

# **MENTORSHIP** **GUIDE** for **LEADERS** in the **CHURCH**



**FIRST CHURCH**

Generation After Generation

# YOU CAN DO THIS!

Everyone knows mentoring is good. We all want a mentor, but the idea of being one is scary because:

- We think we don't have enough time.
- We think we are not ready to do it.

This guide is designed to lay it all out there for you to make it super easy and to put a timeframe on it.

- You don't need to know a lot; this guide will tell you what to do.
- It is not forever. It is a maximum of 12 meetings but can be as few as six conversations; we lay out how to have each one.

## THE GOAL:

The goal of this mentorship guide is to equip you with conversation starters, discernment tips, and challenge ideas to spur you on in mentorship.

## Every session has this format:

- A Goal
- Conversation Starters
- Challenges
- Prayer
- Tools

## How to create a mentorship relationship

- A lot of times people will ask you for it. In that case, grab this helpful guide and do it.
- If you want to initiate it, prayerfully ask someone in your life if you could have intentional conversations with them over a period of time (that you decide) that would help grow their relationship with Jesus.

## Expectations for YOUR part in mentorship

- Lead the way in vulnerability.
- Speak to who they are in Christ and who they will be because of Christ.
- Pray continuously.

## Expectations for YOUR mentee

(Talk about this before or during the first meeting)

- Set expectations (10 weeks, 30 minutes to 1 hour)
- Pick dates and put them in the calendar
- Mentorship, not friendship
  - A mentor is a coach, evaluator, teacher, instructor, and encourager.
  - If you are mentoring someone, they are submitting to you in the area you are mentoring them in.
  - Friendship is a peer relationship, while mentoring has a hierarchy.
- Setting the end goal
  - Mentoring is about helping someone grow in an area.
  - Work with your person to set a goal.
  - Make sure this goal involves Jesus and faith.

# MENTORSHIP SESSIONS

## FOLLOW JESUS



GAUGING WHERE THEY ARE SPIRITUALLY



HOW TO GIVE THINGS TO GOD



GODLY BELIEFS



SEE THEIR ROLE IN SIN



CONFESSION



UNFORGIVENESS



HOW TO MAKE GODLY DECISIONS



HOW TO HANDLE CONFLICT IN A GODLY WAY



HOW TO CONFRONT IN A GODLY WAY



HOW TO WALK THROUGH A DRY VALLEY



HOW TO SHARE THEIR FAITH



APPENDIX

## LIVE IT OUT



# 01 GAUGING WHERE THEY ARE SPIRITUALLY

## THE GOAL

Figure out where your mentee is at with God. The goal is to know their God story and meet a need here if they have it.

- Do they have religion or a saving relationship with Jesus?
- If the mentee is living in rebellion in an area or is not all in with Jesus, lead them to Him! (Resources are in the Appendix!)

## CONVERSATION STARTERS

- What was childhood like?
- Did you grow up in church?
- Who is Jesus to you?
- Have them share their God story (if they have one).
- What are your greatest struggles?
- Where do you want to grow in your faith?
- What do you want your 80th birthday party to look like?
- Are the decisions you're making aligning with what you want that to look like?

## CHALLENGE

- Do a Bible plan or study (based on what they shared).
- Hold them accountable (based on what they shared).

## PRAY TOGETHER

- Pray over and about things talked about in above conversation.

**MENTOR TOOL 01 HOW TO SHARE  
YOUR FAITH CLASS IN THE APPENDIX**

# 02 HOW TO GIVE THINGS TO GOD

## THE GOAL

Surrendering more of our lives to God so that we can look more like Him.

*Be discerning about what they need to give to God. The most common areas are: unforgiveness, hurts, habits, and relationships.*

## CONVERSATION STARTERS

- Are you holding any unforgiveness in your relationships?
- Are you carrying any hurt from your past that is affecting you currently?
- Are there any habits that you know aren't God's best, but you are struggling to give up?
- Any relationships that you have constant conflict in?
- Is there anyone in your life that is hard to deal with?
- Are there any emotions that you are driven by daily?

## CHALLENGE

- Make a list of things that they are holding on to.
- Pick a time every day to give things to God.

## PRAY TOGETHER

- Pray over and about things talked about in the above conversation. Ask God to help make this a lifestyle/habit.

**MENTOR TOOL 02 HOW TO LEAD YOUR MENTEE  
IN GIVING THINGS TO GOD IN THE APPENDIX**

## 03 GODLY BELIEFS

### THE GOAL

Renewing our minds so that we can have the mind of Christ and live in His truth.

*WHAT IS A GODLY BELIEF*

*-Truths about God.*

*-Reminding them of their identity in Christ (speak about who they are with thee phrase: "That's not who you are in Christ").*

*-If you can't say, "and that's how Jesus wants it" after a sentence, it's an ungodly belief.*

*-Always ask yourself, "Does it line up with God's Word, nature, and character?" and if yes, it's a godly belief.*

### CONVERSATION STARTERS

- What are some of your most consistent negative thoughts?
- What is something you wish you could stop thinking?
- What thoughts plague you the most?
- What is an area you struggle in? Are there common thoughts that you tell yourself within that struggle?
- What statements have people spoken over you that you still think about or believe about yourself today? (Mother, father, teacher, sibling, friend, enemy)

### CHALLENGE

- Pray and meditate on your new Godly Beliefs for at least 30 days.
- Practice saying, "and that's the way Jesus wants it" when discerning negative thoughts.
- When you do discover a negative thought or pattern, deal with it. (Process in the Appendix)

### PRAY TOGETHER

- Pray over and about things talked about in the above conversation. Ask God to help make this a lifestyle/habit.

**MENTOR TOOL 03 HOW TO LEAD YOUR MENTEE  
IN RENEWING THEIR MIND IN THE APPENDIX**

# 04 SEE THEIR ROLE IN SIN

## THE GOAL

Owning our part so that we can restore relationships with God and others.

## CONVERSATION STARTERS

- Where is there a lack of peace in your life?
  - What is your part?
- What relationship do you tend to have the most conflict in?
  - What is your part?
- Do you have any relationships that you have cut off?
  - What is your part?
- Do you have any unforgiveness towards anyone?
  - What is your part?
- What is a continual sin you struggle with?
  - What is your part?
- How does \_\_\_\_\_ (insert what they confessed) affect your relationship with God?
  - *Remind them that this is not who they are in Christ*

## CHALLENGE

- Regarding your role in each area of unforgiveness ask, "What did you do to make it right?"
- Ask, "How can you learn from this?"

## PRAY TOGETHER

- Pray over and about things talked about in the above conversation. Ask God to help make this a lifestyle/habit.

**MENTOR TOOL 04 STATEMENTS TO REMIND YOUR MENTEE "WHO I AM IN JESUS" IN THE APPENDIX**

# 05 CONFESSION

## THE GOAL

To model what healthy confession looks like so that it restores their relationship with God and others.

## CONVERSATION STARTERS

- What is your experience with confession?
- What are healthy ways to confess?
- What are unhealthy ways to confess?
- What does Jesus teach us about confession?
- What makes someone good or not so good to confess to?
- Who is someone in your life that you are confessing to that you probably shouldn't be?
- Do you struggle with confessing? Why is that?
- Is there anything you want to confess to me today?

## CHALLENGE

- What did you do to make it right?
- How can you learn from this?
- Confess to God daily.
- Regularly confess to a godly person. (Offer to be this person.)

## PRAY TOGETHER

- Pray over and about things talked about in the above conversation. Ask God to help make this a lifestyle/habit.

**MENTOR TOOL 05 HOW TO CREATE A SAFE SPACE TO CONFESS IN THE APPENDIX**

# 06 UNFORGIVENESS

## THE GOAL

To make forgiveness a lifestyle so that they can walk in the freedom Christ died to give them.

- *Choose to forgive, bless your enemies, pray for them, own your part*

## CONVERSATION STARTERS

- In your own words, what is unforgiveness?
- Where in your life have you seen unforgiveness played out?
- How has someone holding on to unforgiveness affected you?
- How have you hurt others by holding on to unforgiveness?
- What does Jesus teach us about unforgiveness?
- When is a time you have chosen forgiveness? Describe how it changed those relationships.
- When is a time someone showed you forgiveness and when you felt like you didn't deserve it? How does their example make you want to show this to others?

## CHALLENGE

- Choose one person (discern this with them) to:
  - Forgive
  - Bless
  - Pray for
  - Own their part
- Do this together and challenge them to continue to do this throughout the month and/or weeks until next meetup.

## PRAY TOGETHER

- Pray over and about things talked about in the above conversation. Ask God to help make this a lifestyle/habit.

## MENTOR TOOL 06 FORGIVENESS PRAYERS IN THE APPENDIX

# 07 HOW TO MAKE GODLY DECISIONS

## THE GOAL

To equip them with the ability to make godly decisions so that they can honor God in every season.

## CONVERSATION STARTERS

- How do you go about making **little** decisions?
- How do you go about making **big** decisions?
- Who do you go to when making hard decisions?
- Do you seek to please people or please God?
- Where do you struggle to make godly decisions?
- What's the last thing God asked you to do? Have you done it?
- Who is someone you respect that makes godly decisions? How do they do it?

## CHALLENGE

- Have them ask another godly person how they make godly decisions
- Next time they have a big decision, ask them to answer the "Six Decision-Making Questions" and report back. (Questions are in the Appendix).

## PRAY TOGETHER

- Pray over and about things talked about in the above conversation. Ask God to help make this a lifestyle/habit.

**MENTOR TOOL 07 SIX DECISION MAKING QUESTIONS IN THE APPENDIX**

# 08 HOW TO HANDLE CONFLICT IN A GODLY WAY

## THE GOAL

To handle every situation in a godly way so that you can be a light to the world.

## CONVERSATION STARTERS

- How was conflict modeled for you as a child? What was good? What was bad?
- What is your natural response when there is conflict?
- What does godly conflict look like?
- What does it not look like?
- How did Jesus handle conflict?
- Share an experience where conflict was handled in a godly way?

## CHALLENGE

- Have them ask another godly person how they handle conflict in a godly way.
- Next time they have a conflict, ask them to answer the "Six Healthy Conflict Questions" and report back. (Questions are in the Appendix).

## PRAY TOGETHER

- Pray over and about things talked about in the above conversation. Ask God to help make this a lifestyle/habit.

**MENTOR TOOL 08 SIX HEALTHY CONFLICT QUESTIONS IN THE APPENDIX**



# 09 HOW TO CONFRONT IN A GODLY WAY

## THE GOAL

To care for people by confronting them so that they can become more like Jesus.

## CONVERSATION STARTERS

- What do confrontations look like in your day-to-day life?
- Is confronting someone easy or hard for you to do? Why is that?
- How do you receive confrontation?
- Would you want to be confronted by you?
- What does godly confrontation look like?
- How would confronting in a godly way change the way your relationships look?
- What are you most afraid of when confronting? Can you say, "Is that the way Jesus wants it" afterwards?
- How might not confronting people you love be hurting your relationship with them?
- Think back on a time someone confronted you. Who might you have become if that experience did not happen?

## CHALLENGE

- Have them ask another godly person how they confront and who has confronted them well.
- Next time they have to confront, ask them to answer the six "Should I Confront Questions" and report back. (Questions are in the Appendix).
- Who is a godly person in your life who can confront you? Give them permission to confront you. *If they have no one, offer to be that person.*

## PRAY TOGETHER

- Pray over and about things talked about in the above conversation. Ask God to help make this a lifestyle/habit.

## MENTOR TOOL 09 SIX SHOULD I CONFRONT QUESTIONS IN THE APPENDIX

# 10 HOW TO WALK THROUGH A DRY VALLEY

## THE GOAL

To pursue God no matter how we feel so that they can run the race to WIN!

## CONVERSATION STARTERS

- Share what a dry valley (feeling far from God) looks like in your life?
- Do you run to or run away from God when you feel far from God?
- How much do your feelings determine how close you feel to God?
- What do you tell yourself when you are feeling far from God?
- How would focusing on "What God is doing?" instead of "Why this is happening?" change your mindset?
- How do you hear from God?
- How do you worship when you don't feel like it?
- Where do you turn when things get hard? Is the Bible or prayer in your top three?

## CHALLENGE

- Challenge them to read their Bible, pray, seek community, and go to church especially when they feel far from God
- Hold them accountable if there is a specific one they need to consistently start doing.

## PRAY TOGETHER

- Pray over and about things talked about in the above conversation. Ask God to help make this a lifestyle/habit.

**MENTOR TOOL 10 HOW TO WALK THROUGH A DRY VALLEY IN THE APPENDIX**

# 11 HOW TO SHARE THEIR FAITH

## THE GOAL

To share what God has done in their life so that others would come to know Him.

## CONVERSATION STARTERS

- How did you come to know Jesus?
- What scares you about sharing your faith?
- Have you seen people share their faith poorly? Have you seen people share their faith well?
- What is your God story?
- Why does God call us to share our faith?
- Does God want us to live comfortable or uncomfortable lives?
- How did Jesus share His life with others?
- If you had one more day to live, who would you want to talk to about God?

## CHALLENGE

- Read "Sharing Jesus Without Fear" together.
- Think of one person in their life that does not know God. Set a goal to share their God story with that person by the end of their mentorship.
- Confess any fear about sharing their faith.

## PRAY TOGETHER

- Pray over and about things talked about in the above conversation. Ask God to help make this a lifestyle/habit.
- Specifically, ask God to open the heart of the person who does not know Him.

**MENTOR TOOL 11 SHARE JESUS WITHOUT FEAR**  
**QUESTIONS IN THE APPENDIX**

# **APPENDIX**

# **MENTOR TOOLS**

# MENTOR TOOL 01

## HOW TO SHARE YOUR FAITH

*Scan this QR code to access our Share Jesus class and other useful tools!*



# **MENTOR TOOL 02**

## **HOW TO LEAD YOUR MENTEE IN GIVING THINGS TO GOD**

1. In light of \_\_\_\_\_ what are things that you are holding back from God?
2. Create list
3. Explain that you are going to lead them in giving those things to God
4. Pray
5. Have them close their eyes
6. Lead them in handing things to God out loud
  - a. "Jesus, I choose to give you \_\_\_\_\_." Go through each item on the list.

# MENTOR TOOL 03

## HOW TO LEAD YOUR MENTEE IN RENEWING THEIR MIND

- Lead them in giving that thought to God
- Form a godly belief together
  - Can be a Bible verse (see next page)
  - Needs to be a statement that directly counters the ungodly belief
    - Ex. Ungodly Belief = I am unwanted.
    - Godly Belief = I am chosen and wanted by God because He created me.

# **MENTOR TOOL 03**

## **RENEWING YOUR MIND**

### **BIBLE VERSES**

#### Anger

“Understand this, my dear brothers and sisters: You must all be quick to listen, slow to speak, and slow to get angry. Human anger does not produce the righteousness God desires.” James 1:19-20

#### Anxiety

“Seek the Kingdom of God above all else, and live righteously, and He will give you everything you need.” Matthew 6: 33

#### Control

“For I know the plans I have for you,” says the Lord. “They are plans for good and not disaster, to give you a future and a hope.” Jeremiah 29:11

#### Fear

“For God has not given us a spirit of fear and timidity, but of power, love, and self-discipline.” 2 Timothy 1:7

#### Depression

“As for me, I look to the Lord for help. I wait confidently for God to save me, and my God will certainly hear me.” Micah 7: 7



# **MENTOR TOOL 03**

## **RENEWING YOUR MIND**

### **BIBLE VERSES**

#### Shame

“May the Lord bless you and protect you. May the Lord smile on you and be gracious to you. May the Lord show you his favor and give you his peace.” Numbers 6: 24-26

#### Pride

“Study this Book of Instruction continually. Meditate on it day and night so you will be sure to obey everything written in it. Only then will you prosper and succeed in all you do.” Joshua 1:8

#### Grief

“The Lord hears his people when they call to him for help. He rescues them from all their troubles. The Lord is close to the brokenhearted; he rescues those whose spirits are crushed.” Psalm 34: 17-18

#### Failure

“We are made right with God by placing our faith in Jesus Christ. And this is true for everyone who believes, no matter who we are. For everyone has sinned; we all fall short of God’s glorious standard.” Romans 3:23

# **MENTOR TOOL 04**

## **STATEMENTS TO REMIND YOUR MENTEE “WHO I AM IN JESUS”**

**I am a new creation because of Jesus.**

“This means that anyone who belongs to Christ has become a new person. The old life is gone; a new life has begun.” 2 Corinthians 5:17

**I am created in God’s image and in His likeness.**

“So God created human beings in his own image. In his image of God he created them; male and female he created them.” Genesis 1: 27

**I am complete in Jesus. There is nothing I lack.**

“For in Christ lives all the fullness of God in a human body. So you also are complete through your union with Christ, who is the head over every ruler and authority.” Colossians 2: 9-10

**I am righteous in Jesus, which means I have a right standing with God.**

“For God made Christ, who never sinned, to be the offering for our sin, so that we could be made right with God through Christ.” 2 Corinthians 5: 21

## **MENTOR TOOL 04**

# **STATEMENTS TO REMIND YOUR MENTEE “WHO I AM IN JESUS”**

I am a child of God. This means I am able to call upon God as my Father.

“So you have not received a spirit that makes you fearful slaves. Instead, you received God’s Spirit when he adopted you as his own children. Now we call him, “Abba, Father.” For his Spirit joins with our spirit to affirm that we are God’s children.”

Romans 8: 15-16

I am forgiven by Jesus. All my sins are wiped away when I turn to Him.

“He is so rich in kindness and grace that he purchased our freedom with the blood of his Son and forgave our sins.”

Ephesians 1: 7

I am created to be unique. God knew what He was doing when He created me.

“But our bodies have many parts, and God has put each part just where he wants it.” 1 Corinthians 12: 18

# **MENTOR TOOL 04**

## **STATEMENTS TO REMIND YOUR MENTEE “WHO I AM IN JESUS”**

**I am accepted by God. I have a seat specifically for me at God’s table.**

“For he raised us from the dead along with Christ and seated us with him in the heavenly realms because we are united with Christ Jesus.” Ephesians 2:6

**I am chosen by God. He chose me in advance to be His child.**

“Even before he made the world, God loved us and chose us in Christ to be holy and without fault in his eyes. God decided in advance to adopt us to himself through Jesus Christ. This is what he wanted to do, and it gave him great pleasure.” Ephesians 1: 4-5

**I am seen by God. He always provides for me.**

“And this same God who takes care of me will supply all your needs from his glorious riches, which have been given to us in Christ Jesus.” Philippians 4: 19

**I am cared about and valued by God.**

“Give all your worries and cares to God, for he cares about you.” 1 Peter 5:7

# **MENTOR TOOL 05**

## **HOW TO CREATE A SAFE PLACE TO CONFESS**

- Model vulnerability by sharing about past sins that you've confessed
- Reflecting the heart of Jesus in nonjudgmental reactions to what they confess
- Let your mentee know there is nothing they could do or say that would make you see them differently

# MENTOR TOOL 06

## FORGIVENESS PRAYERS

### Forgiveness Towards Others Prayer

1. Father, You have made it clear that You desire the healing and freedom for me that forgiveness brings. You ask that I forgive so I can receive Your forgiveness.
2. Therefore, I **choose to forgive** \_\_\_\_\_ for \_\_\_\_\_.  
(Repeat as needed)
3. I **forgive all** who have set me up to enter into sin and all who have hurt me out of their own hurts.
4. I **release** them from any debt that I thought they owed me. I **let go** of all judgments toward them and punishments that I have wanted them to have.
5. I turn all of this and them over to You. In the Name of Jesus I pray. Amen!

# MENTOR TOOL 06

## FORGIVENESS PRAYERS

### Self-Forgiveness Prayer

1. Father, because You have forgiven me, I choose to **forgive myself** for all the ways I have hurt others out of my own hurts, and the ways I have hurt myself.
2. I choose to **forgive** and **release** myself from all accusations, judgments, hatred, and slander I have made against myself.
3. I **forgive myself** for the mistakes, stupidity, and other ways I have fallen short of God's best.
4. I **choose** to accept myself just as I am, because I know that You, Lord, accept me just as I am. I know that You love me. So with Your help, I choose to begin to love myself just as I am, knowing that You will not leave me in this condition, but You will draw me forward, **freeing me** from my current state.
5. Holy Spirit, I give You permission to work Your work of sanctification in me. I embrace fully, and look forward to Your changing me into the image of Christ.
6. In the Name of Jesus Christ I pray. Amen!

# MENTOR TOOL 07

## SIX DECISION MAKING QUESTIONS

1. What are the risks in saying no? In saying yes?
2. Am I making a choice out of fear? If so, what am I afraid of?
3. Have I given this enough time and prayer? Am I making this decision needlessly or too early?
4. Does this bring me and my family closer to our long-term goals?
5. Am I overly focused on certain people's opinions? Am I worried what they will think of my decision, either way?
6. Is God asking me to sacrifice something in this decision? Can I trust Him to provide for me if I make that sacrifice?



# MENTOR TOOL 08

## SIX HEALTHY CONFLICT QUESTIONS

1. What do I want this relationship to look like?
2. What would assuming the best about them look like?
3. Will this matter 5 minutes, 5 days, 5 years from now?
4. Do I want to be right or loving?
5. What would it cost me to apologize for \_\_\_\_\_? Ex. Will you forgive me for not communicating it well? *Be prepared to use a personal example*
6. How can you decide ahead of time you will forgive them and give them a safe place to share?

# MENTOR TOOL 09

## SIX SHOULD I CONFRONT QUESTIONS

*These will help them know when to confront and when to forgive and let go*

1. Will confronting this person encourage them to be more like Jesus?
2. Will confronting this person matter in 5 minutes, 5 days, or 5 years?
3. Visualize what you want your relationship to look like.
4. Will the way I'm thinking about confronting them lead to what I want this relationship to look like?
5. If you do not confront this person, what would be the consequence?
6. Am I trying to primarily gain something for myself in confronting this person or is it out of love?

# MENTOR TOOL 10

## HOW TO WALK THROUGH A DRY VALLEY

- Memorize a Bible verse together
- Read and worship through the Psalms together
- Share worship music that inspires you
- Read "Satisfy my Thirsty Soul" by Linda Dillow together
- Read "Be Still My Soul" by Elisabeth Elliot together

# **MENTOR TOOL 11**

## **SHARE JESUS WITHOUT FEAR QUESTIONS**

### **Share Jesus Questions**

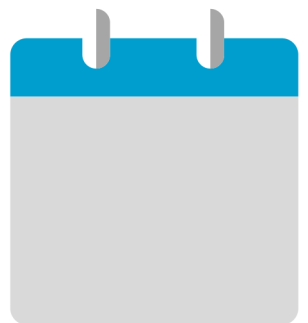
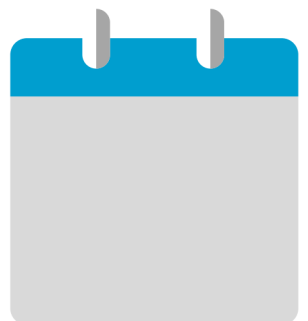
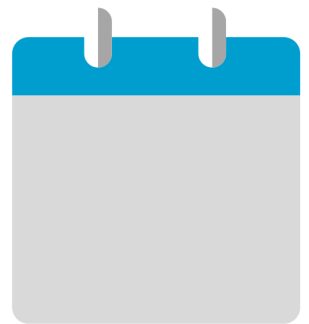
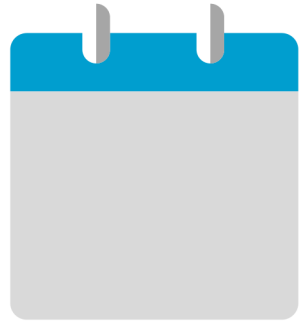
1. Do you have any kinds of Spiritual beliefs?
2. To you, who is Jesus?
3. Do you believe in a heaven and a hell?
4. If you died tonight, do you know for sure where you would go?
5. If you were wrong, would you want to know?

**Scan the QR Code on Mentor Tool 1 for the full  
Share Jesus Handout!**

# EXPECTATIONS

A large white rounded rectangle with rounded corners, positioned centrally on a dark blue background. It is intended for writing or drawing, serving as a workspace for the user's expectations.

# CALENDAR & DATES TO REMEMBER



# FAVORITE THINGS

- FAVORITE COLOR
- FAVORITE SNACK
- FAVORITE RESTAURANT
- FAVORITE DRINK
- FAVORITE HOBBY
- FAVORITE HOLIDAY
- FAVORITE VERSE
- FAVORITE CHURCH SERVICE TO ATTEND
- FAVORITE GIFT CARD
- T-SHIRT SIZE

## NOTES

