

MENTORING INDIVIDUALS

INTRODUCTION

We are talking about mentoring / training faithful men individually.

There is something that I want us to pay attention to specifically. In some provinces we have many churches in which there are very few brothers. It would be easy for us to be sidetracked and start Church Based Training with women. . We do not have anything against sisters. But God's principle biblically is that there should be a male leader, and I can tell you right now that in some provinces it is going to be much harder and much slower to try to disciple men. But if we want to see long-lasting fruit resulting in very strong churches, five, ten years from now, then we need to give priority to taking the slow method, the painful method and mentoring some men.

We need to do discipling or training with MEN, if we want to build spiritually strong New Life MEN. Of course, these suggestions will work for churches, but that is not my primary concern. My concern is that one Brother cannot teach in every church and I want every church in the country to have Bible courses and do evangelism. So, that is why I am concerned about having strong New Life ministries .

This is information to help mentor men individually for about 18 weeks. It is even simpler, than the **Basic Christian Life** course. But it has a specific goal of helping men to mentor other men. I am going to go through this fairly fast because most of it is written in already. And I will just mention some additional things and you can write in some additional notes along the side.

I. SCRIPTURAL TESTIMONY FOR MENTORING FAITHFUL MEN

A. Mentoring Faithful Men Is Christ's Mandate

One of our key verses: Matthew 28:19 says, *"Go therefore and make disciples."*

B. Mentoring Faithful Men Was Christ's Method

Mark 3:14 says, *"He appointed twelve ...that they might be with him and that he might send them out to preach"*. Now the main idea was to be with him, and that is the difference between a course and discipleship. That is why in our discussion seminars we ask you to go 30 minutes early and stay a lot later, so you do have some individual time to be with the students.



C. Mentoring Faithful Men Was Paul's Method

We see in 2 Timothy 2:2, that Paul instructed Timothy to commit his words to faithful men. *"And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others."* (2 Timothy 2:2). Now probably Timothy did. Timothy obeyed, but nobody else did. So, training men became a lost type of work in the church.

D. Mentoring Faithful Men Produced the Model Church

To the church in Thessalonica Paul wrote, *"And so you became a model to all the believers in Macedonia and Achaia."* (1 Thessalonians 1:7). How did they become examples? *"For you know that we dealt with each of you as a father deals with his own children, encouraging, comforting and urging you to live lives worthy of God, who called you into his kingdom and glory."* (1 Thessalonians 2:11-12)

It takes time but it works. So that is the choice you have to make in your life. To meditate on the Word of God takes time. To pray goes much faster. You stand up, fold your hands and say a few words and three minutes later you are finished. But meditation needs 20 minutes or more, I think. So it is with discipling, it takes time but it works.

II. SEVENTEEN SPIRITUAL BENEFITS OF MENTORING FAITHFUL MEN

#1. It will enable you to know the spiritual state of your men.

Proverbs 27:23 warns us, *“Be sure you know the condition of your flocks, give careful attention to your herds”*. If I have said it once, I will say it 1,000 times. If you take good care of your coaches, they are going to take good care of your students. So, if you are one of the pastors, be sure to disciple the deacons and other spiritual participants in your church. Together you disciple the brothers and sisters. Soon everybody knows the hearts of your people really well. As church leaders it is not your job to stop problems. It is your job to look into the future and **avoid** problems. So, know the condition of your flocks.

#2. It will enable you to help your men grow spiritually.

Colossians 1:28 says, *“We proclaim him, admonishing and teaching everyone with all wisdom, so that we may present everyone perfect in Christ.”* Very interesting combination. “Everyone” is individual. “All wisdom”, is everything you know. So, you need to communicate to each new church leader all the things that you know about being a coach, a discipler. One who practices all the one-another instructions in the New Testament.

#3. It will make your preaching more effective.

“When they had finished eating, Jesus said to Simon Peter, ‘Simon son of John, do you truly love me more than these?’ Yes, Lord,’ he said, ‘you know that I love you.’ Jesus said, ‘Feed my lambs.’” (John 21:15). Feed them. Once you start working deeply with a few people you discover certain spiritual needs that you begin to see in other people’s lives, and you discover biblical answers for them. So, sermons are not made, but sermons are **born** out of the concern for the needs that you personally experience with others.

#4. It will develop a bond of love.

“Be devoted to one another in brotherly love” (Romans 12:10). It is amazing what it does when you begin to talk together about spiritual needs and growing spiritually and having a day of prayer. It really brings about a personal bond of spiritual love.

#5. It will enable you to be a true shepherd.

Acts 20:28 is a very interesting verse, *“Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers.”* When you disciple somebody, you have a personal relationship: **it is two-way**. If you just had an argument with your wife and then go to the pulpit and you preach a sermon, nobody knows. Nobody notices. If you had an argument and then you go and talk to your personal friend, the first thing he notices is, “Huh. You are tense this morning.” So, both people are sharpened. A shepherd takes care not only of the flock all together in the daytime, but he takes care of the individual sheep. Check them, help them.

#6. It will enable your men to understand the pastoral office.

We must create a new image for the pastor’s office. Some pastors know how to personally care for people, but many others do not. 1 Thessalonians 5:12-13 says, *“Now we ask you, brothers, to respect those who*

work hard among you, who are over you in the Lord and who admonish you.” You will know your people when you do this. Maybe there is a criticism, but because you know the people, you think, “Oh, no. That cannot be right.” Or maybe somebody has a problem with one of your spiritual workers and because you disciplined him, you can tell that other person, “I think you misunderstand him. I know him very well, and I know that is not the way he thinks and that is not the way he feels.”

#7. It will produce godly children.

The well-known verse from Ephesians says; *“Fathers, do not exasperate your children; instead, bring them up in the training and instruction of the Lord.”* (Ephesians 6:4). Fathers need special training on how to bring up their children in the Lord. The best way to train them is by example. Paul illustrates this in I Thessalonians 2:11: *“For you know how we exhorted and comforted and charged every one of you, as a father does his children.”*

#8. It will produce radiant wives.

Ephesians 5:25-29 tells us that husbands are to nurture and care for their wives, just as Christ did for the church. We have a lecture for husbands called, **“How to Love Your Wife”** and it would be good for you to listen to that lecture. Mentoring MEN produces beautiful marriages and radiant wives. We had one very concrete, beautiful testimony. A young couple had just married. Coach Slavik Nazarkevich went to lead a course. The husband said, “No. I do not have time. I cannot do this.” But later he went and sat in on the classes just to listen. A month later he wanted to have a book. Then he started doing the second course. Then Slavik met the young wife. She was smiling as she said, “Thank you for these Bible courses. Since my husband started studying this course, he has become a much better husband.” They were just a newly married couple. What a wonderful testimony.

#9. It will strengthen future generations.

In Psalms 78:5-6 it says, *“to teach their children, so the next generation would know them”*. Just think for a moment if something terrible should happen and there should again be persecution. Your work of mentoring fathers now will affect their children and grandchildren for generations to come. There will be people in churches all over who know how to live godly and pass it to others. disciple.

#10. It will make the best use of your time.

“Be very careful, then, how you live -- not as unwise but as wise, making the most of every opportunity,” Ephesians 5:15-16 tells us. One thing that we feel sad about is that we see so many poor-quality products. We wonder, “Why do people not do a better job?” We got a brand new stove, but one part does not work. It is sad. It is very unfortunate. It should not be so with your mentoring ministry. You need to build a high quality and fantastic reputation.

#11. It will keep you alert spiritually.

1 Timothy 4:16 says, *“Watch your life and doctrine closely.”* Many years ago, I thought I would disciple a pastor. He wanted to come over and have a talk and have some help. So, I was talking and talking, and I realized that maybe I was pretty weak. I did not know what I was doing. And he was saying, “Yes. Mmm.” And at the end he said, “Well, next time I will not come.” So that gave me a lot of self-examination. Take heed to yourself. When you have good spiritual people that you are working with individually, it leads to self-examination.

#12. It will cause you to focus on the main priority.

You will find that there are things they do not understand. So, you will need to once again emphasize, explain and illustrate the goal of your mentoring ministry; which is *“go and make disciples”* (Matthew 28:19-20). And you know something? That is something that the church has completely forgotten. They do not even remember it as being a part of the church. Go to some churches and ask some of the leaders, “What is the goal of this church?” Very few are going to say, “To make disciples.”



#13. It will multiply your ministries.

“And the things... entrust to reliable men who will also be qualified to teach others.” (2 Timothy 2:2). In the course **Establishing Disciples** there are a couple of good growth charts. I love that course. And I have seen the truth in it. I have let it revolutionize my life. I believed in it before and tried to do some of it, but never really understood it till I started studying that part of the course. And the result was 3,000 students in Ukraine w.

#14. It will lighten your counseling load.

1 Corinthians 14:35 says about wives, *“If they want to inquire about something, they should ask their own husbands at home”*. We are talking about mentoring faithful men. And the more men you mentor to become really spiritual people the fewer problems there are going to be in the homes and in the churches.

One woman needed some help with a spiritual project she was doing. She phoned the pastor, “Can you help me?” He said, “Go ask your husband.” Well, her husband was not very spiritually interested. But, okay, she obeyed the pastor. He was shocked, because his wife was teaching Sunday School and doing all kinds of things in the church. But he said, “Okay, I will try to help you. But I do not know what to do. I will phone the pastor.” So, he phones the pastor. The pastor says, “Well, I have a book here, and this Bible chapter and that chapter you can try to read.” So, this husband started helping his wife, but he found so many interesting things in the Bible, he started studying the Bible. About three or four months later he went to the pastor. He said, “You know, about four months ago I was thinking I would get a divorce. I was thinking, I am such a very poor Christian, and my wife is such a wonderfully spiritual person. I am like a rock that she needs to pull along. I am no good to her. I always pull her down, and so I thought she would be better off without me. I want to thank you for helping me to help my wife four months ago, because now I have discovered that there are many things I can do for Jesus.” That is what we want to see happening in weak churches that have very few good men.

#15. It will equip workers, for the perfecting of the saints, for the work of the ministry.

The English NIV says, *“to prepare God’s people for works of service, so that the body of Christ may be built up”* (Ephesians 4:12). That is precisely your mentoring ministry. To make a number of people so successful, so perfect, that they can do spiritual work. Mentoring is equipping other workers.

#16. It will produce more witnessing Christians.

1 Peter 3:15 tells us, *“Always be prepared to give an answer to everyone who asks you to give a reason for the hope that you have.”* Our students have started many churches already. Many years ago, one of my first students I was mentoring through a course went to Central Russia and started a new church. Some time ago, he asked: Send me materials because we need many **“Basic Christian Life”** classes for new believers.

#17. It will enable you to fulfill the ‘one another’ commands of Scripture.

The importance of mentoring in a person-to-person relationship is emphasized by the **12** “one another” N.T. commands. Leaders keep telling me, “Mr. Bible: Together it just goes better. Meeting each other’s needs. Mentoring is helping men to help each other.”

III. EIGHT REQUIREMENTS TO BE AN EFFECTIVE MENTOR OF MEN

#1. You must know your goal.

There is one thing that I want you to notice about being a mentor: we are focusing on the individual. We are not talking about his work, but about him as an individual. Your goal is that you *“may present everyone perfect in Christ.”* (Colossians 1:28). Here are some of the things that involve:

A. *It helps him to gain assurance of salvation.*

He must learn to believe absolutely in Jesus alone. There is nothing you can do to add to the salvation Jesus bought on the cross. So, it is very good to have a discussion about that.

B. *It helps him to receive God's best in every area of his life.*

Explain to him that God's love is so much greater than his own love, than his own ideas. It is just simply impossible for God to want something bad, but often we fail to believe that.

C. *It helps him to so love his wife that she would respond to him as the church should to Christ.*

I just told you a story about that. About a few wives. That is beautiful. It frees the husband to do spiritual work, to concentrate on bearing fruit for Jesus.

D. *It helps him to so lead his family that his children would honor and obey him.*

We have been a normal family, and when our children were teenagers... Sometimes there were struggles or difficulties, and we could not possibly see in the future what God was going to do with our children. But now they are adults that love Jesus and want to serve Him. Hallelujah!

You know, it is totally amazing that God is honoring my wife and I with such children. I was saying to my wife, “Our children are doing much better than what we were doing when we were young.” When I was young, I believed in Scriptures. I wanted to live according to the Scriptures, and I have made so many mistakes, but it is working! It is working! I did not have a chance to be brought up as my children are. For me it is much harder to live a Christian life. They had a better chance, and it is much easier for them.

E. *It helps him to prepare his sons and daughters for successful marriages.*

When our girls were in Canada, I wondered if they would find a boyfriend, and one day phone and say, “Will you please come for the wedding?” But no! God brought a young man into our home here in Ukraine, who liked my wife and me, and said, “I would like to work for you. Can I do missionary work for you?” And while our daughter was away, we were raising our son-in-law to be! God gave us that opportunity. Is this not amazing, though? There was no way I could organize something like that. But God loves us so much, He knew how to organize it. Now they are happily married and planting a new church.

F. *It helps him to gain financial freedom.*

If he owes money, and he has no financial freedom, he will always find there is a problem. His mind is not free. His spirit is not free. Sometimes his time is not free because he will need to do something extra to pay back the loan. His family is not free. There is a burden. This will make a difference in his ministry.

G. *It helps him to discover insights from Scripture in order to make wise decisions.*

Whenever he has a question, you say, “The Bible says....” Whenever he has an idea you say, “Yes, just like the Bible says!” That is what Jesus did all the time. He tied spiritual truth to every little story you could think of. Pretty soon he will see that God has an answer for everything, in the Bible.

H. *It helps him to learn how to appropriate God's power over sin.*

Appropriate, means to ‘take it for himself’.

#2. You must know your man.

How? *“As a father would his own children”* (1 Thess 2:11. NASB). That is a very strong instruction.

#3. You must know how to take your man to the goal.

"All Scripture... is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work." (2 Timothy 3:16-17). You have learned methods of mentoring, so you can take your man to the goal. We are going to look at the goal in just a moment.

#4. You must be power conscious, not problem conscious.

One missionary always said, "A problem is an opportunity." You must be power conscious, not problem conscious. When you focus on your problem, you are headed toward failure. Jeremiah prayed to God, *"Nothing is too hard for you."* (Jeremiah 32:17). And God spoke to him saying, *"I am the Lord, the God of all mankind. Is anything too hard for me?"* (Jeremiah 32:27). Very interesting! Nothing! Even king Nebuchadnezzar recognized the power a person had when God dwelled in him. He said to Daniel, *"I know that the spirit of the holy gods is in you, and no mystery is too difficult for you."* And there are many New Testament verses too about that topic. For example: *"I can do everything through him who gives me strength."* (Philippians 4:13).

#5. You must focus on people, not programs.

You are not talking about Bible training classes. You are not talking about workshops. You are talking about helping individual people to become successful. Make it your life's slogan: ***'The purpose of my life is to make other people successful'***. Jesus said to *"make disciples"* (Matthew 28:19-20). He did not say, "Build churches." He did not say, "Do evangelism." He did not say, "Worry about morals." He said, "Make something!" Make what? Make people!

#6. You must be a learner.

You must be a learner. You and not only the person you are helping. When you go away after meeting with him, you must think, "Now that was interesting. How can I benefit from that? How can I use that with someone else?" 2 Timothy 2:15 says, *"Do your best to present yourself as one approved, a workman who does not need to be ashamed"*. So, prepare yourself for a mentoring session.

#7. You must be a teacher.

In Colossians 1:28 it says, *"...teaching everyone"*. How do you do that? How do you teach?

A. **By sharing the things, you have learned yourself.**

You should be discovering new things from the Bible every day. Then you need to share *"the things you have heard"* from others. (2 Timothy 2:2). But that is not all.

B. **You need to share yourself.**

Paul says, *"We were delighted to share with you not only the gospel of God but our lives as well"* (1 Thessalonians 2:8). I will tell you something, once during a workshop one of the men had a car accident. That night one brother never slept but prayed all night for that little girl and her parents. He wept before God. He gave his very own soul.

C. **By showing the way.**

"Set an example for the believers in speech, in life, in love, in faith and in purity." (1 Timothy 4:12).

Teaching, sharing, being an example. You need to learn to say, "I do not know exactly either, but just do as I do anyway." For many years I have been saying, ***"Just do as I do."*** And many people have criticized me saying, "Who do you think you are? Do you think you are perfect, or something?" No, I am not perfect, but many people can benefit by imitating some of the things in my life.

#8. You must be flexible.

Oh, that is a beautiful quality to learn. I do not know what God is doing in my life. On the one hand, I am the most inflexible person there is. I want everything precisely like this. On the other hand, I was known as the most flexible guy on the team. I went home sometimes to my wife and said, "How can this be? I am like this, but people think I am like this."

A. *Flexible as a father* 1 Thessalonians 2:11-12

"...encouraging, comforting and urging you to live lives worthy of God".

B. *Flexible as a mother* 1 Thessalonians 2:7

"...we were gentle among you, like a mother caring for her little children".

C. *Flexible as a brother* 1 Thessalonians 2:1,9

"...we worked day and night...while we preached..."

D. *Flexible as a friend* John 15:13

"Greater love has no one than this: that he lay down his life for his friends."

IV. THREE ASPECTS OF MENTORING FAITHFUL MEN

#1. Teaching

What is teaching? Explaining facts, answering questions. It is the academic part. Any learning involves some academic part.

#2. Mentoring

It is showing somebody how to do something, thus you model it for him. Then you do part, and he does part. So, we want you to do things together with your mentee. Soon you will find out there are certain things he can do better than you. Hallelujah! A leader told me about one brother, "Maybe he should lead that course, because I think he can do a better job than I can." That leader has a good heart. First it is showing someone how you do it. Then do it together. Lastly you let him do it and supervise him while he does it.

#3. Transmitting

Reproducing in them Christ's convictions and character so that they will do the same with another person. Mentoring is Character development. As people grow in Christ, as their character develops, other people are encouraged and begin to believe there are new possibilities for them also.

V. OUR MAIN GOAL

To develop men who demonstrate the four spiritual marks of a faithful person.

1. Men who are committed to the Lordship of Christ.

Maybe you want to use the illustration from the **Basic Christian Life course**, of the many rooms with the key to open them. The Bible says, "*If anyone comes to me and does not hate his father and mother, his wife and children, his brothers and sisters -- yes, even his own life -- he cannot be my disciple. And anyone who does not carry his cross and follow me cannot be my disciple... any of you who does not give up everything he has cannot be my disciple.*" (Luke 14:26,27,33). Do not tell them that everything is going to be easy. Do not tell them that all Christians will become rich. Do not tell them that everybody will clap their hands when he is going to do spiritual work. But communicate to him the beauty of letting Jesus be the **boss** in his life.

2. Men who are committed to obedience to God's Word.

Men who are going to study God's manual continually. *"If you hold to my teaching, you are really my disciples. Then you will know the truth and the truth will set you free."* (John 8:31-32). **The Bible is a manual on how to live.** If you have a flat tire in your life, here is where you look for how to fix it. It is a big commitment. To many people it is the other way around. "The Bible? Oh, yes, maybe. Hmm. Good idea. Okay, uh-huh. Where do you find it?" But it is not to be just something that is extra. We want to make it the **main manual of life.**

3. Men who are committed to loving the brothers.

You know, I think that is sad. They should have added one more word there -- 'Men who are committed to loving the good brothers'. Wouldn't that be much nicer? I could do that. I remember an elder in a church once came to me and said, "We need to excommunicate those people from the church, because they have marital problems, they have alcohol problems...." I said, "Brother, if you excommunicate those people, you have nothing left to do. The Bible says you must help the weak brothers." I said, "Because they have problems, you are praying all the time." His eyes opened, and his mouth opened. A year or so later, he came to me and said, "Thank you for showing me that we need some of these weaker brothers to practice our Christianity!"

John 13:34-35 says, "A new commandment I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another."

Let me ask you a couple of questions. Is there anybody who would like to be a bad Christian? Ugly Christian? Nobody! Everybody agreed. Is there anybody that wants to be a good Christian? Yes, of course! Now, think for a moment. God is going to answer your prayer, and soon you will be this good Christian. You are going to be way up there on the top. Now what is the problem? The only people left over to love are those that are not as good as you are. The only people left over are people with more problems than you have. Do you understand? When you are down here, it is easy to love the good brothers. But as soon as God answers your prayers, and you get up there, there are only the poor ones to love.



4. Men who are committed to bearing fruit.

Our goal is to mentor men who are committed to bearing fruit; *"This is to my father's glory, that you bear much fruit, showing yourselves to be my disciples."* (John 15:8). Do you know that is a promise? Do you know that is a guarantee! If you are a good disciple, you will bear much fruit. It is going to be interesting in Heaven. There are going to be missionaries there who worked for fifteen years among the Muslims. Maybe they know of only one convert, but someday in Heaven we are going to see all the fruit they have produced. Because Jesus said, *"...bear much fruit, showing yourselves to be my disciples."*

Fruit is produced in two ways. First of all, in our character, so that we become truly holy like Jesus. Secondly, that other people become believers. We reproduce physically in the lives of other people.

.....Now let us look at some of the practical elements of mentoring faithful men.....

VI. HOW TO BEGIN MENTORING FAITHFUL MEN

- A. Be convinced it is not an option.
- B. Rearrange your schedule to make it a priority.
- C. Pray that the Lord would send you a faithful man.
- D. Be alert for indications of a faithful man.

- 1. A new convert.

2. Counseling situations.
3. Responsiveness to your sermons.
4. Men verbalizing a desire.

E. Begin a screening process.

By a screening process, we mean it is like a sieve. Some of the things fall through, and the stuff that remains is what you need. It is a sifting process. We suggest you have four meetings to do this sifting before you begin your actual discipling program.

FIRST MEETING

- a) Make it a casual meeting to just get better acquainted.

For instance, it may be a pastor or church leader from a distant region, and you may visit him. Or if you have a year-end banquet/special event you may invite a few potential leaders. Give him/them a small project to do. You have him teach a lesson, preach, or maybe give a half hour lecture in a Sunday School conference.

For new believers we suggest: a scripture verse to memorize, a chapter to read in the Bible. Perhaps a booklet to read like ***The Tyranny of the Urgent***, if you are starting "*Basic Christian Life*" with a brand-new believer. That is not good enough for the church leaders you are trying to mentor.

When the project is completed, arrange a second meeting. There are two ways to do it. You can contact him, or he can contact you. If you phone him, you do not know if he really wants to, or if you are just pulling him. It is like a test. If he contacts you, you know that he has real interest, because he is initiating the contact. But if your student contacts you and says, "Yes, I finished my project. I enjoyed it. Are we going to meet again?" Then you know that he is very interested in becoming your disciple.

Andrew and Peter followed Jesus in the wilderness. Jesus turned around and asked, "What are you guys doing here?" And they said, "Master, we would like to know where you live." Later, Jesus said to them when they were fishing, "Would you like to come and follow me?" So, the initial contact was made by Andrew and Peter.

SECOND MEETING

- a) Discuss his project.

Did he really do his very best? Does he have a concept plan? Were there any comments from people? Did anybody come to him and say, "Well, obviously, you have the gift of "preaching" or other activity.

- b) Talk about his relationship to Christ.

Listen to his testimony, and give him feedback, "Hmm, beautiful testimony, but it is seven years old. Did nothing happen in the last seven years? No answers to prayers; no miracles; Is there nothing to say?" If people have something to say about last week, last month, last year, you know, 'Oh! something is happening between them and Jesus.'

- c) Give him ***Becoming a Faithful Man*** to complete (Project 1 in the Project sheet). Give him this brochure to complete. You can also use *Basic Christian Life*; *Romans: Galatians*; *Practical Evangelism*, *Establishing Disciples*, and other books at home. It does not hurt for you to repeat some parts of these courses with somebody individually.
- d) Have him contact you for a third meeting.

When he finishes this project, have him contact you. So, again you will see if he is interested, and if he has the initiative to go on.

THE THIRD MEETING

- a) Discuss the completed project (page 1).

So, when he finishes an assignment, that is not good enough. You then need to discuss the assignment with him. After you do that the first time, he is going to do a project well, because he knows he is going to give an account to you.

- b) Give him a ***Spiritual Evaluation*** to be completed (Project 2 in the Project sheets).

These sheets are included in the package. We are going to talk about that later. If you do not like this particular spiritual evaluation, you can use one from another book.

- c) Give him ***Setting Personal Goals*** to complete (Project 3 in the Project sheets).

We will discuss them also.

- d) Have him contact you when he is finished with the project.

Do you see how that you are mentoring him to become an independent leader?! You are mentoring him to be an independent worker that you can trust to do a good job out there in his own area.

FOURTH MEETING (Basically it follows the same system.)

- a) You discuss the completed Projects 2 and 3.
- b) You give him an overview of the training. Explain:
 - 1) your goals for him
 - 2) the **Curriculum Guide** (Project 4 in the Project sheet)
 - 3) the structure of the weekly meetings
 - 4) the time commitment (weekly and lifelong)
- c) You give him a **My Commitment** card (Project 5 in the Project sheet)
So, he is going to officially sign a little note saying, "Yes, I want to be your disciple".
- d) You ask him to go home, to think about it, and pray about it.
- e) Ask him to contact you when he signs it.

F. You need to pray and think about it.

You need to fill out the mentor's **Pre-Training Evaluation** form. (Project 6 in the Project sheet)

G. Complete the mentors Helpful Insights. (Project 7 in the Project Sheet)

That will give **you** ideas. What we are looking at here is the process of how to begin mentoring and then later we look at the details.

H. Set up regular structured meetings:

What to do during the times you meet together:

- 1) Both of you share what God is doing in your lives this week.
- 2) Then you review, and you discuss some of the material you are studying together.
- 3) If there is memory work, then you go over that.
- 4) Make specific applications.
-Note: this is where you make the applications towards a future ministry to help others.
- 5) Keep each other accountable.

I. Plan some unstructured times together in the summer.

- 1. If you are married, include your wife and do some things together as families.**

If you are not married, you have to find yourself a wife.

- 2. Visit some other believers.**

This is a very good activity because you will see how he reacts when he is with other people, and that gives you an opportunity to know whether he is comfortable working with other people. It gives you an opportunity to discover whether he is the leader in the conversation, or whether he is the passive element.

- 3. Do a spiritual activity together. Go witnessing, go talk to some unbelievers together.**

For instance, many people when they go into a home, they think, "Well, okay, we have to obey and listen to the host." And if the host does not want to talk about spiritual things, we cannot either. But I have taught numerous people to think of themselves as ambassadors for Christ. If the ambassador from England came to your house, who would be leading the discussion? Would you, the host, be leading

the discussion? Or would he be leading the discussion? Very likely he would! If he had a question, you would not tell him, "Well, let us not talk about that." You would not do that. Because of his authority, he controls the conversation. Now as believers we are ambassadors for Jesus. When we go into a home of unbelievers, and they do not want to talk about Jesus, guess what is going to happen? When I am there, we are going to talk about Jesus anyway.

I remember when I was a young pastor, and I was going for the first time into homes of unbelievers. Before I went into the home, I prayed one simple prayer. God, I am not leaving until we have talked about Jesus. Just like that. I remember one of the first homes. One hour, nothing. Two hours, still not anything. It was getting to 10:30. Yawn. They were getting tired. They were kind of looking at their watch. They were looking at the door. And finally, there was a pause, a break. Ah, now I could say something! And I started to talk about Jesus. Now I was not very successful, but I did talk about Jesus. And the next time it went a little bit faster. And the time after that was a little bit faster again. After a while I learned to talk about Jesus very quickly. Somebody would say, "It is a wonderful spring!" And you reply, "Yes. The way God makes a beautiful spring always amazes me!" Or, I may say, "How is it going?" "Oh, very good, we hardly have any illness." "Is it not marvelous the way God takes care of us." See. And so, eventually, I learned to visit two or three families in one night.

4. Expose him to opportunities for future growth.

For instance, we helped several young men to grow a little bit through translating for us.

J. As your ministry multiplies...

1. Have your man follow the same process with another man.

That is what we are talking about. Have him try to disciple some new people now.

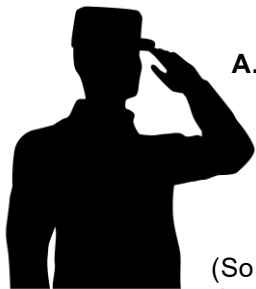
2. Have them complete a Mentor's Report every month (Project 8 in the Project sheet), and give it to you.

3. Have a special monthly or quarterly meeting for all the men involved in the "Mentoring faithful men *individually*" ministry.

This is to encourage them and to keep before them the vision of being obedient to Christ's command to train faithful men. Some people maybe see each other two or three times a week in a casual way. I think you definitely need to have a plan to meet as a group at least once a month. I think you need to insist on that. If they cannot come once a month, then maybe they should not be members of your team.

VII. BECOMING A FAITHFUL MAN — PROJECT 1

When this is filled out, it will make for a very good discussion. You have a page with the list of all the material you need. And now we are looking at the individual sheets.



A. Why must we mentor faithful men?

(You let him find that out, then you discuss with him your philosophy of spiritual ministry.)

B. What are the four marks Jesus gives of a faithful man?

(So, he does the research; and this one sheet of paper forms the basis for a little discussion the next week or so. I suggest that you fill this out first **yourself** before you ask him to do that.)

C. How is someone trained?

Again, he does the research! By doing this, he should discover the importance of personal discipleship. Individual spiritual help.

VIII. SPIRITUAL EVALUATION — PROJECT 2

These sheets are designed to help you find out where he is at in his spiritual life.

That tells you how to grade him. Is he just beginning? Is he continuing or developing? Is he experiencing and fulfilling? What do we mean by the levels of progress?

A. Now we look at “faith.”

There are five points under faith. The first one is, “I have assurance of salvation.” Now look at the last one: “I am consistently able by faith to identify with Christ in His death, burial and resurrection.” Now, the first one you would mark “B” for beginning. This is the beginning, and you see, each step is progressing to a higher level of Christianity, (which is called ‘fulfilling’). The letters are already written in, and he just marks off which level he is at.

B. “God’s Word” works the same way.

“Reading God’s Word occasionally” is just a beginning spiritual level. And the last one is, “My mind and attitudes are controlled by applying truths of the Word to every area.” These two pages all follow the same system. He just checks them off.

C. There are five categories:

1. *The first is my relationship to God.*

2. *My relationship to my partner.*

It shows there what that couple is doing together; how they are progressing; and growing spiritually together. I think this gives you an excellent indication of whether this is the coach you would like to have.

3. *My relationship to my children.*

4. *My relationship to other believers.*

5. *My relationship to non-believers.*

That should be very interesting. There are many believers who have no relationships with unbelievers at all, and who do not want to, who simply believe the Bible says, “Be ye separate.”

He drinks; he is immoral; he is not a believer. Therefore, I will not have contact with him. So, I won’t talk to him or visit him. The Bible does say that we need to be separate, but does that mean distance space-wise or timewise? I do not think that is the separation the Bible is talking about. I believe that the Bible is talking about a lifestyle that is completely separate from the lifestyle of the non-believer. We talk together; we work together; we go someplace together. Still our lifestyles are completely separate, but there is contact. I think if you study the Scriptures, you will agree with me.

On the bottom you see the little chart. All these numbers and the five categories, are listed there. Now you copy the marks from each section into this chart, and all of a sudden in this one little place you see a whole picture of this person. You can see very quickly, “Well, with so many weak things, or with so many strong things; how do I want to disciple this person?”

IX. SETTING PERSONAL GOALS — PROJECT 3

This section is based on *the spiritual evaluation section*. You will see that it follows the same system: My relationship to God; My relationship with my partner and so on. Now here is what you need to do: You look at the Summary chart of “*the spiritual evaluation*” on page 2, and you will see where your new disciple has marked his relationship to God. Let us say he has evaluated himself as “C.” So now flip to **Setting Personal Goals**, and now his personal goal is going to be “D.”

For example: On the **Spiritual Evaluation** (Project Sheet, page 2) under the section “my relationship to God, a) Faith.” Let us say he has checked off C. His next step, therefore, is to attain D, which is, “I am able to place

my trust in God and His promises.” Now when he has learned that, his new goal will be E, which is “I am able to trust the sovereignty of God in all areas of my life.”

Okay, so he already believes God’s promises, but not in all spheres of life. What does he need to help him grow? I would suggest that you plan a robbery for him. And then he will grow and trust God in new areas of his life. True? Well perhaps there is a better way. So, he sets a new goal, and together you make a plan of how to achieve these goals.

X. CURRICULUM GUIDE — PROJECT 4

We are talking about the **Curriculum Guide** (Project Sheet, page 7.). The most interesting part is the chart, where you check off the memory verse; the date the material is discussed together or presented; the date the student understood the material in his personal life; the material was grasped; and then the last category, the date the material was applied for the first time. This is a very interesting system, because for each new thing that he learns (*there are eighteen given in the list*), there are three steps. It is like **academics, character development** and **ministry skills**.

XI. COMMITMENT CHART — PROJECT 5

This is the little card that he reads and signs before you begin to mentor him. “I am interested in becoming a faithful man and a trainer of faithful men.” And he makes several commitments:

A. To God to be His man at all times and in all circumstances.

When there was a robbery at our office, western missionary Daniel and a national secretary Irena were beaten and tied up. Daniel said, “I kept praying all the time for Irena who was lying beside me. But I did not want to lie.” He said, ‘They asked for my name, and I thought I would say Igor. But I thought, no, I am not going to lie. I cannot do that.’ So, he said, “Daniel.” And they knew right away that he was a foreigner. He wanted to be God’s man at all times and in all circumstances. Daniel is getting good experience in becoming a holy man of God.

B. A commitment to growth.

Yes, I do want to grow spiritually. Therefore,

1. I will complete assignments
2. I will meet weekly
3. I will memorize Scripture

C. I will make a commitment to a growing group of faithful men.

1. *I will begin by making a list and praying for some of them by name.*
2. *I will begin ministering to other men as good as I can.*

Now notice again how important this is to do in churches that have weak men. I am absolutely sure, if you do this for two or three years, you are going to see a change in those churches.

3. *I will mentor at least one other faithful man.*

You can ask them to lead a **Basic Christian Life course** or something like that. So, this is what the disciple signs before he begins.

XII. PRE-MENTORING EVALUATION — PROJECT 6

Now that is the part that **you**, the MENTOR must do. Your name goes in there. And then the name of your potential mentee.

A. Did he contact you, or did you have to contact him, for your meetings during the past month?

A very important difference.

B. Did he arrive on time at the meetings, or did he say,

“Well, I hope you do not mind that I came a little bit late”?

C. Did he diligently and enthusiastically complete the assignments you gave him?

And the assignments you have listed in your brochure here.

D. Do you sense a good rapport and ease in communication with him?

E. Does he demonstrate a teachable spirit?

There are some people that want to learn, and some people think they know everything already.

F. Do you believe he will take this training seriously and make it a high priority in his schedule?

If he is not giving it priority, if he is not taking it seriously now, will he take it seriously later? I doubt it.

G. Do you believe he fully understands the My Commitment card, and has he signed it?

Maybe he is like a celebrity who gives out his signature really easy. It may be in a book; it may be on a jacket. They are pretty cheap, those signatures.

H. Do you have peace that this is the man God would have you spend quality time with for the next several months or school year?

Are you ready to commit yourself to the Lord to be used by HIM to help mentor this man?

XIII. HELPFUL INSIGHTS — PROJECT 7

This is a planning sheet. You have your own personal observation of him. You have his spiritual evaluation of himself, and his personal goals. Now you have a clearer picture of what he is currently, what he needs. So, you can determine ways to encourage and strengthen him in the future. So, first,

A. You begin with the strong points, and you just encourage him further in those.

You can do that in prayer, maybe reading a short Bible passage together; maybe casually talk about a few things. But that is obviously not the priority where you are going to work.

B. The weak points that are hindering his spiritual growth and ministry need to be strengthened.

Things that need to be strengthened before he can be a coach. I remember one lady who wanted to do some spiritual work, had a very good heart, but a bad face. She would always go around with a scowl. So, when I would see her, I would always push the corners of my mouth into a smile. If I had something in my hand I would grimace with a big smile. Sometimes I would see her on the street somewhere and I would just say; “smile!” I remember after a while, as I was walking down a street there she comes. She sees me,

and the first thing she does is push the corners of her mouth into a smile with her fingers. See, she had grasped the importance of smiling.

C. Definite steps of action to take to encourage and strengthen him.

How are you going to do it? I am going to invite him to a camp for adults so we can spend a whole week together. Or I know somebody is going to do an evangelism project. I am going to invite him to participate in that project. So, you write concrete ways of how you are going to help him with his weaknesses.

XIV. MENTORS REPORT — PROJECT 8

This is a monthly report by the mentor. You mark on it some of the meetings you have had, some of the discussions, and how he is growing, and his current needs. The middle section, “Has he been baptized, and is he a church member?” is only applicable for new believers.

CONCLUSION

So, all I am trying to do is give you a plan, an outline for mentoring men individually. I hope you will use it to help you to prepare some new men. It is an excellent tool. Make good use of it. Whether you will use it, only you and God really know. But this method is the answer to raising up men from category Eph. 4:12 to category Eph. 4:11. May God bless you richly as you become fruitful for him.

Blessings to you, our dear friends!

Practical assignment

	Completed
➤ Begin mentoring at least one person using the project sheet. Work through each project in turn as explained in the lecture. Be sure to allow yourself plenty of time not only for the actual meeting with the person, but also for preparation beforehand and evaluation afterwards.	<input type="checkbox"/>
Becoming A Faithful Man	<input type="checkbox"/>
Spiritual Evaluation	<input type="checkbox"/>
Setting Personal Goals	<input type="checkbox"/>
Commitment Chart	<input type="checkbox"/>
Curriculum Guide	<input type="checkbox"/>
Pre-mentoring Evaluation	<input type="checkbox"/>
Helpful Insights	<input type="checkbox"/>
Mentors Report	<input type="checkbox"/>
➤ Prepare a copy of the Mentor’s Report to turn in along with this page at the next conference	<input type="checkbox"/>
➤ Begin developing one of your key men step-by-step using this lecture until he also begins mentoring individuals.	<input type="checkbox"/>