

# Explore Mentor Handbook

*EXPLORE* mentoring is a service or ministry in which you can participate in order to enrich a potential missionary candidate's preparation for cross-cultural service.

Your interest in missions, your passion for the lost people of the world, your desire to be a part of what God is doing can be fulfilled by your accepting the invitation to become a mentor in *EXPLORE*.

The Explore series is written for people who are exploring the possibility of cross-cultural missionary service.

Corella Ricketson, emeritus missionary and mentor to many, was the guiding force behind the creation of these materials in 2000. Her insights and experience training workers in Taiwan and the U.S. shaped the information presented as foundational to the missionary journey.

Sarah Haun, an emeritus missionary who served in West Africa, updated the materials in 2010.

Susan Atkinson, ICEL manager of instructional technology, created the instructional design and delivery for all versions.

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# Mentors in the Bible

There are many examples of mentoring in the Bible. Moses was mentored by his father-in-law Jethro, first as son-in-law and then as a leader. The relationship between Eli and Samuel prepared Samuel for the tasks and responsibilities that were his after Eli's death. Jesus mentored his disciples. Barnabas and Paul excelled in mentoring.

Mentoring is a process dependent upon submission to Christ. Neither the mentor nor the candidate should control the relationship. The process must be characterized by mutual sharing, trust, and enrichment as the life and work of both participants is changed.

The mentor serves as a model and a trusted listener. The mentor relies on the Holy Spirit to provide insight, change lives, and teach through the model and witness of another.

# What is EXPLORE?

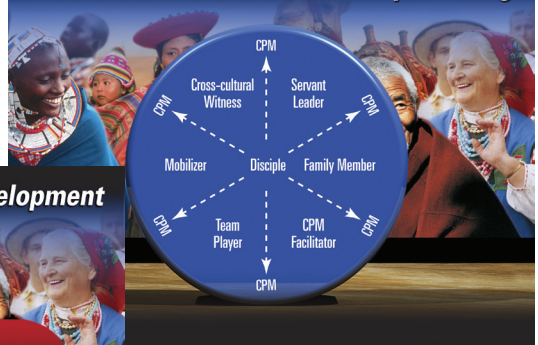
Explore is a set of learning experiences designed for people who are exploring the possibility of cross-cultural service.

It is not a screening device. It is a tool for the potential candidate to use

- to clarify God's will for his/her life.
- to focus learning toward becoming His excellent servant in the IMB context.
- to strengthen gifts and skills for ministry.
- to consider the requirements of a missionary lifestyle.

Explore's learning experiences are developed around seven dimensions and their characteristics that describe the focus of the cross-cultural worker's life and learning. These seven dimensions are Disciple, Servant Leader, Team Player, Cross-cultural Witness, Church Planting Movement Facilitator, Mobilizer, and Family Member.

## Seven Dimensions of Missionary Learning



## Four Phases of Missionary Development



There are four components to each characteristic's study.

- 1. Activities for development.** Characteristics point to specific actions and attitudes that are part of the cross-cultural worker's life. We learn by doing, and this section identifies some activities to *do* to develop abilities. This is not an exhaustive list, but it's a place to begin developing your skills.
- 2. Resources for study.** This section identifies some resources to read and review to gain more information. It's not a comprehensive or prioritized list but rather a sampler of some good things to consider.
- 3. Accountability for growth.** This component focuses on values. The values we cultivate influence our perspective and our convictions—and ultimately our behavior. Here the learner will be asked to describe how he/she is growing in the commitment to being *imitators of God*.
- 4. Exploring further for service.** Focusing on the future, this is a set of next steps—a plan for action and accountability. This section asks the explorer to write two or three goals based on what he/she has studied in the characteristic.

In each of these components the explorer is asked to discuss things with the mentor. Your role is vital in the completion of this preparation for cross-cultural service.

# Questions about Mentors

## What are some descriptions and definitions of mentoring?

- A learning relationship between two individuals in which both are enriched
- A window to a wider world of learning
- A process of wise and trusted counseling (American Heritage Dictionary, Second College Edition)
- Mentors are .....
  - ◇ Trustworthy spiritual guides
  - ◇ Patient disciplers
  - ◇ Encouraging coaches
  - ◇ Godly advisors
  - ◇ Caring teachers
  - ◇ Dependable pacesetters

## Who can be a mentor?

- A mature Christian who is committed to missions and willing to invest time (up to one hour weekly) in an explorer.
- Ideally, someone who will have had some cross-cultural ministry experience though this is not required.
- Someone who is of the same sex as the explorer.

## What does a mentor do?

- Provides encouragement
- Fosters reflection
- Facilitates accountability
- Gives feedback
- Listens carefully
- Asks intentional questions

.....all of which enhance learning.

## Who needs a mentor?

- Explorers, who need the encouragement and guidance that spiritually mature mentors can give.

## Who chooses the mentor?

- The explorer, who invites a selected person to be his/her mentor.
- The explorer may choose different mentors for each dimension.

## What materials or resources does the mentor have or need?

- The explorer provides to the mentor
  - ◇ a copy of the Mentor Handbook.
  - ◇ a suggested schedule for time and place of meetings.
  - ◇ a copy of the dimension self-assessment.
  - ◇ his/her signature on the mentoring covenant.

# General Suggestions for Being a Mentor

## Listen well.

- Separate and understand fact and feeling messages.
- Pay attention to body language—facial expression, tones, voice gestures, and posture.
- Allow for expression of frustration and celebration without being judgmental.

## Facilitate change.

- Help envision the impact of change.
- Identify and introduce coping methods for managing change.
- Define and allow time for accepting and adjusting behavior and owning change.

## Build the explorer's self-confidence.

- Focus on the successes and growth in the learning process.
- Provide timely, honest feedback.
- Offer help when needed.
- Provide ideas when asked.
- Maintain an empowering relationship—the explorer designs and learns his/her own best way—the mentor is not in charge of the learning experience.

## **Develop the explorer's skill in conflict resolution.**

- Pray for wisdom, openness, and focus on God's plans.
- Use open-ended and intentional questions to foster the explorer's discovery of solutions.
- Identify the issues, both obvious and hidden.
- Maintain a non-judgmental attitude.

## **Mentor the Seven Dimensions.**

- Review the self-assessment tools; take them yourself.
- Read or skim resources the explorer selects.
- Provide other perspectives on situations.
- Suggest other resources, persons, or activities that would help the explorer achieve the goals.
- Encourage the explorer to select resources and activities that will stretch his/her growth.
- Require that each meeting include
  - ◇ a predetermined time and place
  - ◇ a review of the last meeting
  - ◇ a report of learning and activities since the last meeting
  - ◇ identification of questions and concerns
  - ◇ articulation of goals for the next meeting
  - ◇ prayer

# Readings and Resources for Mentors

- Biehl, Bob. *Mentoring*. Broadman & Holman, 1997.
- Burroughs, Esther. *A Garden Path to Mentoring*. WMU, 1997.
- Collins, Gary. *Christian Coaching: Helping Others Turn Potential into Reality*. NavPress, 2001.
- Elmore, Tim. *Intentional Influence: Investing Your Life through Mentoring*. LifeWay, 2003.
- Hendricks, Howard and William Hendricks. *As Iron Sharpens Iron: Building Character in Mentoring Relationships*. Moody Press, 1999.
- Johnson, W. Brad, and Charles R. Ridley. *The Elements of Mentoring*. Palgrave Macmillan, 2004. Meant to be a “terse guide,” this book has very brief chapters (57 in 134 pages) but a wealth of practical information; highly recommended for those who are serious about mentoring.

- Maxwell, John C. *Mentoring 101 : What Every Leader Needs to Know*. Thomas Nelson, 2008. A small-sized book that nearly fits in the palm of your hand; typical Maxwell, meant to be inspirational, with engaging examples and quotes.
- Stoddard, David A. *The Heart of Mentoring*. NavPress, 2003.
- [www.mentoring-disciples.org](http://www.mentoring-disciples.org) Waylon B. Moore's site, extensive materials and links.
- [www.mentorlink.org](http://www.mentorlink.org) "Developing leaders to lead like Jesus." Resource signup.

# Mentoring Covenant

## As a mentor, I promise to

- meet with my explorer faithfully according to the established schedule.
- pray regularly for my explorer.
- help and encourage my explorer to prepare for cross-cultural mission service.
- foster open dialog and productivity.
- provide accountability for my explorer throughout his/her learning process.

## As an explorer, I promise to

- attend every meeting prepared with a purpose and an agenda.
- pray regularly for my mentor.
- apply myself to learning.
- discuss openly and honestly my strengths, shortcomings, challenges, and successes.
- be accountable to my mentor.

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*mentor*

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*explorer*

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*date*

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