

MENTORING IN THE BIBLE

Mentoring is demonstrated and taught all over the Bible. Consider these Biblical characters that lived, coached, and trained another person “side by side” over the months and years. Those impacted by mentoring were life-changers and some became world-impactors. Take the challenge and use your recall to fill in the blanks.

Old Testament Examples

1. Jethro with _____ (Exodus 18)
2. Moses with _____ (Deuteronomy 3:28, 31:1-8)
3. Moses with _____ & _____ (Numbers 13:6, 34:16,19; Joshua 14:6-7)
4. Naomi with _____ (Book of Ruth)
5. Samuel with _____ (1 Samuel 9:15-20)
6. Samuel with _____ (1 Samuel 16:10-13, 19:18)
7. Jonathan with _____ (1 Samuel 18:1-4, 19:1-7, 20:1-42)
8. Elijah with _____ (1 Kings 19:16-21; 2 Kings 1:1-16; 3:11)
9. Jehoida with _____ (2 Chronicles 24:1-15)

New Testament Examples

1. Elizabeth with _____ (Luke 1:36-56)
2. Jesus with _____,
_____, _____, _____, _____,
_____, _____, _____, _____, _____,
_____ (Gospels)
3. Peter with _____ & _____ (Galatians 2:7-14; 1 Peter 5:13)
4. Ananias with _____ (Acts 9:17-20)
5. Barnabas with _____ (Acts 9:26-27, 11:25-26)
6. Barnabas with _____ (Acts 15:37-39)
7. Paul with _____ & _____ (Acts 15:22,25; 2 Timothy 4:11)
8. Paul with _____ & _____ (Acts 18:1-3)
9. Priscilla & Aquila with _____ (Acts 18:24-28)

10. Paul with _____ (Acts 16:1-3; Philippians 2:19-23)

11. Paul with _____ & _____ (2 Corinthians 7:6, 13-15; Philippians 2:25-30)

12. Paul with _____ (Acts 15:40; 16:25)

13. Paul with _____, _____, _____, _____,
_____ (Acts 20:4)

MAN—TO—MAN
Tracing the Roots of Man-to-Man Through the Bible

I. Positive Examples

- A. Moses—Joshua
Exodus 24:13, 33:11
Numbers 27:15-23
- B. Patriarchs—Families
Deuteronomy 6:6-8
- C. Elijah—Elisha
1 Kings 19:19-21
2 Kings 2:2, 4, 6, 9, 10
- D. David—Solomon
1 Chronicles 22:11-13
- E. Jesus—Disciples
Mark 3:14
- F. Barnabas—Paul
Acts 9:27
Acts 11:25-26
- G. Paul—Timothy
Acts 16:1-3
2 Timothy 2:2
2 Timothy 3:10-11
- H. Paul—Churches
1 Corinthians 4:14-16
Acts 20:17-26

II. Negative Examples

- A. Joshua and the Elders—None
Judges 2:6-11
Judges 17:6, 21:25
- B. Judges—None
Judges 2:17-20
- C. Eli—His Sons
1 Samuel 3:11-14
1 Samuel 2:12, 29
- D. Samuel—His Sons
1 Samuel 8:1-5
- E. Solomon—Rehoboam
1 Kings 11:1-4
1 Kings 12:13-15

LIFE ON LIFE

The Example of Jesus:

1. Jesus' whole ministry centered around the principles of life on life.

- John 1:39 "Come and see." John/Andrew
- John 1:43 "Follow me." Philip
- John 1:46 "Come and see." Nathaniel
- Mark 1:17 "Come after me." James/John/Peter/Andrew
- Mark 2:14 "Follow me." Matthew

2. Jesus took trips with his disciples.

- To Tyre and Sidon Mark 7:24
- To the borders of Decapolis Mark 7:31, Matthew 15:29
- To the southeast of Galilee Mark 8:10, Matthew 15:39
- To Caesarea Philippi Mark 8:27, Matthew 16:13

3. Jesus spent several months with his disciples.

- In Perea (East of the Jordan River) Luke 13:22—9:28

4. Jesus' disciples were close by on His way to die in Jerusalem.

- Matthew 20:17
- Mark 10:32

5. While ministering to the masses, Jesus' disciples were with Him.

6. Jesus had no time to call His own.

- Mark 6:46-48

*The time which Jesus invested in these few disciples was so much more by comparison to that given to others that it can only be regarded as a **deliberate strategy**. He ate with them, slept with them, and talked with them for the better part of His entire active ministry. They walked together along the lonely roads; they visited together on the Sea of Galilee; they prayed together in the deserts and in the mountains; and they worshiped together in the synagogues and in the Temple.*

The Importance of Follow Up

❖ Begin Immediately at the Point of Conversion to Disciple:

1. New Christians are like babies; some will eat willingly and others you have to coax
2. The first 48 hours are most important to new Christians, especially if they are an adult or not from a Christian background

❖ Three Reasons Why to Follow Up Immediately:

1. Vulnerability of the new Christian
 - The Enemy will try to confuse them
2. New Christians have an unusual ability to change right after conversion
 - They can start the spiritual disciplines now
3. It becomes increasingly difficult to interest them as time passes

❖ Essential Factors in Effective Follow Up:

1. New Christians must have a personal walk with Christ as the Discipler
 - Modeling of your life – you can't transfer what you don't have
2. Commit huge blocks of time
 - Must be willing to develop disciples to the extent of changing priorities
3. Must concentrate on a few
 - Invest in **Faithful Available Teachable** people
4. Endurance
 - Six months to a year
5. Incorporate teaching and training
 - Impart knowledge and skills
 - Tell them why, show them how, get them started, keep them going, and teach them to train others!
6. Get the disciple in a warm spiritual environment
 - The right church is paramount

❖ Developing a Meaningful Relationship with a New Convert:

- If you don't, they will drop out
 - Cults have mastered this with "love bombing" techniques
1. Atmosphere of concern – Phil. 1:8
 2. Core must be spiritual
 - Focus on Christ – minister to and be ministered to
 - Spend a lot of time on spiritual things
 - Association type will communicate effectiveness
 3. Be patient – stick with them even if it seems slow going
 - Paul didn't give up on the Corinthians
 - Reproof is appropriate when necessary
 - "Judge not" doesn't mean "discern not"
 4. Spend quality time together
 - Engage in other activities – cultivate a relationship
 - It will help you be honest – see them in different situations
 5. Be interested in more than their spiritual life

- Physical well-being and hygiene
 - Social areas – how they come across to other people
6. Remember what he tells you
 - Write down pertinent facts about your disciples
 7. Be a counselor as well as a friend
 - Reproof is a difficult element
 8. Maintain a servant heart
 - John 13 – Christ washes the disciples' feet

❖ Common Problems in Follow Up:

1. New Christian isn't keeping appointments
 - Diagnose why - might be insincere commitment, satanic opposition, peer pressure, family differences, previous hurts, doesn't understand the purpose, etc
 - Pray about it
 - Talk to the individual about their need
 - Stress the need for growth
 - Shoot straight with them
2. Lack of assurance
 - Three reasons why:
 - No salvation to be assured of
 - Unconfessed sin
 - The Christian doesn't understand basis of assurance
 - Utilize the written promise of God
3. Deep feelings of guilt
 - Many confuse temptation with sin
 - Need for reconciliation – regardless of who is responsible for the hurt, you are responsible to initiate reconciliation
 - Need for restitution
 - Teach them about confession of sin for the Christian – 1 John 1:9
 - One who suffers chronic guilt should seek professional help
 - Some people are afflicted with obsessive-compulsive guilt
4. Undisciplined in their devotional life
 - Foreign to many Christians
 - Breeds spiritual ineffectiveness
 - Lack of motivation – don't understand why it's necessary
 - You can't know His will if you don't know His Word!
 - Deals with what we are, not just what we do
 - Don't know how to meet with God – do it with them; show them by your example
5. Fear in witnessing
 - All Christians experience this
 - Paul and the Apostles felt fear
 - This can be cured by personal “on the job training” – take them with you
 - Fear of rejection is intimidating – focus on God, not yourself
 - Moral inconsistencies will keep one from witnessing

6. Involvement in a weak church
 - Particularly true with young people
 - Get them away from that church
7. Opposition from family or peers
 - Matthew 19:28-29
8. Credibility of your own life
 - Missing appointments, defensive, unable to answer questions
 - Share out of your own overflow
 - Beware of inconsistencies in your life, marriage, and children
9. Difficulty in doctrine
 - College students are especially vulnerable

BE AN EXAMPLE

- I. There are bad examples to avoid. (1 Corinthians 10:6-11)
 - A. Do not crave evil things. (1 Corinthians 10:6)
John 5:44
 - B. Do not have idols. (1 Corinthians 10:7)
Colossians 3:5
Matthew 4:10
 - C. Do not be immoral. (1 Corinthians 10:8)
1 Thessalonians 4:3
2 Timothy 2:22
 - D. Do not try or tempt the Lord. (1 Corinthians 10:9)
Matthew 4:6-7
 - E. Do not grumble. (1 Corinthians 10:10)
Numbers 11:1

- II. Christ was an example for us.
 - A. John 13:15
 - B. John 17:18-19
 - C. 1 Peter 2:21

- III. We are to be examples for others. (1 Tim. 4:12; Titus 2:7-8; 1 Thessalonians 1:5)
 - A. In speech
1 Timothy 4:12
Titus 2:8
Colossians 3:8-9; 4:6
Ephesians 4:29
James 3:2-10
 - B. Conduct
1 Timothy 4:12
Titus 2:7
Colossians 3:23; 4:5
James 3:13
 - C. Love
1 Timothy 4:12
1 John 3:11, 16, 18; 4:11, 21
 - D. Faith
1 Timothy 4:12
Hebrews 11:6
Romans 4:20-21
 - E. Purity
1 Timothy 4:12
Colossians 3:5
1 Peter 1:15-16
 - F. Set the example in the Christian disciplines
Luke 11:1
Luke 5:16
Matthew 4:4
 - G. Set the example in living a God-centered, ministry-oriented, but balanced life.
Matthew 22:36-39
Matthew 6:33
John 12:24
Luke 9:24
Mark 6:31

TRAINING VERSUS HELPING RELATIONSHIPS

DIFFERENCES

Helping Ministry

- Felt Needs Emphasized
- Little Commitment Required
- Casual Relationship
- Cognitive Learning Emphasized
- Learner Controls Curriculum
- Normally Short Term

Training Ministry

- Actual Needs Addressed
- High Level of Commitment
- Trust and Accountability
- Life on Life Learning
- Trainer Controls Curriculum
- Normally Long Term

RESPONSIBILITIES

Trainer

- Clearly Define What Is Involved
- Give Adequate Time to Study, Planning, and Evaluating
- Help Develop the Whole Person
- Be an “Observable Example”
- Share Correction When Needed
- Seek to Know and Understand Spoken and Unspoken Needs

Trainee

- Believe this is God’s Will
- Seek to Serve, Not to Get
- Seek to Have a Learner’s Heart
- Be Honest and Transparent

BASIC TOPICS TO COVER WITH A YOUNG CHRISTIAN

This is a suggested order only.

01. Assurance of Salvation
02. Quiet Time
03. Scripture Memory
04. Baptism
05. The Wheel Illustration
06. The Hand Illustration
07. The Holy Spirit
08. Boy-girl Relationships
09. Husband-wife Relationships
10. Parent-child Relationships
11. Teachableness
12. Finances
13. Prayer
14. The Word
15. Servant Attitude
16. Begin to Journal
17. Trials and Suffering
18. Sovereignty of God
19. Faithfulness
20. Priorities and the Use of Time
21. Spiritual Leadership
22. Living above Circumstances
23. Forgiveness
24. Honesty
25. How to Share a Personal Testimony
26. How to Share the Gospel
27. Gentleness, Kindness
28. Tongue
29. Pride
30. Faith
31. Lordship of Christ
32. Love
33. Patience
34. Satan
35. Work
36. Thankfulness
37. Vision for reaching the World
38. Peace
39. Follow-up
40. Share other ways to study the Bible

ONE OR MANY?

Jesus taught His disciples both in one-on-one and group settings. The early church used both approaches as well. Which works the best? Waylon Moore argues that both approaches have their advantages, and should reflect a vibrant discipling ministry.

Individual Discipleship

1. Anyone in a local church can do individual discipling. He simply shares with another what the Lord is doing in his life, and leads the others in the steps he has already taken.
2. The church already models individual ministry by personal counseling to the lost, the sick, the bereaved, and others with expressed needs. It is equally logical to give personal time to people who desire spiritual growth.
3. Christ's ministry was to love His disciples and to lay down His life for them. Working with an individual reflects the kind of commitment Christ had for each of His men.
4. Few people have the time or capacity to be intimately involved in the lives of a large number of individuals. Anyone can make time for working with one person.
5. Individual discipling has the closeness of friendship and the precision of a teacher-apprentice relationship.
6. The method of individual discipling is flexible in schedule and intensity. Training and Bible study assignments can be paced according to individual needs. Spiritual growth is thus more rapid and effective.
7. This method of individual discipling is readily copied. We do with others what has been done with us.
8. Exhortation, correction, and admonition are quickly and easily given individual relationships.
9. The life of the discipler reinforces the truth of the message, and is closely observed by the disciple.
10. The needs of the disciple come to the surface in the privacy of individual ministry.
11. Both the relationship and the results seem more lasting in individual discipling.
12. Discipling on a one-to-one level is the most rapid way I know to develop spiritual leaders who can multiply disciples.

Corporate Discipleship

1. Group ministry is the method most often used in the local church, so people feel at ease with it and expect its methodology.
2. It is a fluid method. An individual can move in and out of the group without destroying either the group or his relationship with those attending.
3. The group method allows people to participate without feeling put on the spot. Some people are not ready for one-to-one discipling.
4. Varieties of teaching methods are used in the group setting.
5. General doctrine is taught easily to several people at once.
6. Bible study is highly stimulating as different members discuss together their research and application.
7. Momentum can grow in groups. A spirit of adventure and unity can eventually motivate those who are less eager at first.
8. Giving general correction and exhortation in a group is subtler than directly confronting individuals.
9. A group counseling effect can result from people becoming interested in and praying for the needs of others.
10. Groups are effective channels for funneling people into a more intensive one-to-one relationship and training time.
11. The Holy Spirit can use the background and experiences of a number of people to teach each member of the group.
12. The spiritual gifts of all the members can collectively provide strength and ministry to the group.

Types and Techniques

METHODS	HOW TO USE	ADVANTAGES
BRAIN-STORMING	Announce topic or question to be “stormed.” Everyone makes as many suggestions as possible in the time limit. No criticism allowed. List ideas on chalkboard as given. At end of time, evaluate and discuss.	Produces new ideas Loosens up group Involves non-participants Focuses thinking on specific topic
BUZZ GROUPS	Divide the group into groups of six people each. Each group selects a leader and its members discuss assigned topic. When large group reconvenes, leaders report findings to group. (Groups may discuss same or different topics.)	Many individuals feel freer to express opinions in a small group Maximum participation & interaction in limited time Stimulates discussion
CIRCULAR CONVERSATION OR CIRCULAR RESPONSE	Members are seated ideally (but not necessarily) in a circle. The leader asks a question and the person on leader’s right begins the discussion. Everyone speaks only once, in turn.	Allows less aggressive members to participate Provides total group involvement
DEBATE	Negative and affirmative sides present opposing views on an issue. Arguments and rebuttals are given alternately, followed by a time of general group discussion.	Presents controversial topics effectively Necessitates one’s defending his position Allow for free expression of controversial opinion Gives keen thinkers an outlet
DISCUSSION	Leader begins with leading question. Comments, answers, and other questions come from members to members. Leader must hold discussion to topic and summarize findings.	Provides for interaction Creates interest and involvement Variety of viewpoints can be offered
GROUP BIBLE STUDY	Ask questions to help the group understand the passage. Encourage members to share insights. Present additional interpretive material and information when necessary. Allow group to discuss and apply Truth to life.	Makes students think rather than just soak up truth Helps train members to study the Word on their own Increases participation and involvement
INDIVIDUAL STUDY	Have group members read assigned passage silently looking for answers to specific questions. They will need to use pencil/pen and paper to record their findings.	Acquaints members with Scripture passage to be studied Prepares for participation
INTERVIEW	The leader (or group) interviews another person (expert), asking him/her questions or discussing a topic with the guest.	Add variety to the meeting Greater overall value with an “expert”
PANEL	Three or four group members, given advance time to prepare, discuss a subject informally. Remainder of group asks questions and/or the panel discusses any part of the topic.	Provides interchange of well-thought out, well-prepared ideas Presents several viewpoints Increases listener’s attention & interest
QUESTION AND ANSWER	Leader asks questions and the group replies. Interaction between leader and group members. Don’t call on people who would be embarrassed. Word questions carefully.	Provides involvement Guides group thinking Keeps group on topic
RESEARCH AND REPORT	Assign topics for research about a week in advance. Give clear direction and instruction. Help suggest resources. Hold reports to a set time limit.	Involves deep thinkers Gives background, provocative information Leader doesn’t monopolize discussion Encourages participation
ROLE PLAY	Have members “act out” different scenarios, or practice a skill that has been taught. Follow with analysis and evaluation of the experience.	Give members a chance to practice a skill or different solutions to a problem Makes lessons more experiential or “feel” situations
SKIT	Have “actors” read the part of a brief “play” that illustrates points that provoke discussion, a point of the lesson, or presents information.	Provides variety and can use humor to break the ice or drama to emphasize a point. Encourages participation
SYMPOSIUM	Like a panel, but with no interchange. Each person reports or lectures in turn, on one topic or issue. Questions and discussion follow.	Presents several reports at once Good way to provide information
TESTIMONY	Members share with one another their experiences and lessons they have learned from God.	Demonstrates biblical application Promotes honesty & trust in group Strengthens those who share

PERSONAL DISCIPLE MAKING

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PATTERN FOR GROWTH

1 Cor. 3:1-3 Heb. 5:12-14

1 John 2:12-14	NEED	MOTIVATION	DISCIPLER'S ROLE	CHARACTERISTICS
BABY	Protection, love, basic knowledge, survival	Spiritual vacuum	Mother to nourish and cherish	Crave nourishment, immature thinking, innocent concerning evil, sins forgiven, helpless, easily deceived
CHILD	Consistent, strong guidance with discipline and accountability	The discipler	Teacher to equip for service	Servant, capable of learning/contribution, eager to know Jesus, lack of spiritual understanding
ADOLESCENT	Strength, experience, responsibility	Himself	Coach to help develop strength and responsibility	Passionate, need checking, making own decisions, maintain humility, still servant
ADULT	Leadership ability, consistent self-discipline	God and the ministry	Peer to motivate for the long haul	Grower, nurturer/cherisher, protector/provider, interceder, teacher, trainer, discipline-er, advisor, sympathizer, encourager, responsible worker, manager, needs meetee, server, apron-string cutter

PRIORITY

Eternally significant

1. Logical—makes sense with new Christian
2. Accountability and disciple to achieve goals
3. Gives meaning and purpose
4. The only strategy to get job done
5. Core of Great Commission

Need faithful people willing to obey

PRODUCT

A disciple is a person-in-process who is eager to learn and apply truths that Jesus Christ teaches him, which will result in ever deepening commitments to a Christ-like lifestyle and *spiritual multiplication*

Disciple maker's role is to provide environment where growth can occur.

PROCESS

Disciple making is seeking to fulfill the imperative of the Great Commission by making a conscientious effort to help people move toward spiritual maturing—drawing on the power and direction of the Holy Spirit, utilizing the resources of the local church, and fully employing the gifts, talents, and skill acquired over the years.

LEARN IT

LOVE IT

LIVE IT

PRECEPTS

1. Develop a heart for God
2. Develop a heart for your disciple
3. Live a godly heart
4. Be a friend
5. Meet disciple's needs individually
6. Realize God is in charge
7. Pray for your disciple
8. Be patient—be persistent
9. Don't push too hard
10. Involve disciple in all 3 group dynamics
11. Excel in observation, discernment, and critique
12. Be a humble servant to your disciple
13. Be open and honest
14. Hold your disciple accountable
15. Be encouraging
16. Don't dabble at it
17. Don't waste time with uncommitted
18. Do your paperwork
19. Be willing to be made usable

PERSONAL APPROACH

Evaluate where they are spiritually

Notebook: Biographical sketch, training objectives, diary
Challenge to meet

Assist in growth process through reaching objectives

PRINCIPLE PLAYERS

The Holy Spirit (1 Cor. 3:7; John 15:5)

The Local Church (Eph. 4:11-13)

The Disciple Maker (Col. 1:28-29; 2 Tim. 2:2)

The Three Pillars

1. Prayer!
2. Relationship (Phil. 4:9)
3. Content
—what to's
—why to's
—how to's

PANORAMA

Growth over material completion

Pursue the process

Steps:

1. Identify long-term goals
2. Set up intermediate training objectives
3. Determine curriculum
4. Choose materials
5. Construct evaluation procedures

Training objective vs Material oriented

ASSESS

Answers the question: “What areas do they need to grow in?”

Four Primary Areas to Assess:

1. **Knowledge (John 8:31)**
Focuses on the grasp and working knowledge a person has on Scriptures.
Assurance of Salvation, Eternal Security, Scope and Significance of Salvation, Holy Spirit, Concept of God, Identity in Christ, Attributes of God, Grasp on content of OT and NT books, Formation of the Bible, etc.
2. **Skills (Luke 6:40)**
Focuses on the capacity a person has to feed themselves and others spiritually.
Personal testimony, Evangelism, Public speaking, Ability to lead a small group Bible study, Scripture memory, Prayer life, Quiet time, Ability to prepare Bible Study, Ability to disciple others, Ability to help someone disciple another, Able to participate in Biblical fellowship, etc.
3. **Character (John 15:8)**
Focuses on the person's heart and attitudes.
Honesty, Faithfulness, Servant, Mannerly, Use of Money, Generous, Transparent, Relates well with opposite sex, Good relationships with parents, Hard worker, Humble, Patient, Teachable, Sacrifices for others, Faith, Forgiving, Self-Confident, Gracious, Hospitable, Positive attitude, Loving Spirit, Encourager, Gentle, Joyful, etc.
4. **Vision (Matthew 28:18—20)**
Focuses on the person's passion and vision for intentionally investing his/her life in others for the rest of their lives.
Grasp of what follow up is, Grasp of Spiritual Multiplication, the Great Commission is his/her commission, Heart for the world, Involved in boldly declaring the Gospel, Involved in building and training others, etc.

TARGET

Answers the question: “What do I do first/next?”

Model for Targeting What to do Next:

1. **Follow Up**
Quiet times, Prayer, Bible Study, Scripture Memory, Assurance of Salvation, etc.
2. **Lordship Areas**
Dating, Finances, Speech, Relationships, Use of Time, etc.
3. **Ministry Areas**
Witnessing, Discipleship, Leading Bible Study, etc.
4. **Doctrine/Theology**
The End Times, Holy Spirit, Spiritual Gifts, etc.

OBSERVATIONS CONCERNING THE ABOVE MODEL:

- Remember that the above is simply a guide. First and foremost you must be aware of the areas God is working on in their lives.
- The model is a progression (1 to 2 to 3 to 4)
- Although the model is a progression the four areas also overlap at times.

RESOURCING

Answers the question: “How do I best meet that need?”

1. Ask yourself, “Why is he/she struggling with this area?” or “Why is this need in their life?”

EVALUATE THE FOLLOWING AREAS:

- Do they know **WHAT** to do?
 - Do they know **WHY** to do it?
 - Do they know **HOW** to do it?
 - Do they know how to **GET STARTED** in it?
 - Do they know how to **KEEP GOING** in it?
 - Do they know how to **REPRODUCE** it?
2. Ask yourself how he/she best learns.
 - Are they an **AUDITORY** learner?
 - Are they a **VISUAL** learner?
 - Are they a **KINESTHETIC** learner?
 - Do they best learn by **TALKING** things out?
 - Do they best learn by spending time **ALONE** and wrestling with it?
 - Do they best learn by **DISCUSSING** things with a group?
 - What is his/her **PERSONALITY**?
 - Are they **PEOPLE** oriented or **TASK** oriented?
 3. Make sure that you know enough about the area/need to effectively help them.
 - Cans and Shelves (Leading Questions, Illustrations, Verses, Problem Areas, Materials, Tapes, etc.)
 - Discippling Blueprint (What, Why, How, Get Started, Keep Going, Reproducing)
 4. Other ideas.
 - Cross Training
 - Other Materials
 - Check Your Own Life
 - Pray Like Crazy!

