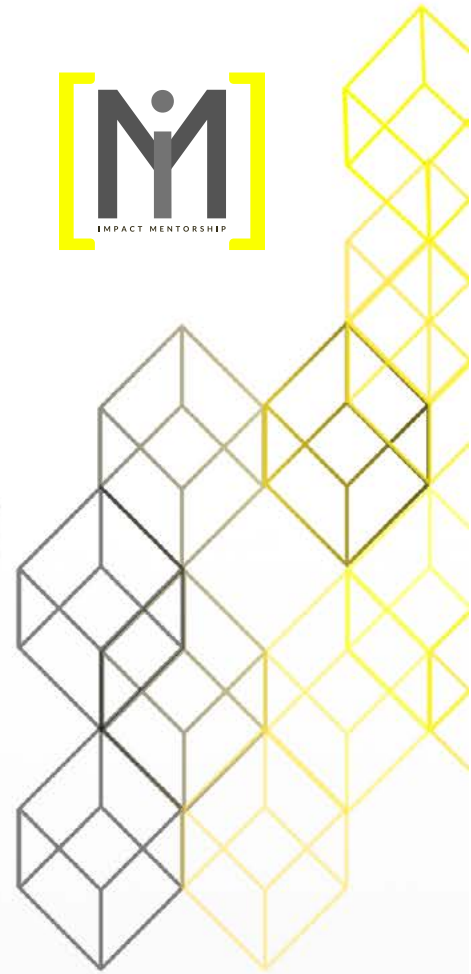


DOCTRINAL FOUNDATIONS OF MENTORSHIP

FACILITATOR MANUAL



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CHURCH OF  THE NAZARENE
MESOAMERICA

INTRODUCTION

Personal introduction of facilitator(s).

Devotional from 2 Samuel 12. The prophet Nathan comes to David and shares a story about a rich man with a very large number of sheep and cattle that refused his personal support to a traveler, instead, took a lamb from poor man and offered it to the traveler. David becomes incensed that a rich man would do such a thing. Nathan replies, “you are that man” referring to how David orchestrated the death of Uriah the Hittite after his affair with Bathsheba. These words become a mentoring opportunity to help David realize his shortcomings and change to be a better leader. Yet David’s actions that led to the death of Uriah the Hittite would have consequences including the death of his newborn child.

These words from the Prophet Nathan come after David had made this terrible action. How much better would it have been had David been approached prior to his affair with Bathsheba? Would he have listened? Would it have made a difference? We don’t know, but we do learn the importance and power of impact mentoring through this story.

Share this quote: “You can count the number of seeds in one apple, but impossible to count the number of apples in one seed.” (source unknown)

Why is mentoring so important? It affects one person today and countless people later as the behavior is reproduced in others and others and others.

Connect with the class schedule. In this course we will learn why mentoring is foundational to our Wesleyan / Arminian beliefs. We will learn how the Church of the Nazarene affirms the need for mentoring to become more Christlike in our life journey. Pray for the class time.

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SESSION I - THE COLLECTIVE CHRISTIAN CONSCIENCE

The Manual of the Church of the Nazarene (p. 46) teaches us the importance of the collective Christian conscience as illuminated and guided by the Holy Spirit.

We understand the collective Christian conscience to result in the formation of a set of shared beliefs, ideas, and moral attitudes that becomes a unifying force for Nazarenes globally.

The shared understanding of these beliefs, ideas, and moral attitudes result in similarities amongst Nazarenes worldwide. This belief results in a vital need for teaching and mentoring so that Nazarenes everywhere understand and embody these shared beliefs, ideas, and moral attitudes.

INDIVIDUAL EXERCISE

Take 5 minutes and think about someone(s) you have met outside of your country and how they have impacted your life? Did they mentor you in any way? Did you mentor them? Write your thoughts down in your handbook.

GROUP SHARING

Share one of those names and a short example of how the relationship helped you.

This exercise confirms that value of relationships and role of mentoring in the Church of the Nazarene. The Manual of the Church of the Nazarene contains the collective Christian conscience of 2.6 million Nazarenes as the content is determined by nearly 1,500 delegates representing 164 world areas at each General Assembly.

In this class, we will review sections of the Manual that inform us about our doctrinal formation of mentoring from a Wesleyan and Arminian perspective.

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SECTION II - THE COVENANT OF CHRISTIAN CONDUCT (MANUAL PP. 54 & 55)

The Manual of the Church of the Nazarene includes a statement about how we should conduct ourselves as followers of Christ. The content of the statement provides information about our doctrinal formation of mentoring.

INDIVIDUAL EXERCISE

You have five minutes to read through the following section of the Manual and circle or underline the words that describe a mentoring relationship.

“We affirm belief in a God whose creation is an act of love. Having experienced God as holy love, we understand the Trinity to be a unity of love among Father, Son, and Holy Spirit. Therefore, we are made with a yearning for connection with others at the core of our being. That yearning is ultimately fulfilled as we live in covenanted relationship with God, the creation, and loving one’s neighbor as one’s self. Our creation as social beings is both good and beautiful. We reflect the image of God in our capacity to relate and our desire to do so. The people of God are formed as one in Christ, a rich community of love and grace.

Within this community, believers are called to live as faithful members of the body of Christ. Singleness among the people of God is to be valued and sustained by the rich fellowship of the church and the communion of the saints. To live as a single person is to engage, as Jesus did, in the intimacy of community, surrounded by friends, welcoming and being welcomed to tables, and expressing faithful witness.”(P54 Manual CON)

SMALL GROUP EXERCISE:

Now you will have 20 minutes to go into small groups and review your underlined words. As a group, answer the following questions. Each group will have two minutes to share your results.

1. What does this teach us about God’s design for mentoring?

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2. What does this teach me about how mentoring should impact me personally?
3. What does this teach me about how mentoring should impact the body of Christ?

[Stop here for small group discussion]
 Welcome back from your small group discussion time. We will now hear from each group that will have two minutes to share what the discovered from The Covenant of Christian Conduct.

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SESSION III - THE COVENANT OF CHRISTIAN CHARACTER (MANUAL P 37)

The Manual of the Church of the Nazarene also includes a section about Christian Character.

INDIVIDUAL EXERCISE

You have five minutes to read through the following section of the Manual and circle or underline the words that describe a mentoring relationship.

To be identified with the visible Church is the blessed privilege and sacred duty of all who are saved from their sins and are seeking completeness in Christ Jesus. It is required of all who desire to unite with the Church of the Nazarene, and thus to walk in fellowship with us, that they shall show evidence of salvation from their sins by a godly walk and vital piety; and that they shall be, or earnestly desire to be, cleansed from all indwelling sin. They shall evidence their commitment to God.

FIRST.

By doing that which is enjoined in the Word of God, which is our rule of both faith and practice, including:

1. Loving God with all the heart, soul, mind, and strength, and one's neighbor as oneself (Exodus 20:3-6; Leviticus 19:17-18; Deuteronomy 5:7-10; 6:4-5; Mark 12:28-31; Romans 13:8-10).
2. Pressing upon the attention of the unsaved the claims of the gospel, inviting them to the house of the Lord, and trying to compass their salvation (Matthew 28:19-20; Acts 1:8; Romans 1:14-16; 2 Corinthians 5:18-20).

3. Being courteous to all people (Ephesians 4:32; Titus 3:2; 1 Peter 2:17; 1 John 3:18).
4. Being helpful to those who are also of the faith, in love forbearing one another (Romans 12:13; Galatians 6:2, 10; Colossians 3:12-14).
5. Seeking to do good to the bodies and souls of people; feeding the hungry, clothing the naked, visiting the sick and imprisoned, and ministering to the needy, as opportunity and ability are given (Matthew 25:35-36; 2 Corinthians 9:8-10; Galatians 2:10; James 2:15-16; 1 John 3:17-18).
6. Contributing to the support of the ministry and the church and its work in tithes and offerings (Malachi 3:10; Luke 6:38; 1 Corinthians 9:14; 16:2; 2 Corinthians 9:6-10; Philippians 4:15-19).
7. Attending faithfully all the ordinances of God, and the means of grace, including the public worship of God (Hebrews 10:25), the ministry of the Word (Acts 2:42), the sacrament of the Lord's Supper (1 Corinthians 11:23-30); searching the Scriptures and meditating thereon (Acts 17:11; 2 Timothy 2:15; 3:14-16); family and private devotions (Deuteronomy 6:6-7; Matthew 6:6).

SECOND.

By avoiding evil of every kind, including:

1. Taking the name of God in vain (Exodus 20:7; Leviticus 19:12; James 5:12).
2. Profaning of the Lord's Day by participation in unnecessary secular activities, thereby indulging in practices that deny its sanctity (Exodus 20:8-11; Isaiah 58:13-14; Mark 2:27-28; Acts 20:7; Revelation 1:10).
3. Sexual immorality, such as premarital, extramarital, or same-sex relations; perversion in any form or looseness and impropriety of conduct (Genesis 19:4-11; Exodus 20:14; Leviticus 18:22; 20:13; Matthew 5:27-32; Romans 1:26-27; 1 Corinthians 6:9-11; Galatians 5:19; 1 Thessalonians 4:3-7; 1 Timothy 1:10).
4. Habits or practices known to be destructive of physical and mental well-being. Christians are to regard themselves as temples of the Holy Spirit (Proverbs 20:1; 23:1-3; 1 Corinthians 6:17-20; 2 Corinthians 7:1; Ephesians 5:18).

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5. Quarreling, returning evil for evil, gossiping, slandering, spreading surmises injurious to the good names of others (2 Corinthians 12:20; Galatians 5:15; Ephesians 4:30-32; James 3:5-18; 1 Peter 3:9-10).
6. Dishonesty, taking advantage in buying and selling, bearing false witness, and like works of darkness (Leviticus 19:10-11; Romans 12:17; 1 Corinthians 6:7-10).
7. The indulging of pride in dress or behavior. Our people are to dress with the Christian simplicity and modesty that become holiness (Proverbs 29:23; 1 Timothy 2:8-10; James 4:6; 1 Peter 3:3-4; 1 John 2:15-17).
8. Music, literature, and entertainments that dishonor God (1 Corinthians 10:31; 2 Corinthians 6:14-17; James 4:4).

THIRD.

By abiding in hearty fellowship with the church, not inveighing against but wholly committed to its doctrines and usages and actively involved in its continuing witness and outreach (Ephesians 2:18-22; 4:1-3, 11-16; Philippians 2:1-8; 1 Peter 2:9-10).

SMALL GROUP EXERCISE

Now you will have 20 minutes to go into small groups and review your underlined words. As a group, answer the following questions. Each group will have five minutes to share your results.

1. How have you been mentored to learn about these character qualities?
2. How would you change the way you were mentored about these character qualities?
3. How would you incorporate these character qualities into a mentoring relationship today?

[Stop here for small group discussion]

Welcome back from your small group discussion. Each group will now have five minutes each to share what was discovered from The Covenant of Christian Character.

SESSION IV - THE ARTICLES OF FAITH #11 - THE CHURCH

The Manual of the Church of the Nazarene provides 16 Articles of Faith that provide our foundational doctrinal beliefs.

Article 11 focuses on The Church

“We believe in the Church, the community that confesses Jesus Christ as Lord, the covenant people of God made new in Christ, the Body of Christ called together by the Holy Spirit through the Word. God calls the Church to express its life in the unity and fellowship of the Spirit; in worship through the preaching of the Word, observance of the sacraments, and ministry in His name; by obedience to Christ, holy living, and mutual accountability. The mission of the Church in the world is to share in the redemptive and reconciling ministry of Christ in the power of the Spirit. The Church fulfills its mission by making disciples through evangelism, education, showing compassion, working for justice, and bearing witness to the kingdom of God. The Church is a historical reality that organizes itself in culturally conditioned forms, exists both as local congregations and as a universal body, and also sets apart persons called of God for specific ministries. God calls the Church to live under His rule in anticipation of the consummation at the coming of our Lord Jesus Christ.” (P33 Manual CON)

Take 5 minutes and read through this statement and underline or circle the words that identify mentoring.

(Exodus 19:3; Jeremiah 31:33; Matthew 8:11; 10:7; 16:13-19, 24; 18:15-20; 28:19-20; John 17:14-26; 20:21-23; Acts 1:7-8; 2:32-47; 6:1-2; 13:1; 14:23; Romans 2:28-29; 4:16; 10:9-15; 11:13-32; 12:1-8; 15:1-3; 1 Corinthians 3:5-9; 7:17; 11:1, 17-33; 12:3, 12-31; 14:26-40; 2 Corinthians 5:11-6:1; Galatians 5:6, 13-14; 6:1-5, 15; Ephesians 4:1-17; 5:25-27; Philippians 2:1-16; 1 Thessalonians 4:1-12; 1 Timothy 4:13; Hebrews 10:19-25; 1 Peter 1:1-2, 13; 2:4-12, 21; 4:1-2, 10-11; 1 John 4:17; Jude 24; Revelation 5:9-10).

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SMALL GROUP EXERCISE

Now you will have 20 minutes to go into small groups and review your underlined words. As a group, organize the words that you have circled or underlined into major categories that help us understand the role of mentoring in the local church. Each group will have five minutes to share your results.

Stop here for small group discussion

GROUP SHARING:

Each group will share what they discovered from Article 11 - The Church.

In this exercise, your group likely discovered the areas of worship, discipleship, fellowship, and witness. These are essential to the core values of the Church of the Nazarene that we are people that are characterized by our three core values expressed through the words Christian, Holiness, and Missional.

A worthy exercise after this course would be to organize all that we have reviewed into the categories of Christian, Holiness, and Missional. The result would be a holistic resource to provide the basis of an impact mentoring program.

SECTION V – WESLEY’S RULES OF THE BAND

In the 1700s, John Wesley created a mentoring model called “bands” that served as a process for mutual accountability and mentoring. The purpose of the bands were to help each person obey the commands of God. This was to be done by confessing their faults to one another, praying for one another, and seeking healing. The model required participants to meet weekly and commit to bold truthfulness, and as a result, great vulnerability.

After a time of singing and prayer, each person would answer these four questions:

1. What known sins have you committed since our last meeting?

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2. What temptations have you met with?
3. How were you delivered?
4. What have you thought, said, or done, of which you doubt whether it be sin or not?

Stop here for small group discussion

You will now have 10 minutes for small group discussion on the following questions:

1. Have you ever been in a mentoring relationship where these questions were asked of you? Why? Why Not?
2. Would Wesley’s Rules of the Band concept work in your church today? Why? Why Not?

Welcome back from your small group discussion time.

Somewhere throughout time, the Wesley’s Rules of the Band discontinued in most churches. There is danger of believers living in isolation, without mentoring, without accountability, that is a recipe for disaster. The Church of the Nazarene continues the affirmation that mentoring relationships are needed; however, the form may look different according to your context.

The key is to develop a model that works for you, building on The Covenant of Christian Conduct, The Covenant of Christian Character, and Article 11 – The Church.

The mission statement for the Church of the Nazarene, “to make Christlike disciples in the nations” is fulfilled when impact mentoring is in place.

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SECTION VI - SERVANT LEADERSHIP AND IMPACT MENTORING

Robert Greenleaf identifies 10 Characteristics central to serving as a mentor to others. (Northouse, Leadership Theory and Practice, 2013). These 10 Characteristics are as follows:

1. **Listening.** Communication between leaders and followers is an inter-active process that includes sending and receiving messages (i.e., talking and listening). Servant leaders communicate by listening first. They recognize that listening is a learned discipline that involves hearing and being receptive to what others have to say. Through listening, servant leaders acknowledge the viewpoint of followers and validate these perspectives.
2. **Empathy.** Empathy is “standing in the shoes” of another person and attempting to see the world from that person’s point of view. Empathetic servant leaders demonstrate that they truly understand what followers are thinking and feeling. When a servant leader shows empathy, it is confirming and validating for the follower. It makes the follower feel unique.
3. **Healing.** To heal means to make whole. Servant leaders care about the personal well-being of their followers. They support followers by helping them overcome personal problems. Greenleaf argues that the process of healing is a two-way street in helping followers become whole; the servant leaders themselves are healed.
4. **Awareness.** For Greenleaf, awareness is a quality within servant leaders that makes them acutely attuned and receptive to their physical, social, and political environments. It includes understanding oneself and the impact one has on others. With awareness, servant leaders are able to step aside and view themselves and their own perspectives in the greater con-text of the situation.
5. **Persuasion.** Persuasion is clear and persistent communication that convinces others to change. As opposed to coercion, which utilizes positional authority to force compliance, persuasion creates change through the use of gentle nonjudgmental argument.

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6. **Conceptualization.** Conceptualization refers to an individual's ability to be a visionary for an organization, providing a clear sense of its goals and direction. This characteristic goes beyond day-to-day operational thinking to focus on the "big picture." Conceptualization also equips servant leaders to respond to complex organizational problems in creative ways, enabling them to deal with the intricacies of the organization in relationship to its long-term goals.

7. **Foresight.** Foresight encompasses a servant leader's ability to know the future. It is an ability to predict what is coming based on what is occurring in the present and what has happened in the past. For Greenleaf, foresight has an ethical dimension because he believes leaders should be held accountable for any failures to anticipate what reasonably could be foreseen and to act on that understanding.

8. **Stewardship.** Stewardship is about taking responsibility for the leadership role entrusted to the leader. Servant leaders accept the responsibility to carefully manage the people and organization they have been given to lead. In addition, they hold the organization in trust for the greater good of society.

9. **Commitment to the growth of people.** Greenleaf's conceptualization of servant leadership places a premium on treating each follower as a unique person with intrinsic value that goes beyond his or her tangible contributions to the organization. Servant leaders are committed to helping each person in the organization grow personally and professionally. commitment can take many forms, including providing followers with opportunities for career development, helping them develop new work skills, taking a personal interest in the their ideas, and involving them in decision making.

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10. **Building community.** Servant leadership fosters the development of community. A community is a collection of individuals who have shared interests and pursuits and feel a sense of unity and relatedness. Community allows followers to identify with something greater than themselves that they value. Servant leaders build community to provide a place where people can feel safe and connected with others, but are still allowed to express their own individuality.

Dr. John Bowling (Grace-Full Leadership, 2011) identifies 9 ways that a leader influences another toward impact mentoring:

1. Sharing information. Sharing information affirms others that they are important enough to be trusted with full disclosure and it creates a framework for an employee to better understand management decisions.
2. Asking the right questions. Often the best way to introduce an alternative idea is to simply ask a question such as “what would be the downside of implementing what we are talking about?”
3. Modeling desired behavior.
4. Building key relationships.
5. Changing the corporate culture. The culture of the organization rests on the mission, values, traditions, outlook, methods, and overall spirit of the group.
6. Setting the agenda.
7. Casting a compelling vision.
8. Limiting choices by providing a few preapproved choices.
9. Providing feedback.

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SECTION VII – CLOSING THOUGHTS

Think about your favorite mythical super hero (Superman, Captain Marvel, Batman, Spiderman, etc.) Most stories about mythical super heroes follow the same pattern. An ordinary person receives some call to action. He/She responds with action that ends in failure, disaster, and likely, near death experience. In the midst of failure and disillusion, a mentor comes along and helps them grow and develop. Progress occurs in the midst of many trials with continued failures amidst steady progress. Eventually, a super hero emerges that has overcome the obstacles and failures, learning how to fulfill this call to action defeating evil, saving lives, and making the world a better place.

Though entertaining, none of us will ever be super heroes. How does your story (journey) line up with this mythical journey of a super hero? Have you known someone that quit leading because of failure that could have been a different story if someone had come alongside as a mentor? Most mentors see themselves as very ordinary people. Who was like a Prophet Nathan to you? (refer to story of King David at beginning)

INDIVIDUAL EXERCISE

Write his/her name(s) down in your handbook along with what they said or did that made them an impact mentor for you.

INDIVIDUAL EXERCISE

Send that person a text, email, or social media post today (if still alive) and thank them for their investment into your life. It may be a total surprise to the person when they learn about the impact that they had on you.

CLOSING CHALLENGE

We need impact mentors to fulfill our mission “to make Christlike disciples in the nations.” Consider developing a mentoring program that focuses on the Manual sections we studied today.

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Lessons from Flying Geese. In closing, let's look at five lessons that we can learn from flying geese identified by George Houston (Byron, The Power of Principles, 2006). These principles remind us of how much we also can benefit from impact mentoring relationships:

- **Fact # 1:** As each goose flaps its wings, it creates uplift for the birds that follow. By flying in a V formation, the whole flock adds 71% greater flying range than if each bird flew alone. Lesson: people who share a common direction and sense of community can get where they are going quicker and easier because they are traveling on the thrust of one another.
- **Fact # 2:** When a goose falls out of formation, it suddenly feels the drag and resistance of flying alone. It quickly moves back into formation to take advantage of the lifting power of the bird immediately in front of it. Lesson: if we have as much sense as a goose, we stay in formation with those headed where we want to go. We are willing to accept their help and give our help to others.
- **Fact # 3:** When the lead goose tires, it rotates back into the formation and another goose flies to the point position. Lesson: it pays to take turns doing the hard tasks and sharing leadership. As with keys, people are interdependent on each other's skills, capabilities, and unique arrangement of gifts, talents, or resources.
- **Fact # 4:** The geese flying in formation honk to encourage those upfront to keep up their speed. Lesson: we need to make sure our honking is encouraging. The power of encouragement is the quality of honking we seek in groups where there is an encouragement, the production is much greater.
- **Fact # 5:** When a goose gets sick, wounded, or is shut-down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it dies or is able to fly again. Then they launch out with another formation or catch up with the flock. Lesson: if we have as much sense as geese, we will stand by each other in difficult times as well as when we are strong.

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INDIVIDUAL EXERCISE

Take 5 minutes and write down the answers to these questions:

1. What do you need to do to strengthen the way that you are being mentored?
2. What do you need to do to strengthen the way that you are mentoring others?
3. What is the most important conversation that you need to have right now? With whom?

Thank the class for participation.
Close in prayer.

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