



# HOAW Newsletter

*“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*

**March 2023**

HELPING MEN LIVE LIVES OF INTEGRITY AND HONOR

## Finding A Mentor

**Dr. Greg Bourgond**

Years ago, I attended an invitation-only Leadership Network gathering. Looking at the participants around the room, I wondered what in the world I was doing there among so many well-known and respected leaders. I felt like an eaglet among eagles. It wasn't until years later I discovered that a mentor I had at the time had recommended me for the conference.

In the group was a man of God I greatly admired. I had never met him until the meeting. I had read just about everything he had written. And I was aware he was a sought-after mentor for many leaders of distinction. As the meeting proceeded, I noticed many of the world-class leaders in the room deferred to him. I started to fanaticize about the possibility of asking him to mentor me.

During lunch on the second day of the meeting I noticed that he was sitting alone, a rare occurrence given

his popularity. I decided to introduce myself. In the course of our conversation, I asked him what were his conditions for mentoring others. He informed me that he turns down most requests for various reasons. I thought to myself, “There is no way he will consider mentoring me.” Apparently, it did not escape him that I wanted to ask him but didn't have the courage to do so.

At the end of the third day, everyone was saying their goodbyes. He came up to me and asked me to complete a 300-question instrument in one of his books and send the answer sheet to him. I was elated thinking this might lead to him mentoring me. Completion of the instrument led to two more questionnaires. Finally, somewhat exasperated, I sent him an email with the following question, “Are you going to mentor me or not?” He wrote back with a one-word answer, “Yes.” He has been my mentor ever since.

He has poured his knowledge into me, held me accountable, and expected me to pass on to others

what I had learned as suggested in Scripture. *“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

I regularly receive requests from men and women to mentor them. Given the fact that I am responsible for the stewardship of my time, talents, and treasure, I am careful about who I mentor. I usually begin by asking a potential mentoree to respond to four questions. Doing so helps the mentoree clarify their mentoring needs and will help me determine if I can help them or refer them to someone else.

1. Why do you want to be mentored?
2. Why do you want me to mentor you?
3. What type of mentoring do you require?
4. What outcomes do you hope will be attained?

Once I receive their responses to my questions, I pray about their request.

If led by the Lord to engage them in a mentoring relationship, I share my expectations of them and what they can expect from me. We then meet over a 3-month period, after which we evaluate the relationship to determine to proceed or go our separate ways. If we agree to continue, we meet for another 6 months and conclude. Of course, I am available to them informally going forward when they seek advice or counsel. The formal mentoring process is over however. Over the course of 50 years, I have identified 'red flags' when considering whether to mentor someone.

- Lack of clarity regarding their need for mentoring.
- Unwillingness to be held accountable.
- Too many verbal conditions or reservations.
- Lack of follow through with an initial assignment meant to test their commitment.
- Argumentative spirit, arrogance, defensiveness, or otherwise poor attitude.
- Resistance to advice or counsel.
- Victim mentality that sees no hope of victory.
- Someone who wants association without responsibility.

### Importance of Mentoring

The term 'mentor' has an interesting origin. In the Iliad, Odysseus, better known as Ulysses by the Romans, contracts a wise and trusted counselor' as a tutor for his son, Telemachus before leaving on a long journey lasting 20 years. This journey was precipitated by the kidnapping of Helen by Paris, the son of the King of Troy. The name of the tutor was Mentor. Mentor's name – with a lower-case "m" – has passed into our language as a shorthand term for wise and trusted counselor and teacher.

While speaking at a conference one day, I approached the subject of

mentoring by declaring that many people who are young in the faith desire older, more mature Christians as mentors, but they are hesitant to ask for help because they are afraid of rejection, or because they believe the people they have selected are too busy and won't have time for them. On the other hand, older Christians who have something of value to offer younger Christians often feel that no one really wants to hear what they have to say. Sometimes a mentoring opportunity is passed by because we feel we are not worthy to mentor or be mentored.

In either scenario, the enemy wins. He is encouraged that such a divide exists, and he would like for it to remain. Why? Because the last thing he wants is for any Christian to become a fully devoted follower of Christ. He knows effective mentoring will result in spiritual growth, confidence, and a deeper commitment to Christ. God's mandate, however, is that we are to pass on what we have learned to others. Mentoring provides the mortar that holds the foundation of our faith together.

The Bible stresses the importance of mentoring when it exhorts us to love one another, bear with one another, accept one another, forgive one another, submit to one another, pray for one another, serve one another, instruct one another, greet one another, teach one another, offer hospitality to one another, be at peace with one another, be devoted to one another, encourage one another, build up one another, be kind to one another, be patient with one another, spur one another on, live in harmony with one another, confess to one another, admonish one another, have compassion for one another, and stop judging one another. You can see why the enemy does not want mentoring to take place.

Mentoring is a relational process in which a mentor, someone who

knows or has experienced something, transfers that something (resources for wisdom, information, experience, confidence, insight, relationships, status, etc.) to a mentee at an appropriate time and in an appropriate manner, facilitating development or empowerment. More succinctly, mentoring is a relational experience through which one person empowers another by sharing God-given resources.

The resources shared in a mentoring relationship could include:

- wisdom and discernment,
- life and ministry experience,
- timely advice,
- new methods or skills,
- principles or important values and lessons,
- organizational influence,
- sponsorship or networking, and, on occasion,
- financial resources.

### Mentor Categories and Types

**Intensive** mentors help forge the foundations of our faith and practice through means like a one-on-one discipleship. **Occasional** mentors come in and out of our lives to address specific needs that arise on our journeys. **Passive** mentors are people we probably have never met; they may not even be alive. But every time we read something they have written, listen to something they have said via recording, or watch a video of one of their presentations or sermons, God feeds our souls. On occasion, a divine contact will enter our lives, generally unannounced, and pass on a word of encouragement, the importance of which we may or may not realize at the moment.

**Intensive mentors include disciplers, spiritual guides, and coaches.**

**Disciplers** provide enablement in the basics of following Christ. **Spiritual guides** provide

accountability, direction, and insight regarding questions, commitments, and decisions affecting spirituality and maturity. **Coaches** provide the motivation, skills, and application needed to meet a task or challenge.

**Occasional mentors include counselors, teachers, and sponsors.**

**Counselors** provide timely advice and correct perspectives on viewing self, others, circumstances, vocation, or ministry. **Teachers** provide knowledge and understanding of a particular subject. **Sponsors** provide career guidance and protection as a leader moves within an organization. They also might provide access to their network of relationships.

**Passive mentors include contemporary, historical, and divine contacts.**

**Contemporary mentors** provide living, personal models for life, ministry, or profession; they serve as examples and inspire emulation. **Historical mentors** are deceased people whose lives still teach dynamic principles and exemplify values for life, ministry, and/or profession. They encourage ongoing development and press us to finish well. **Divine contacts** may offer timely guidance from God at critical junctures in our lives.

### Mentoring Guidelines

First of all, mentoring is relational, autobiographical, a partnership with the Holy Spirit, purposive, requires listening and discernment, and is intentional. Second, following certain mentoring guidelines will make for more effective mentoring. Whether you are the mentor or the mentee, these guidelines will help establish the best environment for God to work through the mentor and in the life of the mentee.

- Establish the mentoring.
- Jointly agree on the purpose of the relationship.

- Determine the regularity of interaction.
- Agree on a system for accountability.
- Set up communication mechanisms.
- Clarify the level of confidentiality.
- Set the life cycle of the relationship.
- Evaluate the relationship from time to time.
- Modify expectations to fit the real-life mentoring situation.
- Bring closure to the mentoring relationship.

### Finding A Mentor

Finding the appropriate mentor for a situation or circumstance requires prayer and thoughtful consideration. There are five dynamics on the path to mentoring relationships. These dynamics define five aspects of mentoring.

**Attraction**—like attracts like. People naturally move towards those who seem helpful. Mentorees may be attracted by a mentor's personality, spirituality, ministry skills, or experience.

**Relationship**—the best exchanges of empowerment resources happen when mentors and mentoree's trust each other.

**Responsiveness**—the mentoree's willingness to respond to the mentor's information is vital for learning empowerment.

**Accountability**—mentorees must answer to someone for their growth and spiritual development. Often there is mutual accountability between mentors and mentorees.

**Empowerment**—this is the actual exchange of resources and encouragement between mentor and mentoree in areas of life and ministry.

Consider the following six questions when seeking a mentor.

#### 1. Why do you want to be mentored?

*(What is your purpose? What kind of mentoring relationship do you seek? Are you willing to be held accountable? Are you willing to submit to the guidance of a mentor? What will you do with what you will learn?)*

#### 2. What area(s) of your life require mentoring? Be specific.

*(i.e., spiritual disciplines, family skills, self-management, life management, relationships, leadership development, spiritual development, etc.)*

#### 3. What objectives do you hope to attain?

*(What will a successful outcome of mentoring look like to you?)*

#### 4. What type of mentoring do you need?

**(Formal – Intensive Mentoring:** *prescribed time frame, focused, structured, intentional, organized, curriculum. For example, building foundations such as basic discipleship, implementation of spiritual disciplines, PI The Compass, PII The Map, PIII The Compass, developing a family mission statement, learning how to pray, etc.). Requires a Discippler, Spiritual Guide, or a Coach.*

**(Non-Formal – Occasional Mentoring:** *addresses a specific personal, spiritual, emotional, intellectual need. For example, skill/competency development, crisis management, resolving a personal problem, helping overcome a sin stronghold, resolving a conflict, developing interpersonal skills, teaching a life management skill, providing network connections, etc.). Requires a Counselor, Teacher, or a Sponsor.*

**(Informal – Passive Mentoring:** *for people are looking for motivation or inspiration, acquired from external*

resources such as audio podcasts, video presentations, or written resources from trusted sources or people. For example, *Afternoons with Bill Arnold*, *Bible Project Topics*, *GotQuestions.org*, books with study guides, recordings of messages or sermons, webinars, etc.). Accesses resources from respected Historical Figures [i.e., A.W. Tozer, J.I. Packer, J. Vernon McGee, C.S. Lewis, etc.], Contemporary Figures [i.e., John MacArthur, Erwin McManus, John Piper, Susie Larson, Joyce Myer, Beth Moore, etc.].

### 5. What mentoring format particulars do you prefer?

*(How frequently do you want to meet [weekly, bi-weekly, monthly, quarterly]? What type of interaction do you prefer [phone, email, Zoom, in person]? What accountability do you require? How will the mentoring relationship be evaluated and how often?)*

### 6. Who, within your orbit of relationships, is the type of mentor you need?

*(Who exhibits the expertise you seek? Who models the qualities you hope to emulate? Who has a positive track record of dealing with the area you want to explore? Who can you get a recommendation of who to seek? Who can you ask for a referral?)*

Once you have carefully prayed over and thought through answers to the questions above set up a meeting with your potential mentor to explore the possibility of a mentoring relationship. Share your answers to the questions above. Then ask if they would be willing to mentor you initially for three months. When the three months is ended both of you should evaluate the mentoring relationship. Be prepared to end it with gratefulness or extend it for another three months. Maybe the mentoring fit is wrong. Maybe your objectives are not being met. Maybe circumstances preclude either of you

from continuing. Setting three-month segments followed by honest and open evaluation prevents the uneasiness in terminating the relationship. Recommend that mentoring not exceed 9 months. Once mentoring has been completed celebrate what God has accomplished in you.

I am indebted to J. Robert Clinton, Randy Reese, and Terry Walling for their work on mentoring. Their insights, remarks, comments, guidelines, and manuals served as resources for this article. Regarding mentoring, I would strongly recommend you purchase *Connecting: The Mentoring Relationships You Need to Succeed In Life* by Paul D. Stanley and J. Robert Clinton.

**Scriptures on Mentoring:** Psalm 71:18, Proverbs 1:5, 9:9, 13:20, 22:6, 27:17, 27:23, Matthew 28:19-20, John 14:26, Philippians 4:9, 1 Thessalonians 2:8, 2 Timothy 2:2, Titus 2:3-4, Hebrews 13:7

### OTHER NEWS



created you to be.

**The Foundation** (Ground Zero) helps establish strong biblical foundations for the battles ahead.

**The Compass** (Phase I) calibrates a warrior's heart and tunes that heart to the heart of God. I am currently leading 45 at Calvary Church WBL Campus on this journey.

**The Map** (Phase II) helps men focus on what matters in accordance with their unique divine wiring.

**The Guide** (Phase III) develops the spiritual discipline of being mentored and mentoring others.

Go to our website for more details.  
[www.heartofawarrior.org/journeys/](http://www.heartofawarrior.org/journeys/)

If you would like to contact me directly, email me at [Greg@HeartofaWarrior.org](mailto:Greg@HeartofaWarrior.org)



### Donations

Please consider giving to Heart of a Warrior Ministries. HOAW Ministries needs your financial support. Our ability to help men live God-honoring lives

depends on the resources we can use to that end. Simply go to the donations tab on [heartofawarrior.org](http://heartofawarrior.org). Thank you for being a subscriber.

**NEW!!!** You can now make a one-time donation by either selecting **Donate to Heart of a Warrior Ministries** or selecting **Donate Now with PayPal** to make a one-time or recurring donation.

Check out **The Store** on our website ([www.heartofawarrior.org](http://www.heartofawarrior.org)). There are downloadable resources you can use to lead a group through Phases I, II, or III, Foundations of a Warrior, and Bible Study Guidelines.

### Websites for Men

**Heart of a Warrior Ministries**  
[www.Heartofawarrior.org](http://www.Heartofawarrior.org)

**A Chosen Generation**  
[www.achosengeneration.info/](http://www.achosengeneration.info/)

**Band of Brothers**  
[www.bandofbrothers.org/](http://www.bandofbrothers.org/)

**Church for Men**  
[churchformen.com/](http://churchformen.com/)

**Every Man's Battle**  
<https://newlife.com/emb/>

**Every Man Ministries**  
[www.everymanministries.com](http://www.everymanministries.com)

**Iron Sharpens Iron**  
[ironsharpensiron.net/](http://ironsharpensiron.net/)

**Iron Works**  
[www.ironworksmen.com/](http://www.ironworksmen.com/)

**Legacy Minded Men**

[www.legacymindedmen.org](http://www.legacymindedmen.org)

**Life Way Men**

[www.lifeway.com/en/shop/ministries/men](http://www.lifeway.com/en/shop/ministries/men)

**Man in the Mirror**

[maninthemirror.org/](http://maninthemirror.org/)

**Man Up God's Way**

[www.manupgodsway.org/](http://www.manupgodsway.org/)

**Men's Fraternity**

[www.mensfraternity.com/](http://www.mensfraternity.com/)

**Men's Ministry Catalyst**

[mensministrycatalyst.org/](http://mensministrycatalyst.org/)

**Men with No Regrets**

[www.menwithnoregrets.org/](http://www.menwithnoregrets.org/)

**National Collision of Ministries to Men**

[ncmm.org/](http://ncmm.org/)

**Ransomed Heart Ministries**

[www.ransomedheart.com/](http://www.ransomedheart.com/)

**Resolute**

[beresolute.org/](http://beresolute.org/)

**Restoration Generation**

[resgen.org/](http://resgen.org/)