



# Biblical Mentoring: For Everyone By Everyone



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**2025 Apr 27 @ TEF**



# Biblical Mentoring: For Everyone By Everyone



Mentoring is a relational growth process that transfers wisdom, experience, and resources to facilitate development & empowerment.

Biblical mentoring is founded on scriptural principles and examples, creating a legacy that spans generations while equipping believers to lead and serve effectively.

Mentoring itself is a gospel tool.

# Surveys about Mentorship (Forbes/ CNBC 2024)



- \* 84% F500 Co's have Mentorship Programs
- \* 100% F50 Co's have...
- \* 76% employees see the importance of mentorship
- \* 97% those mentored say mentoring is valuable
- \* only 37% professionals have a mentor

ATD Research:

Productivity raised 88% by mentoring vs only 24% just by Training

# Mentoring: Biblical Foundation



"All your children will have God for their teacher what a mentor for your children! You will be built solid, grounded in righteousness, far from any trouble- nothing to fear"

(Isa 54:11-17 part, MSG)



# Understanding Mentorship Fundamentals

1 Trusted Friend

Becomes guide at  
Turbulences for  
advices

2 Resource  
Shared

Networks,  
experiences,  
economic means

3 Mutual Benefit

Leadership &  
relationship  
building thru  
generations



# Definitions of Biblical Mentoring- select 1

“Mentoring is a relational process in which a mentor, who knows or has experienced something, transfers that something (resources of wisdom, information, experience, confidence, insight, relationships, status, etc.) to a Mentoree, at an appropriate time and manner, so that it facilitates development or empowerment”

Robert Clinton (Fuller Theo Leadership Professor)



# Definitions of Biblical Mentoring- select 2

"The facilitation of the life-long developmental process, whereby individuals move through various stages of human, emotional, spiritual, educational, intellectual and other aspects of development"

Martin Sander (Alliance Theo Professor  
President of Global Leadership Inc)



# Mentoring Benefits from Research Literature

- 1 Psychosocial Functions: emotional and personal well-being support
- 2 Career Functions: professional advancement and skill development
- 3 Role Modeling: learning through observation & example

Research by Ragins and Kram (1985) & others

# Origin & Tradition (secular) of “Mentor”



## Ancient Greek Origin

Ancient Greek poet, Homer wrote the inspiring saga of the Greek warrior king, Odysseus, in The Odyssey.

## Modern Development

Spearheaded by Daniel Levinson in Seasons of a Man's Life, 1978  
Theoretical foundation for understanding developmental relationships at work, by Kram & Ragin, 1985



## Classical Tradition

A "mentor" is commonly defined as "a wise and trusted counselor and teacher." The character in the Odyssey, an old and trusted friend of Odysseus who was left behind to keep an eye on Odysseus' son.



# Mentoring: a Biblical Principle

"Since my youth, God, you have taught me, and to this day I declare your marvelous deeds. Even when I am old and gray, do not forsake me, my God, till I declare your power to the next generation, your mighty acts to all who are to come." (Psalm 71:17-18 NIV)



Lifelong Learning



Generational Transfer



Personal Testimony



Divine Faithfulness

# Mentorship in the Scripture



Moses & Joshua	Preparing, Delegating, Encouraging (Num 27)
Jethro & Moses	Inquiring, Suggesting, Developing (Ex 18)
Elijah & Elisha	Calling, Journeying, Inheriting (1 Kings 19/ 2 K 2)
Naomi & Ruth	Guidance, Following, Bridging Cultures (Ruth 1)
Barnabas & Saul	Sacrifice, Acceptance, Network (Act 9)
Paul & Timothy	Teaching, Protecting, Delegating (2 Tim 1 & 2)
Jesus & Disciples	Living, Teaching, & Commissioning (Gospels)





# Modern Mentoring Gaps

Societal Needs



Well-being depends on nurturing/growing others

Leadership Transition



Baby boomers retiring, succession accelerating

Resource Latency



Believers have resources, yet Some hesitate to engage

Opportunities for intentional mentoring relationships that can strengthen communities, ensure smooth leadership transitions, and activate latent resources within the body of believers.



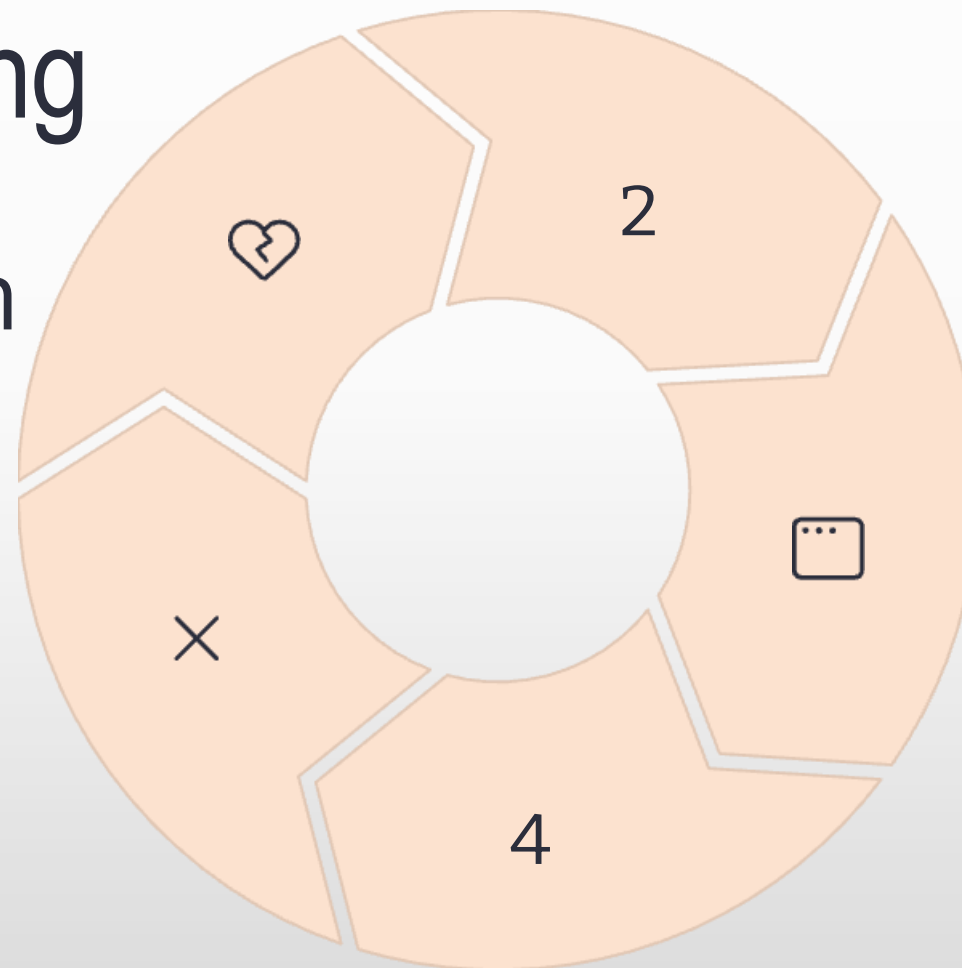
# The Nature of Mentoring

## Relationship Building

establishing trust & connection

## Development

fostering growth & maturity



## Guidance

providing direction & advice

## Empowerment

equipping for desired change and action

# Characteristics of Biblical Mentorship



Love –  
Relational

built on deep,  
personal  
connections.

Bible-Centered

points  
mentees  
toward God  
as the  
ultimate  
source of  
wisdom  
holistically.

Mission-  
Intentional

actively  
guides,  
teaches, and  
encourages  
growth  
towards  
Great  
Commission

Multiplication-  
generations

Lord/Paul  
talks about 5-  
generation  
view f  
mentorship  
for a single  
believer



# Dynamics for Effective Mentorship

- 1 Attraction: mutual interest in growth & to engage
- 2 Responsiveness: willingness to follow thru, esp by mentees
- 3 Accountability: mentor's oversight & mutual commitment in dvp
- 4 Relationship trustful interaction and having fun
- 5 Empowerment leadership maturation in effecting growth  
& changes

by Rev Prof Bob Clinton



# Mentoring: Overcome & Turn back for Others

"Simon, Simon, Satan has asked to sift each of you like wheat. But I have pleaded in prayer for you, Simon, that your faith should not fail. So when you have repented and turned to me again, strengthen your brothers."

(Luke 22:31-32 NLT)



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## Personal Challenge

Facing spiritual testing and difficulty

## Divine Intervention

Receiving prayer and support during trials

## Repentance & Restoration

Turning back to God after failure

## Strengthening Others

Using personal trials/ experience to help others grow

# Mentoring: 5 Generational Legacy for Gospeling



"And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others."

(2 Timothy 2:2)

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Paul

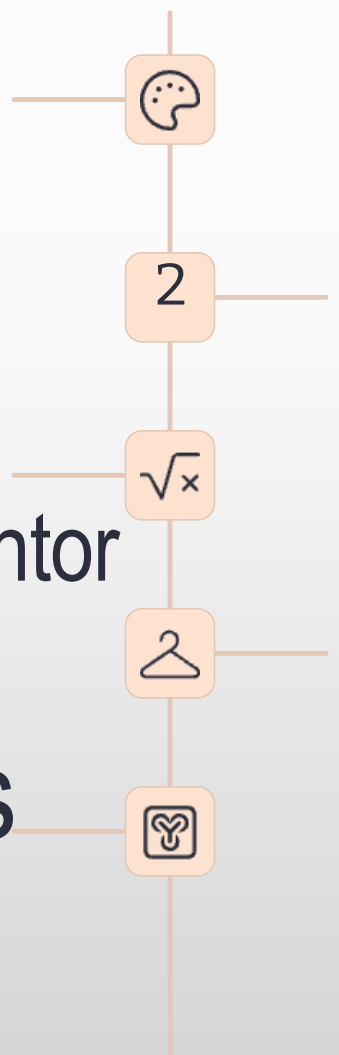
The mentor & apostle

Reliable People

Those Timothy would mentor

Future Generations

Continuing the legacy



Timothy

Paul's mentee and spiritual son

Others

4<sup>th</sup> generation of disciples

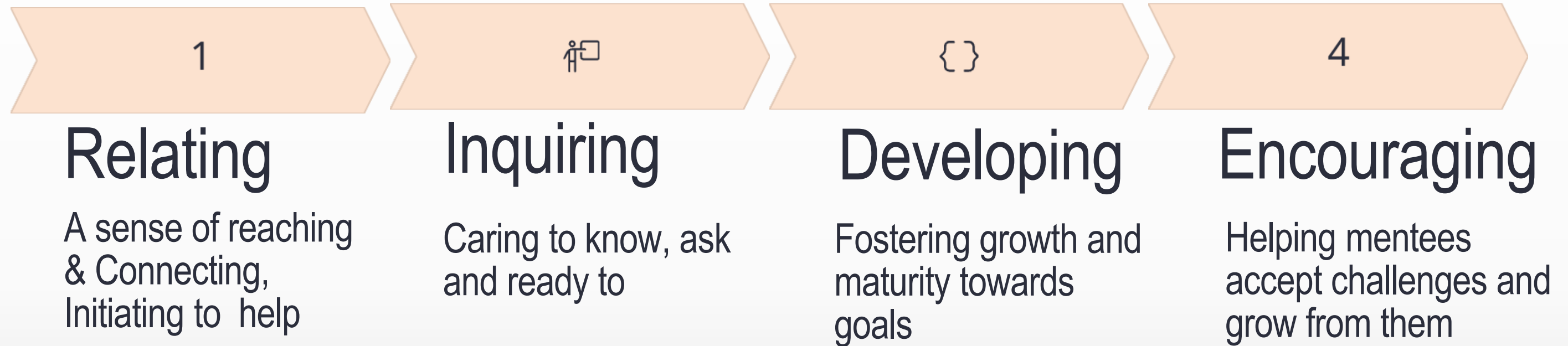


# Mentorship Implementation Strategy

- **Train-the-Mentor**  
One-day experiential workshops
- **Intentional Matching**  
Connect based on values, needs and resources
- **Marketplace/Church Platform**  
Create structured organizational connection opportunities
- **Evaluation**  
Measure outcomes & refine processes
- **Ongoing Support**  
Regular check-ins and resource provision



# The R-I-D-E Mentorship Identifier Tool



Practically helping both mentors & mentees **Sense**, **Appreciate** and **Grasp** mentoring relationship, esp for informal or non-programmed ones.

# CONCLUSION: Some Lessons from Biblical Mentorship



## Intention to Pass the Torch

A mentor's legacy continues through those they mentor.

## Faithful Being a Leader

Calling to develop coming generations, mentoring them to be faithful

## Towards Finishing Well

Mentorship multiplies faith practices & across generations.

## Extended Faith Community

Mentoring being very practical & after-sought in marketplace



# Possibly Your Next Steps in Biblical Mentoring

1

## Identify Your Role

Determine if you're currently called to be a mentor, mentee, or both

2

## Seek Relationships

Pray for God to reveal potential mentoring connections

3

## Start Small

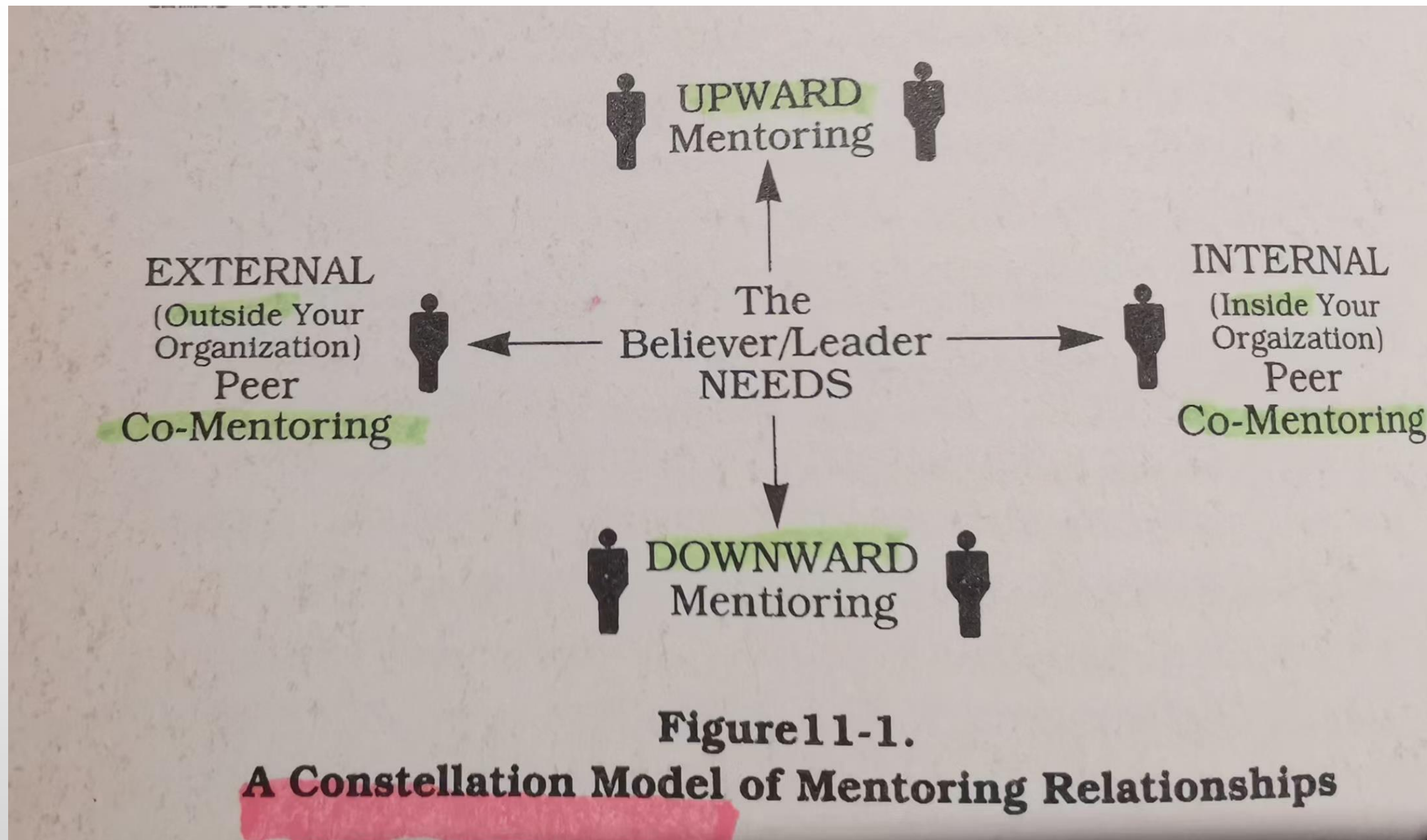
Begin with regular meetings focused on specific growth areas

4

## Multiply Impact

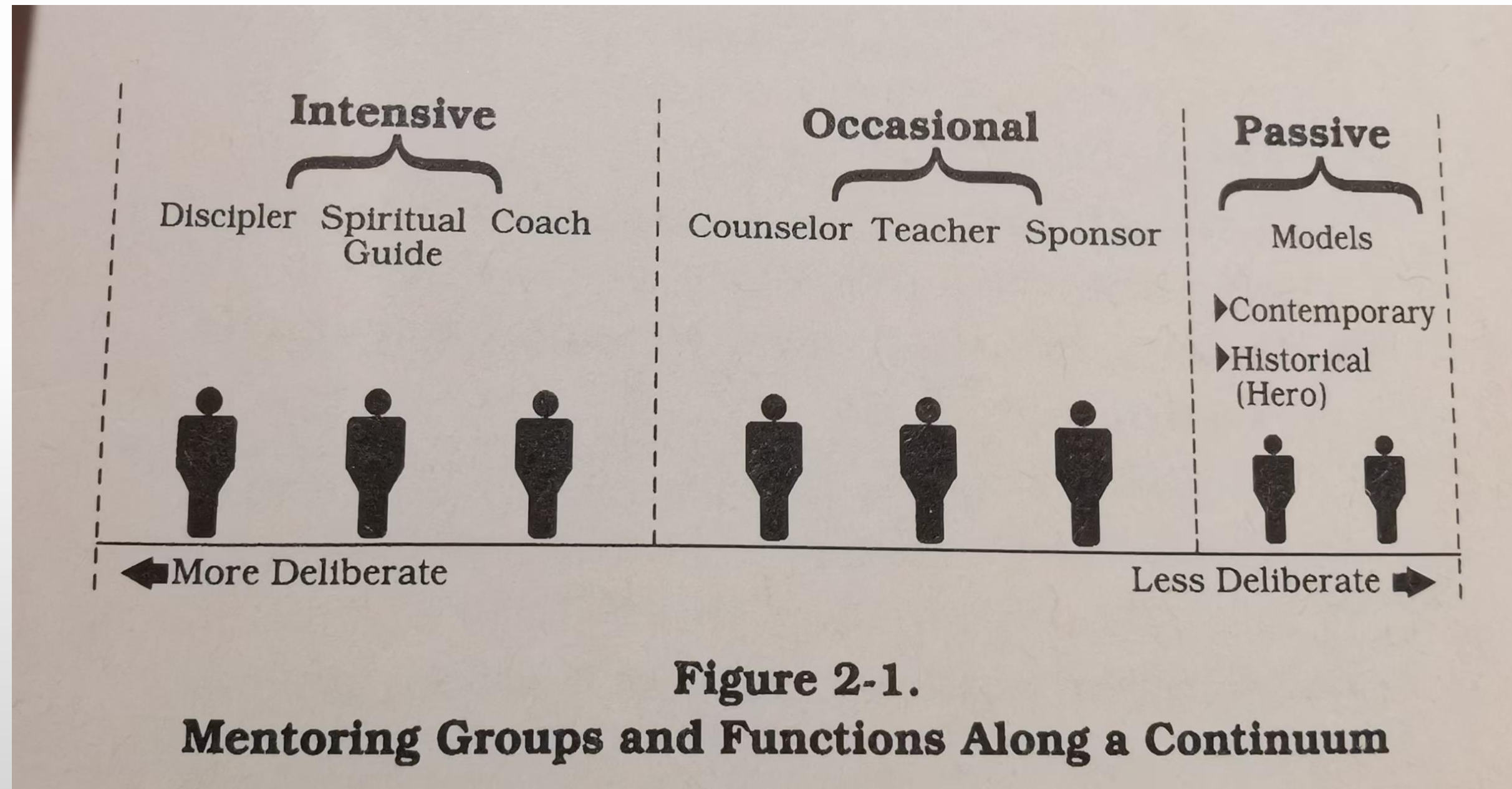
Encourage those you mentor to mentor others

# A Perfect Mentor or a Constellation of Relationships ?



Source: 'Connecting' by P Stanely & R Clinton

# Roles of different Mentor groups



Source: 'Connecting' by P Stanely & R Clinton

# Encouragements: Biblical Mentoring For You, By You?



Ps Edmund Chan: “Wise intentionality is the practiced skill of a mentoring leader”

- ✝ Biblical mentoring is For everyone and By every Believer.
- ✝ Everyone has certain resource or talent from God to offer,
- ✝ Each believer has something to learn in the extended faith community.