the context of partnership and community.



## LEADERS FOLLOW JESUS

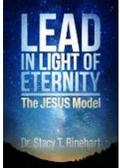
This module is intended for Christians operating in church, para-church ministries, Christian organizations, and the marketplace. Its intent is to help leaders evaluate the style of leadership exercised in their organization and bring it into harmony with the New Testament pattern. In this module, participants come to understand both the foundational concepts and the learning process which underlies MentorLink training.



## LEADERS ABIDE IN JESUS

Some of the last words of Jesus to His Disciples were, "Abide in Me". The Apostle John reflects the importance of this, "whoever says he abides in him ought to walk in the same way in which he walked." This module opens the door for mentors and mentees to look at their own walk with Jesus. It is from this "center" that we fellowship with the Son and with one another. It is also from this center that we bear fruit for His Kingdom.

# ADDITIONAL MENTORLINK RESOURCES

-  **LEADER'S COVENANT**  
A simple, yet profound description of true spiritual leadership in ten aspirational statements with Scripture passages.
-  **DAYS WITH JESUS**  
Journey with Jesus to draw closer to His heart and discover how He wants us to live, lead and influence people. This video-based discipling tool uses The JESUS Film and thought-provoking questions for reflection and discussion.
-  **PASSING IT ON**  
This seminar and manual are used for training groups in transformational mentoring. It will transform how leaders develop leaders.
-  **MENTORLINK INSTITUTE**  
Learn to lead like Jesus and mentor others while participating in mentor groups. The MentorLink Institute is a tested and proven strategy that works through a network of partners and mentors.
-  **LEAD IN LIGHT OF ETERNITY**  
This book by Dr. Stacy Rinehart is about Jesus and leading in His kingdom. *Lead in Light of Eternity: The JESUS Model* is for anyone who aspires to live and lead like Jesus in the workplace, the church, the mission field, or the world.
-  **TRANSFORMATIONAL VALUES**  
Jesus' ways are to be our ways. The focus is on changing leaders from the inside-out and on the leader's character and heart. Five values shifts needed for leaders who want to move away from leading in the way of the flesh to leading more like Jesus.
-  **BLOGS AND BOOKS**  
Check out blogs and books focused on the heart and development of servant leaders. Find practical mentoring tips, personal stories and solid biblical advice.

All resources can be found at [www.mentorlink.org/index.php/resources/](http://www.mentorlink.org/index.php/resources/)