

Mentoring Guide

Characteristics of a Mentor

- A heart for the daughter
- Some experience
- A concern for the family (all churches involved)
- A good listener
- Loving guidance
- A long term commitment

Should the mentor be the mother church pastor?

Advantages

1. The mother church pastor would better understand what is happening in the daughter.
2. A pastor knows a lot about leading a church.
3. His enthusiasm for the daughter will be greater if he is involved in this hands-on way.
4. If he knows what is happening in the daughter, he can better inspire others with the joy of daughtering.

Disadvantages

1. If he has never been involved in a church plant, he may not understand some of the special issues involved in a new church plant.
2. Many pastors are already overloaded. He must carefully consider if he has the time that is needed for mentoring.

Guidelines for Mentoring

M = meeting

E = encouragement

N = nurture

T = teach

O = observe

R = require a response

Mentoring Appointment Agenda

Before each mentoring appointment, the mentor should prepare by:

1. Praying for the planter, family and church.
2. Reviewing notes from their most recent meetings.
3. Thinking through the areas that need follow-up from the last meeting.
4. Considering the general direction of the plant and next steps that need to be taken.

During the appointment, these question areas should be covered:

1. How are you doing? The area of emotional wellness and family relationships.
2. How is the church doing? Things that are going well and things that aren't.
3. What needs to happen next? Current ministry priorities.
4. What resources are needed at this time? Training, personnel, etc.
5. What assignments should the planter do for the next meeting? These should be clear steps to take in resolving problems or bringing the church to the next stage of development.

Church Planting Mentor Ministry Description

Purpose of this position: The mentor serves as a personal guide for both the wellbeing of the planter and for the development of the new church.

Relationships

1. Reports to the Church Planting Committee of the Mother Church.
2. Relates closely with the Mother Church Pastor.
3. Responsible for the planter.

Responsibilities

1. Hold mentoring appointments at least biweekly during the start-up phase and at least monthly after launch. Each meeting should last one to two hours.
2. Care for both the planter and the new church.
3. Hold the planter accountable to perform steps necessary to develop the church.
4. Attend a pre-birth worship service to evaluate and encourage.
5. Participate in the New Church Board.

Primary strengths/gifts/talents required:

1. A heart for the daughter church plant and a burning desire to see it succeed by reaching lost people for Christ.
2. Some experience in church planting.
3. A real concern for the church planter and his family.
4. A good listener.
5. The ability to give guidance in a loving manner.

Length of commitment: at least one year, and preferably three.

Benefits

1. Annual training
2. Expense reimbursement
3. Deep appreciation and admiration of the Church Planter, Mother Church, Daughter Church, and denominational Church Planting staff.
4. The satisfaction of impacting the Kingdom of God in a manner that only few dare to involve themselves.