



THE MENTORLINK INSTITUTE

Mentor Orientation

Version 1.5



www.mentorlink.org

GREETINGS!

We commend you for your commitment to the Lord and your willingness to partner with us in the mentoring process for **THE MENTORLINK INSTITUTE**. Thanks for journeying with us toward this world-class event by helping us mentor emerging leaders across the globe.

Welcome to **MENTOR GROUP FACILITATOR'S ORIENTATION**. You are the need of the hour. Globally there is a deep heart cry coming from emerging leaders for a spiritual mentor. A spiritual mentor is someone who gives attention to another person and helps them to grow in Christ to become all that God wants them to be and do. These emerging leaders will do what it takes to get with a mentor.

You really are here at such a time as this. You can be the gift to a few and make a real difference in their lives just by being available.

There is also a critical lack of leaders who lead like Jesus around the world. Leaders who lead like Jesus are not mass-produced, and it is extremely difficult for them to be developed in classroom situations. We have found that being part of a Mentor Group is one of best ways to grow and develop as a follower and a leader. Through these interactive, developmental relationships people are learning to lead like Jesus

I could go on but you get the idea. The most strategic need today is to "give back" to the generation coming up. You can be God's gift to a few who will make a difference in the decades to come.

Thank you for being available to the Spirit.

Dr. Stacy Rinehart
for The MentorLink Institute



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BEING A MENTOR

What are the responsibilities of a Mentor?

A mentor signs up to facilitate a small group of 3-4 people and is responsible for the following:

1. Be a fellow learner at the feet of Jesus.
2. Facilitate the Mentor Group gathering for six sessions. We recommend gathering once a week.
3. Complete the LEADERS FOLLOW JESUS MENTEE MODULE for each session (this usually takes about an hour). Each member will have completed this before the Mentor Group meeting.
4. Meet with your Mentor Group members for about an hour and a half – longer if you all agree – to discuss the Session.
5. Facilitate the discussion using the Mentor Process Guide through the module titled LEADERS FOLLOW JESUS.
6. While you are only signing up to facilitate one Mentor Group for six sessions, you may choose to facilitate an additional module.

What resources are provided to help Mentors?

There are currently three resources:

1. Mentor Group Facilitator's Orientation
2. Facilitator's Guide for each module and session.
3. 14 e-mail Mentor Tips that will be sent one per week

Check our website to see if there are additional helps available.

What is our model of a Mentor?

Rather than limit ourselves to a definition, we choose to focus on New Testament models:

1. Jesus with the Twelve?
2. Barnabas with Paul and Mark?
3. Paul with Priscilla and Aquila, Timothy, Titus, Silas, Onesimus and many others?
4. How do you summarize a mentor from the above?

Our experience leads us to stress at least three dimensions of a mentor. A mentor is one who seeks to be conformed to the image of Jesus, who is a fellow learner, and who facilitates the development of others.

What is a Mentor Group?

A Mentor Group is a small group of 3-5 people who come together with three goals:

1. To grow as a Christ-centered follower of Jesus.
2. To lead more like Jesus in the way we serve and treat people.
3. To learn from one another as each seeks to live out the above.

Each Mentor Group has a Mentor

1. Who serves as a Facilitator using the Mentor Process Guide
2. Who is usually more mature in age or experience than the members of the Mentor Group

But the real Mentor in the group is Jesus. We all strive to learn from Jesus, follow Him with our whole heart and lead like Him.

Can I use this material in my ministry?

YES! This is the goal. Using this material and process to develop leaders, who develop leaders, who develop leaders ... is the goal. If this material assists you, then the Lord is pleased. The module, LEADERS FOLLOW JESUS is just one of seven modules currently available. Check the MentorLink website for additional resources.

How will I get members in my Mentor Group?

1. If you signed up as one available to have members assigned to your Mentor Group, then we will select them based on multiple factors. Some key factors are language, gender, background and age. We will send you the names and contact information of each member as soon as we are able. Then it is up to you to facilitate the group from that point.
2. If you want to recruit your own members, we encourage this. Our goal for you is that you will intentionally develop leaders to lead like Jesus. We will serve you as much as we are able.

How can I become a Partner?

If you are a leader of a Kingdom-focused ministry, organization or church, you can become a partner by registering on The MentorLink Institute website or by contacting institute@mentorlink.org.

Costs for the MentorLink Institute

A mentor is giving away his life by intentionally taking the time to invest in a Mentor Group of 3-6 individuals.

Financially, the modules are provided to you without cost. Some servants of the Kingdom who are giving sacrificially so that you might grow more into the image of Jesus in your leadership make this possible.

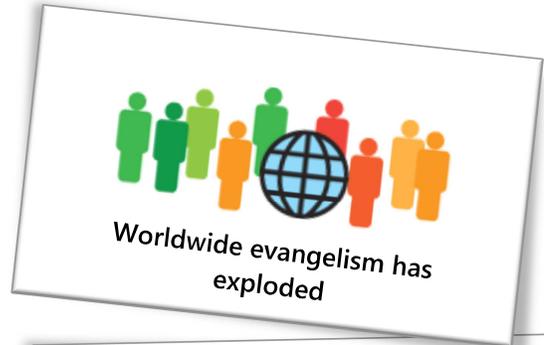
But there are other costs to following the leadership pattern of the King. Jesus said, "If anyone wishes to come after me, he must deny himself, and take up his cross and follow me". (Mt 16:24) Leading like Jesus in the Kingdom is costly. But we maintain, it is not credentials, skills, gifts or position that makes one great in the Kingdom but rather those who have a heart to follow Him and choose to live and lead according to His leadership principles.

ROLE OF A MENTOR

FACILITATOR • GUIDE

FELLOW LEARNER • ON THE SAME JOURNEY

**ONE WHO ALSO SEEKS TO BE CONFORMED TO
THE IMAGE OF LEADING LIKE JESUS**



MENTOR QUALIFICATIONS

- Seeks to give back and invest in the development of a few persons
- One who is willing to facilitate the growth of others through this process
- One who is a fellow learner and who is seeking to be conformed to the Jesus-way of leading and developing leaders

MENTOR EXPECTATIONS

- Commit to recruit and facilitate a Mentor Group of 3-6 people for one module which consists of six sessions
- One who volunteers his or her time as a mentor
- One who takes steps to build a relationship with his or her Mentor Group members

WHAT KIND OF MENTOR WILL KILL A MENTOR GROUP?

One who talks too much – the goal is to facilitate discussion by asking questions.

One who takes the role of a teacher – in the case of modules, teachers will kill discussion and dissuade honest interaction in the Mentor Group.

One who wants mentees to master the content – the issue is not content correctness or content mastery but rather heart change.

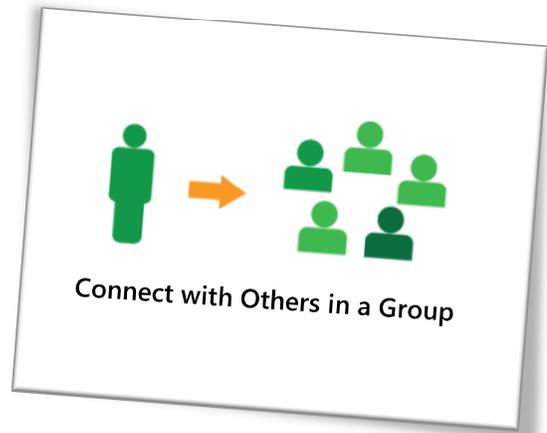
One who perceives himself as an expert – you may be but don't let anyone know if you want your Mentor Group to flourish.



FOUR KINDS OF MENTOR GROUPS

1

Group of Peers: this group desires a mentor but none is available. As a group, they select one among them to be the facilitator/guide. Or, the group may choose to select and recruit an outsider to facilitate their group.



2

Organizational leader mentors his or her leadership team through a module. (There can be many assigned organizational groups as a variation.)

3

A Mentor selects and recruits his own Mentor Group.

4

Individual mentees and mentors register at The MentorLink Institute website and are assigned to a Mentor Group.

NOTE: while one-to-one mentoring is right in certain circumstances we choose to emphasize Mentor Groups to enhance relationships and growth with peers.

TWO WAYS TO FACILITATE A MENTOR GROUP

1 FACE-TO-FACE

2 DISTANCE

How to facilitate a face-to-face Mentor Group

- Select and recruit those in your Mentor Group.
- Make sure they know the time and place to meet for each of the 6 sessions. Allow at least 1.5 hours for each session.
- Follow the Mentor Process Guide and follow the suggestions as close as you feel comfortable.

How to facilitate a Distance Mentor Group

Use the same suggestions above.

In a Distance Mentor Group, think of ways to all get on a conference call at the same time.

Most of us in MentorLink use SKYPE which is a free downloadable program at www.skype.com. This works well for groups of 3-6 people.

It is strongly advised that each member use a good headset for audio and microphone.

It is also strongly advised that each member connect with the mentor prior to the Mentor Group meeting to work out the bugs.



OVERVIEW: 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.

In This Module You and Your Group Will . . .

- Explore the virtues that mark true Christian leadership
- Exchange insights from your personal experiences
- Evaluate the expression of these virtues in your own ministry

Responsibilities . . .

- Complete session assignments before you meet together
- Meet with your Mentor Group weekly
- Pray for each other daily

SESSIONS . . .

1. Marks of Effective Christian Leadership
2. Commitment to Building God's Kingdom
3. Commitment to a Grace Environment
4. Commitment to Servant Leadership
5. Commitment to Partnership and Community
6. Commitment to Intentionally Mentoring Leaders

SAMPLE SESSION – MENTEE MODULE

Preparation For Session 1

Marks of Effective Christian Leadership

SESSION GOAL

The goal of this session is to help each member of your group begin to evaluate his or her own experiences with Christian leaders and begin to realize that Christ himself sets the agenda for effective Christian leadership.

1

Jot down five words that describe the most effective Christian leader you have ever worked with.

2

Briefly describe your relationship with the most effective Christian leader” you just identified.

3

How high a priority did your “most effective” leader place on mentoring you and others? Explain.

4

The following “story” depicts what might have been Satan’s reaction as he watched Jesus begin his ministry. Why is Satan puzzled? What does Christ’s action tell us about our Lord’s priorities?

The next morning just before setting out for Galilee, Jesus looked up a man named Philip and told Philip to follow him. Philip then found his brother, Nathaniel. These developments troubled Satan. Apparently the Messiah was already recruiting followers.

Satan asked the demon who brought the report, "Who are these men, this Simon, Andrew, Philip and Nathaniel? When the demon didn't know, Satan ordered, "Go and find out."

Before Satan received another report of Jesus' actions Satan had his answer. All four men were from Lake Galilee, and were fishermen.

"Fishermen!" Satan snorted. "Fishermen! What good are fishermen to a man who wants to be King?"

Surely the Messiah would enlist more important men as his followers. He'd want scribes and priests, men with influence. What did Jesus expect to accomplish by choosing common workingmen?

The next report arrived two days later. Jesus had not returned to Nazareth. Instead he'd continued on with his four followers to Capernaum. He was staying at Simon Peter's house as a guest.

Most of the time he just wandered along the shore, stopping to speak with fishermen, joking with tradesmen, sitting quietly watching taxmen collect tolls from farmers bringing goods to market and from fishermen transporting their catches to Jerusalem.

Satan couldn't understand it. According to Daniel's prophecy the Messiah had only a few years to win the allegiance of his people. Yet Jesus acted as if he all the time in the world. He acted, Satan realized, as if strengthening his relationship with a few fishermen was all-important. Why in the world was Jesus wasting his time with a few fishermen?

Jot down your thoughts here.

Challenge

Discuss together: What has been the impact of the way your "most effective" leader either viewed or failed to view his personal relationship with you as a priority?

SAMPLE SESSION – MENTOR PROCESS GUIDE

SESSION 1: Marks of Effective Christian Leadership

The goal of this session is to help each member of your group begin to evaluate his or her own experiences with Christian leaders and begin to realize that Christ himself sets the agenda for effective Christian leadership.

Check up

Invite all group members to share their name and a bit about their current role in their organization, identifying both the very best and very worst thing about that role.

Content

Have participants share the five words each chose to describe his or her “most effective Christian leader.” What concept of “effective Christian leadership” do these words suggest?

Ask each to describe his or her relationship with that “most effective” Christian leader. When each has shared, raise the question, “How high a priority did your “most effective” Christian leader place on mentoring you?”

Impact

Discuss the “story” of Satan’s reaction to Jesus’ initial actions as Christ prepared to fulfill his mission in the world. What does Satan seem to assume about selecting and developing leaders to accomplish an important task? What does Christ seem to assume about selecting and developing leaders?

NOTE: In the story Satan assumes one selects future leaders from “significant” people. Jesus selected ordinary people who were willing to follow Him. Jesus then acted as if developing these men involved building significant personal relationships with them. These two elements are stressed in Mark 12:13-19, which will be studied more closely in a future session.

Challenge

Discuss together: What has been the impact of the way your “most effective” leader either viewed or failed to view his personal relationship with you as a priority?

Prayer

Pray that each participant will continue to grow as a godly and effective Christian leader.

THE MENTORLINK SERIES

Our Focus

JESUS 24/7

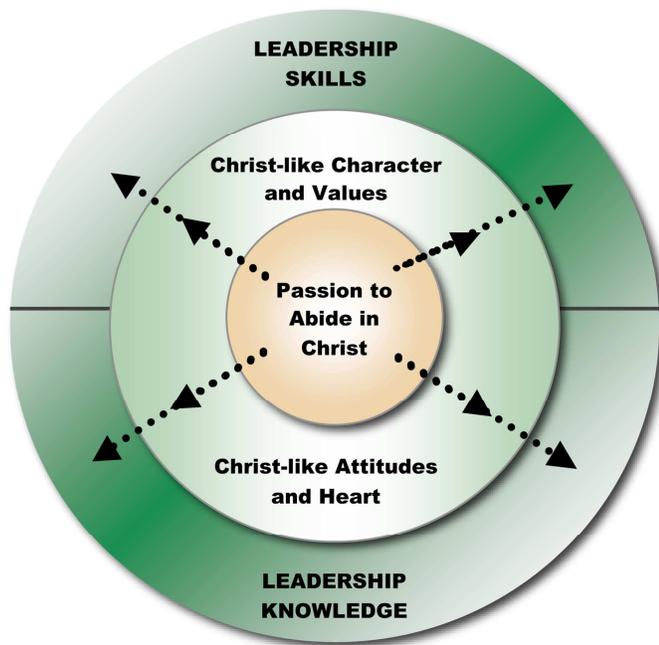
Most importantly, we focus on developing leaders to lead like Jesus, embody His character, attitudes, heart and values. Getting there is not something attained in this life but the goal is clear. . . Jesus 24/7.

Beyond this, our focus is to help multiply mentors who will draw on the Jesus-way of leadership development which we call mentoring. Done in the context of Mentor Groups, this is a powerful way for a person to multiply others who lead like Jesus.

Our Developmental Priorities

You cannot mass-produce leaders but you can grow their numbers exponentially. This is the assumption Jesus used.

ASSUMPTION: Christ-like character, attitudes, values and heart are primarily built through developmental relationships which we call Mentor Groups. (This is the “mentoring model of Jesus.”) In this model, skills and knowledge acquisition are subservient to being like Jesus in heart, values, character and attitudes.



Our Values

The Transformational Values of Leading Like Jesus

Jesus' Ways are to be Our Ways

Leadership in first century Palestine took its cues from the power-backed Roman culture. Jesus' standards for leadership set Him at odds with the values and practices of His day. And so it is today. Existing Christian leaders often follow leadership models that are most dominant in their cultures – models that reflect the world's values of personal power and elite position: The business CEO of the U.S., the dictator of South America, the centralized power boss of the former Soviet Union countries, the distant strong man of Asia, the guru of India, or the tribal chief of Africa. Jesus says, “It's not going to be that way with you...”

The focus is on changing leaders from the inside-out and on the leader’s character and heart. The goal is to develop leaders to lead like Jesus.

TURNING FROM:

CHANGING TO:

<p>Building Personal Success</p> <p>Believing and acting as if God is primarily at work in the world through me, my ministry, or my organization; believing and acting independently of other Christians as if they are “less important.”</p>		<p>Building God’s Kingdom</p> <p>Having a personal and holistic understanding of the Kingdom of God and a perspective that seeks the glory of Christ and the promotion of His Kingdom worldwide.</p>
<p>Environments of Control</p> <p>Living and leading in a performance-based or controlling environment which can produce competitiveness, critical attitudes, self-righteous pride and/or burnout.</p>		<p>Environments of Grace</p> <p>Leadership based on the finished work of Christ; living and leading in humility, openness, and love; treating others with acceptance, forgiveness, honesty, and loving accountability.</p>
<p>Power-based Leadership</p> <p>Leading primarily through position, power, and political influence; often relying on manipulation or organizational authority; a lack of trust and the empowering of others.</p>		<p>Servant Leadership</p> <p>Leading and influencing others through authentic relationships, integrity, and service; giving oneself to meet the needs of others and empowering them to succeed.</p>
<p>Elitism and Self-Sufficiency</p> <p>Attempting to be personally competent in every area of leadership responsibility; living as a stressed and relationally distant leader; difficulty working together as part of the Body.</p>		<p>Collaboration and Community</p> <p>Leading as part of a team that cooperates together to carry out God’s work; influencing through relationships, mutual accountability, delegation, and the empowerment of others.</p>
<p>Fear of Adding Other Leaders</p> <p>Limiting leadership growth and ministry impact to a small number of visible, positional leaders; leadership development (if it happens) relies primarily on programs.</p>		<p>Intentional Multiplication of Leaders</p> <p>Multiplying leadership growth through the mentoring of gifted, reproducing leaders who are willing and able to expand God’s ministry far beyond anyone’s individual capabilities.</p>

IN CLOSING

Dear Mentor,

Thank you for reading this **MENTOR ORIENTATION** for The **MENTORLINK INSTITUTE**. This is Version 1.5 so we have a lot of ways to improve this process. Would you take a moment to serve those who will follow you and give some suggestions for improvement?

Our goal is to develop leaders who lead like Jesus. We believe the Jesus-way of doing this is in the context of developmental groups which we call Mentor Groups. You really are a strategic part of God's plan today. The need of the hour is for you to invest in a few who will by the grace and power of the Spirit, make a difference in the decades to come.

May you continue to grow as a leader who leads like Jesus.

Dr. Stacy Rinehart for The MentorLink Institute



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