

I. Types of Mentoring Relationships

A. Tract 1: Structured – “I am here to equip you.”

1. Duration: 6-9 months
2. Focus: Mentors are problem-oriented and believe their primary purpose is to direct mentees toward the values, attitudes, and behaviors the mentor considers vital for their spiritual growth.
3. Plan: Mentors set the goals, the pace, and the ground rules for the relationship.

B. Tract 2: Organic – “I am here to support you.”

1. Duration: total flexibility
2. Focus: Mentors see themselves as a friend and guide and focus their involvement on developing a trusting relationship.
3. Plan: Mentors and mentees work together to set the goals, the pace and the ground rules for the relationship.

II. Tract 1 at TCC: Structured Mentoring

A. Meeting schedule and readings

1. Here is a sample year-long meeting plan. This 18-week (9 month) plan facilitates meeting every other week, while assuming breaks will be planned over the holidays and the summer weeks. Each session takes 1-2 hours. 3 books are to be read over the course of a year, with the expectation of discussion of the readings each week. The books cover the topics of enjoying God, prayer, and applying the gospel.

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| Week 1 | Getting to know one another, making friends, setting goals |
| Week 2 | Topic: Enjoying God; Reading: Desiring God ch 1 |
| Week 3 | Topic: Enjoying God; Reading: Desiring God ch 2-3 |
| Week 4 | Topic: Enjoying God; Reading: Desiring God ch 4 |
| Week 5 | Topic: Enjoying God; Reading: Desiring God ch 5-6 |
| Week 6 | Topic: Enjoying God; Reading: Desiring God ch 7 |
| Week 7 | Topic: Enjoying God; Reading: Desiring God ch 8-9 |
| Week 8 | Topic: Prayer; Reading: A Praying Life Part 1 |
| Week 9 | Topic: Prayer; Reading: A Praying Life Part 2 |
| Week 10 | Topic: Prayer; Reading: A Praying Life Part 3 |
| Week 11 | Topic: Prayer; Reading: A Praying Life Part 4 |
| Week 12 | Topic: Prayer; Reading: A Praying Life Part 5 |
| Week 13 | Topic: Applying the Gospel; Reading: Gospel Fluency Part 1 |
| Week 14 | Topic: Applying the Gospel; Reading: Gospel Fluency Part 2 |
| Week 15 | Topic: Applying the Gospel; Reading: Gospel Fluency Part 3 |
| Week 16 | Topic: Applying the Gospel; Reading: Gospel Fluency Part 4 |

Week 17 Topic: Applying the Gospel; Reading: Gospel Fluency Part 5
Week 18 Reflections, debriefing, planning forward

*Mentors may choose different topics to discuss but we feel these initial three are foundational. Other books on these topics may also be used. Below are recommended books on these three foundational topics.

Enjoying God:

[Pleasures Forevermore](#)

[The Dangerous Duty of Delight](#)

[When I Don't Desire God](#)

Prayer:

[The Prayer of the Lord](#)

[Praying Backwards](#)

[Praying with Paul](#)

Gospel Application:

[How People Change](#)

[Instruments in the Redeemers Hands](#)

[Side by Side](#)

B. A Typical Session

1. Open with prayer.
2. Discuss any front-burner issues mentee is currently dealing with. Offer guidance, wisdom, and gospel-hope. Oftentimes this informal time is the most productive.
3. Spend time discussing the readings for this day. Highlight important concepts while asking open-ended questions of the mentee. Make sure the mentee is applying the readings to their own life.
4. Close in prayer.

III. Tract 2 at TCC: Organic Mentoring

A. Description and format

1. At the initial session mentors and mentees discuss how the mentor can support the mentee. Mentors agree to some form of doing life together. They may meet to go for walks, grab coffee, workout, etc. Mentees are not looking for the Bible answer person or a fountain of vast wisdom. Books and curriculum are often set aside.

2. One of the main goals of this type of mentoring is life processing: Mentees want someone older with experience to walk alongside them and serve as a sounding board as life issues arise. They want weighty insight without a heavy commitment. Intimacy is built into the relationship not through a structured plan, but through informal association over time. The mentee and mentor might decide to meet for 8 weeks or only once. The mentee may seek to have a “bank” of different mentors, each with different wisdom to be applied to a current need.

B. Key concepts

1. Relationship/friendship: When it comes to mentoring interaction, the development of the relationship is significantly more important than the transfer of knowledge or wisdom.
2. Click/connect/fit: The presence or absence of a connection with the mentor will determine the success or failure of the relationship.
3. Struggles/failures: The topic they most want to discuss is struggles in life.
4. Coffee/dinner: Coffee is the “third place” and an ingrained part of their culture. The setting is one of leisure, comfort, acceptance, and conversation. It is where real fellowship or community takes place. They see mentoring as a relational event that takes place in this environment.
5. Wisdom, Guide, Confront: Mentees still desire wisdom and guidance, and are willing to be confronted with the truth when it is needed, but these elements are not their first priority.

C. A typical session

1. Either person prays. The mentor searches for ways to serve the mentee in conversation. The focus is on the mentee’s need. The mentor asks personalized questions about the mentee’s specific situation. Love is the only agenda. There’s lots of informal, yet intentional conversation while sitting on the couch or walking in the park. The mentor might share about their own failures. Sharing networks is important; the mentor seeks to help connect the mentee to good people and resources. Reverse mentoring is also on the table; the mentees have something to offer the mentors. Every session involves prayer and trying to pick a time for the next meeting, though it might not be a regular schedule. The need of the relationship controls frequency of the meetings, not the calendar.

IV. Mentoring Resources

Here is [a biblical foundation for mentoring](#) (from our friends at Prison Fellowship)

[Here](#) are four overview training videos for mentoring along with 7 mentoring tips.

For structured and organic mentoring:

[Tim Challies' Discussion on Mentoring](#)

For organic mentoring:

[Dallas Theological Seminary Chapel - Organic Mentoring](#)

[How to Start Organic Mentoring](#)

[Organic Mentoring: A Mentor's Guide to Relationships with Next Generation Women](#)

[Organic Discipleship: Mentoring Others into Spiritual Maturity and Leadership](#)

For structured mentoring:

[Melissa Kruger's Mentoring Outline](#)

[Spiritual Mothering](#)

[Don Whitney's Questions to Ask at the Start of a New Year](#)

Books for women to use in structured mentoring:

Christian Living:

[Spiritual Disciplines of the Christian Life](#)

[The Measure of Success](#)

[A Woman's Wisdom](#)

[Finding God in my Loneliness](#)

[Praying Together](#)

[Season of Waiting](#)

[Chasing Contentment](#)

[Rare Jewel of Christian Contentment](#)

[The Envy of Eve: Finding Contentment](#)

[Enjoy](#)

[Lies Women Believe](#)

[The Organized Heart](#)

[Suffering and the Sovereignty of God](#)

[Because We are Called to Counter Culture](#)

[Open Heart, Open Home](#)

[Practicing Hospitality](#)

[Respectable Sins](#)

[The Dangerous Duty of Delight](#)

[Evangelism and the Sovereignty of God](#)

[Women of the Word](#)

[None Like Him](#)

[The Good Portion: The Doctrine of Scripture for Every Woman](#)

Marriage and Family:

[Loving Your Husband](#)

[The Meaning of Marriage](#)

[Parenting: 14 Gospel Principles That Can Radically Change Your Family](#)

[Walking with God in the Season of Motherhood](#)

[And Then I Had Kids](#)

[Age of Opportunity](#)

[Desperate](#)

[Life Giving Home](#)

Books for men and women to use in structured mentoring:

[Mark Dever's Book Recommendations](#)