



TIM Centre Diploma: Foundations in Missional Ministry and Church Leadership

Course: Principles and Practices of Mentoring

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1. Course Description

The foundational belief expressed in this course is that leaders develop leaders. Often the emphasis is placed almost exclusively on formal educational systems to provide the means to reproduce leaders. In some situations, leadership development happens more by default than by design. In this course, the importance of mentoring will be discussed as a key ingredient in developing leaders, especially the kind of leaders who will lead like Jesus. Leaders give several reasons for not mentoring potential leaders such as their busyness in ministry or a lack of knowing how to do it. This course will offer a Biblical foundation for mentoring, a challenging look at the heart of a mentor, some practical tips to help in one's mentoring, and a survey of tools that are available to assist a leader in mentoring.

2. Learning Outcomes

Upon completion of the course, a student should:

- Understand a definition of transformational mentoring
- Experience a personal transformation of the heart
- Know how to and have selected a personal mentor
- Have entered into a mentoring relationship with a mentee
- Know how to negotiate a mentoring agreement
- Know how to develop a mentoring DNA in his/her ministry setting
- Be able to use several mentoring tools in developing leaders

3. Course Requirements

A. Required Textbook

Reese, Randy D. and Loane. Robert. *Deep Mentoring*. Downers Grove, Ill: IVP Books, 2012.

B. Supplementary/ Recommended Reading

Campbell, Regi. *The Senior Pastor's Dilemma: Zone or Man-to-Man* (free ebook on radicalmentoring.org)

The Mentoring Manifesto: A Radical Plan to Change the World a Few Men at a Time (free ebook on radicalmentoring.org)

Elmore, Tim. *Mentoring: How to Invest Your Life in Others*. Atlanta, GA: EQUIP, 1998.

Hendricks, Howard & William. *As Iron Sharpens Iron: Building Character in a Mentoring Relationship*. Chicago, Ill: Moody Publishers, 1995.

Moldez, Herman. *Mentoring Conversations: Discipleship in the Way of Jesus*. Valenzuela City, Philippines: CLC Publications, 2011.

Pue, Carson. *Mentoring Leaders*. Grand Rapids, MI: Baker Books, 2005.

Rinehart, Stacy. *Upside Down: The Paradox of Leadership*. Colorado Springs, CO: NavPress, 1998.

Lead in Light of Eternity: The Jesus Model. (Self published. Available on Amazon or from MentorLink.org)

Woodward, Orrin. *Mentoring Matters*. Flint, MI: Obstacles Press, 2013

C. Assignments and Grading

1) Class Participation and Attendance – 30%

This course is designed for significant discussion and in class participation. Students are expected to attend each of the 8 classes in order to gain the greatest benefit. Any class missed will result in a loss of 1/3 of this part of the grade. Three missed classes will result in a failure of the course. A missed class can be made up by submitting another book report from the supplementary list.

2) Report on the Course Text – 20% (Due by the 4th class – Oct 26)

The student must read and write a 2-3 page typed report that includes:

- A brief summary of the content (maximum 1 page)

- An examination of the author's main point (If you could state the author's big idea in one sentence, what would that be. Do you agree or disagree with it? Why or why not?)
- An evaluation of the value of the book. Was it worth the time you took to read it? Would you read it again? How will you use what you learned in it or was it basically a waste of time?
- A statement concerning the kinds of people who would benefit from reading this book and why.

3) Report on Finding a Mentee and Negotiating the Agreement – 25% (Due by the 7th class – Nov 23)

The student must develop a mentoring relationship in its initial stages including a negotiated agreement with his mentee. *This process will be described step-by-step in the second class.* The student will write a reflection paper (maximum 2 typed pages) on this experience including a detailed account of the agreement and how it was negotiated.

4) Plan to Implement Mentoring DNA in a Ministry Setting – 25% (Due by the 8th class – Nov 30)

The student will explore with his/her church leadership team the history of mentoring in their church. Questions to explore include: Is mentoring a key element in developing leaders in their church? What is the possibility of initiating mentoring training in their church if it does not happen presently? How could the student help to strengthen mentoring if it already is practiced in the church. The student will develop a plan either to begin or to strengthen mentoring as a part of leadership development in his/her church. The student will provide a written report (maximum 3 typed pages) on what he/she has learned about mentoring in his/her church and what the church is planning to do to begin a mentoring movement or to strengthen what already exists. *This will be discussed in the second class.*

D. Course Schedule

The class will meet 8 times from 6:30 – 9:30 PM on Monday nights at Peoples Church.

- 1) Sept. 28 – Introduction; Biblical Foundation; Transformational Mentoring
- 2) Oct. 5 – Basic Skills in Mentoring; Heart 1-2-3 Diagram; Mentoring Movements
Oct. 12 – NO CLASS (Thanksgiving Day)
- 3) Oct. 19 – The Process of Mentoring (Carson Pue)
- 4) Oct. 26 – The Leader's Covenant (Ways to use it – practice)
- 5) Nov. 2 – The Heart of a Leader/Mentor: Part 1&2; Discussion of textbook
- 6) Nov. 9 – The Heart of a Leader/Mentor: Part 3&4; Life Mapping
Nov. 16 – NO CLASS (Facilitators not available)
- 7) Nov. 23 -- Qualities of a Good Mentor; Asking Good Questions
- 8) Nov. 30 – Available Tools; Report on Mentoring Activities by Class Members