

Being Proactive in Apprenticeship & Mentoring

From 'I' to 'i'



The big 'I'

- A self-centred world
- The Facebook generation
- A Narcissistic Age
- Self-absorption

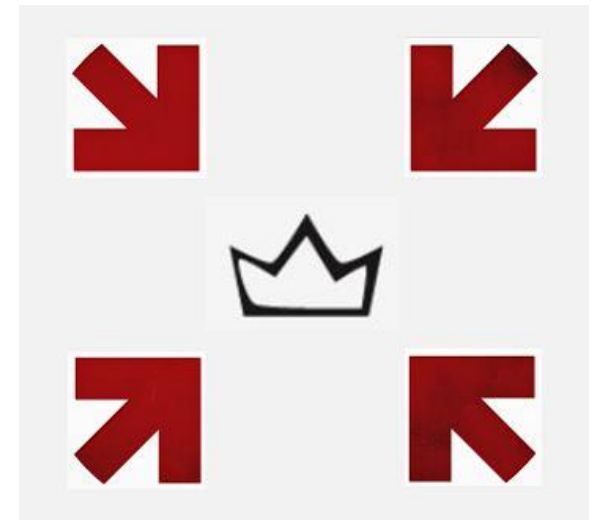
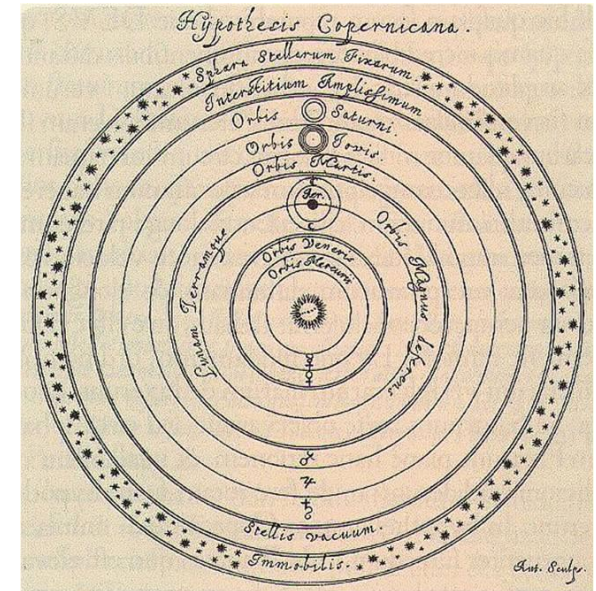
Tim Chester, [*Will you be my Facebook friend?*](#)

Mike Ovey on [*The Grace of God or the World of the West*](#)



The small 'i'

- A call for a Copernican Revolution from a me-centred worldview to a Christ-centred worldview
- John 3:22-30
- Philippians 2:1-11



An 'i' driven process

"If its going to
be, its up to me"

A call for proactive engagement

- Taking responsibility – rights versus responsibility
- Avoiding a sense of entitlement

Key values:

- Humility
- Honesty, truth-telling
- Gratitude
- Discipline, organisation, planning, diary usage, punctuality
- Hardwork
- Passing it on (2 Tim. 2:2)

Some more on mentoring...

Classical Roots of Mentoring

The term mentoring was first used in Francois Fenelon's *The Adventures of Telemachus* published in 1699. He had been charged to guide the personal formation of a future king of France, the grandson of Louis XIV.

He drew parallels with a character from ancient Greek Poet, Homer in his work *The Odyssey*.

Homer tells the story of King Odysseus, who when leaving his Kingdom of Ithaca to fight the Trojan war, entrusts his son Telemachus to the care of an old friend named Mentor.

Odysseus, Mentor, Telemachus

Mentor is a loyal friend of Odysseus. His principal actions in relation to Telemachus were;

1. Preparing him for his present and future role and inheritance
2. Prompting him to see and correct injustice
3. Travelling with him
4. Helping him to understand himself
5. Giving him honest feedback
6. Suggesting options of courses of action
7. Making strategic introductions
8. Assisting him to find resources for the task
9. Reminding him of his father's character and priorities
10. Encouraging him that his father will return one day

Essential Characteristics

- Mentoring is a relationship which gives two people an opportunity to share Spiritual, professional and personal experiences that result in growth.
- Mentoring is based on encouragement, constructive feedback, openness, mutual trust, respect and willingness to share and learn.
- Mentoring forms horizontal relationships from which both the mentor and the mentored can benefit.

Mentoring is different from...

- Coaching/Training
- Spiritual Direction/Guidance
- Counselling/Pastoral Care
- Teaching/Instruction
- Friendship/Camaraderie

But may involve certain aspects of all the above.



What is an iServe Africa apprenticeship?

*But you know that Timothy has proved himself, because as a son with his father he was served with me in the work of the **gospel**.* (Phil. 2:22)

- Proving
- Relationship
- Service
- Gospel



What NOT to expect.



1. Having a savior/disciple mindset.
2. To be told what to do.
3. An agony aunt/uncle
4. Answers for every question/solutions to every need.
5. Financial involvement
6. Best friends
7. The mentor to be pro-active and come to you and make all the arrangements and keep at it
8. Hours together.

"If its going to be, its up to me"

- Approach your mentor/supervisor and respectfully ask for mentoring
- Ask if dates can bbe put in the diary for next meeting – preferably weekly
- If it is not happening keep asking then, if necessary, seek another mentor

Nuts & Bolts in Mentoring



1. Ask the right questions. Listen.
2. Aim to help them problem solve (not solving their problem for them)
3. Take small steps and celebrate small accomplishments.
4. Build rapport
5. Share expectations
6. Seek time in the Bible

Closure



- Disengage wisely.
- Debrief (Review).
- Dream about the future.

The Mentoring Process.



Above all remember the **gospel**:

- *As the foundation and context* for your mentoring relationship – horizontal – two sinners saved by grace, on the same level at the foot of the Cross. The mentor is an example but not a guru – they are also a weak, imperfect sinner needing grace. In the many potentials for conflict and friction in your relationship, again grace will be essential.