

## Synergies in Action - Mentoring

Inter-Ministries Convention Rimini 2013

Workshop Denise Hochstrasser, Women's Ministries Director, Inter-European Division

---

- How can we help in keeping people in the Church for the future?
  - How can we help persons to grow into taking up responsibility and leadership inside the Church through mentoring?
- 

1. Introduction
2. Origin of the term ,Mentor'
3. Mentoring, why? - My personal Experience - Questionnaire
4. Mentoring Definition
5. What is a Mentor?
6. Mentoring – for whom?
7. Mentoring – the ABC - basics
8. Mentoring Relationship
9. Commitment
10. Passing on the Torch

### 1. Introduction

Women's Ministries concentrates on three main emphases.

1. Nurture – reach up
2. Empower – reach across - includes mentoring.
3. Outreach – reach out

Two weeks ago, a young woman preached in our church. She did a very good job. I remember a time, where she would not dare to do this.

She was even afraid to speak a simple prayer in public.

Now she is a very good preacher.

She once was my mentee and I was her mentor. Now we are each others mentors.

For reason of simplicity, in this script the term 'Mentor' is used in masculine form, but it is meant for women as well. Women's Ministries will be abbreviated by WM, Seventh-day Adventist Church by SDA, workshop by WS.

### 180 seconds for a good business idea

Young entrepreneurs had the chance to present to a Jury their best business idea in 3 Minutes.<sup>1</sup>

We hear from casting shows on TV – about superstars and super talents, but it was not about that. It was about 'the best business idea'.

Anything was presented, from customized toothbrushes to chips with taste of meat to medication with fewer side effects.

The winner was Anna Leuenberger. She presented a program of support in which students would help weak pupils in their formation and would support them through open up possibilities for a professional life in the private sector. To underline the simplicity of her project she did not use any PowerPoint, but presented with an old fashioned slate and photographs. She won the competition.



The jury chose for this social project, because economy will finally benefit from qualified employees. So - why not learn from economics and business? Our church will benefit from qualified people too.

A young man, Dr. Professor Jun., is employed by a University in North Germany. He is promoting exactly this: How can students help other students to get better results. He is invited to Universities around Europe to

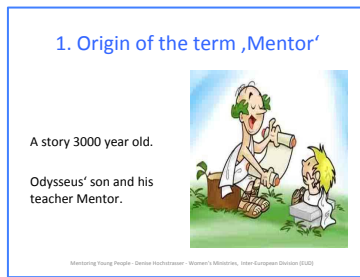
---

<sup>1</sup> Berner Oberländer 11.11.2012

speak about this! He, however, speaks in more complicated words, and not in 180 seconds, but it is exactly the same topic. He charges €800 per presentation!

The SDA Church cannot afford any loss of important member-resources, weather women, men, nor young people. At GC 2010 in Atlanta one could not ignore the call for young people and women in leadership. It was Omni present, and heard again and again. What can we do about this?

## 2. Origin of the term ,Mentor'



This story is 3000 years old. It is about Odysseus' son and his teacher Mentor.

In Homer's *Odyssey*, the Greek warrior Odysseus leaves his wife and his young son, Telemachus, at home while he journeys to fight in the Trojan War. To ensure that his son is adequately cared for, Odysseus appoints a teacher named Mentor to tutor the boy and act as a guardian and friend while he is away.

The siege of Troy lasts 10 years, and it takes Odysseus another 10 years to find his way home. When he finally returns, he finds that Telemachus has developed into a fine young man, thanks to the faithful tutelage of Mentor.

This 3,000-year-old story, gives us the modern term "mentor" to describe a close, trusted and experienced counsellor and guide.

## 3. Mentoring, why?

Our Church loses 70% of our young people before they get adult – from the Mormons 90% stay in Church  
What is the difference?

We have a task, it is clearly stated in the Bible.

'You are the salt of the earth. But if the salt loses its saltiness, how can it be made salty again? It is no longer good for anything, except to be thrown out and trampled by men.'

This is our task. Be Salt. Be of influence.<sup>2</sup>

Jesus is our best example. He called Disciples, he taught them, was an example, and give responsibility to them. When it was time, he left them.

But how can we do this in our Church?

What can we do about it to stop the quiet exodus?

According to Dr. Ella Simmons<sup>3</sup> young people who experienced mentoring are

- 46-70% less likely to do drugs
- 27% less likely to initiate alcohol use
- 53% less likely to skip class
- 30% less likely to commit assault
- More confident in their school work

My personal experience from being a mentee to being a mentor I have experienced in different areas.

A mentor has done a good job, when his mentee has achieved his goal, or when his mentee outgrows him. Instead of being jealous, he rejoices in the success of his mentee. This is maturity.

This is being a servant, according to what Jesus tells when His disciples discuss who will be great in heaven, sitting beside Him:

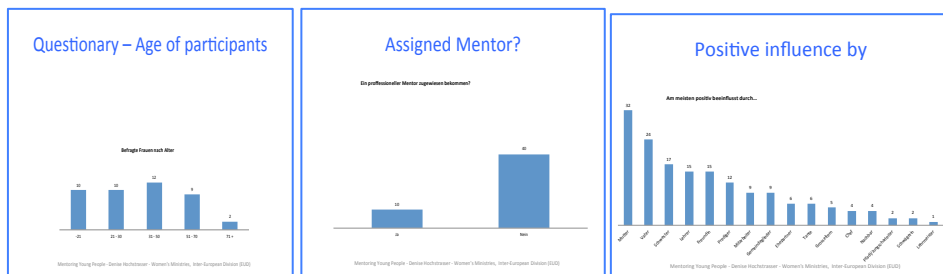
<sup>2</sup> Matth. 5, 13 – The Bible

<sup>3</sup> Dr. Ella Simmons, Vice Director General Conference SDA

‘Whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.’<sup>4</sup>

#### Questionary as used by Anja for her final Maturity essay <sup>5</sup>

This was the result:



#### 4. Mentoring Definition

There are as many Definitions, as there are mentor/mentee relationships, some of which I will quote:

‘A mentor is an advisor, a counsellor and/or a motivator. By his experience and by his knowledge he promotes the development of a mentee.

By mentoring different areas can be covered, from education to career, from faith and spirituality to leisure time and personality development of a mentee.

The difference between a coach and a mentor is that the mentor is usually not educated for this, but he is in possession of some experience and/or is more advanced in knowledge.’<sup>6</sup>

In this sense, anybody can be a mentor.

<sup>4</sup> Marc 10,43-45 – The Bible

<sup>5</sup> See Appendix 1

<sup>6</sup> Wikipedia

‘What I need most is someone who helps me to do what I can do.’<sup>7</sup>

‘Mentoring is an intentional relationship in which one person encourages another to realize his or her potential. Mentoring involves communication and is relationship based.

Mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the protégé).’<sup>8</sup>

‘A mentor is someone who accompanies an individual on his or her journey of leadership development. This accompanying process includes monitoring, teaching, modelling and pacing the journey. The mentor is someone who positively influences and someone who is esteemed by the one who needs to be mentored.’<sup>9</sup>

Short:

1. The active role of an experienced person (Mentor), who passes on her/his knowledge and her/his experience to an inexperienced person (Mentee).
2. Mentoring is an intentional relationship in which one person encourages another to realize his or her potential.

#### 5. What is a mentor?

- a. Trainer
- b. Coach
- c. Tutor, Teacher
- d. Consultant
- e. Friend, Example, etc.

<sup>7</sup> Ralph Waldo Emerson

<sup>8</sup> Family Support Network of NC; Bozeman, Feeney, 2007

<sup>9</sup> Dr. Ira V. Frazier, Fall 1996 ‘Mentoring Connections’

## 6. Mentoring – for whom?

### 1. Mentoring Juniors

- a) Education
  - b) Search for employment
  - c) Change from education to employment
  - d) Sports clubs – a wonderful place to support and coach
  - e) Music Groups - Orchestra – Youth Choir (Adonia)
  - f) Youth Ministry – Youth Department in Church – girls4christ
  - g) Sabbath-School – help a young person to become a teacher
  - h) Church Elders – help a young person to grow into responsibility and become a church Elder.
- Etc.

### 2. Students

Mentoring at Universities and Colleges as a principle of passing on strategies, which are of great influence in a career planning.

### 3. Migrants

With goal to

- a) Sensibilisation of the public for the situation and needs of young migrants and
- b) Help to migrants with homework and/or filling out public forms for the government. Can be combined with sports (example SDA, South France), or Women's Ministries, which I promote.

### 4. Women

- a) Adults
- b) Young women – Teens – Youth
- c) How women empower, strengthen, support women

## Young Women

A young woman from Switzerland had to write a final essay for her Maturity Exam. As she was active in a small team called girls4christ (SDA Church), which has a goal to promote young women, to encourage them and give them self-esteem the topic of 'Mentoring' was given. Women's Ministries, who is the head of girls4christ was just starting with a mentoring program. The leader of girls4christ in Switzerland sees great need in such an active mentoring program. Through media, she says, many young women know much about what they want, but not about what they really need. This often gets lost. As a team they decided to make it their goal to promote mentoring for young women. The umbrella organization WM, helped them. The question for her was: 'Is-it possible to create a concept for an active, modern and Christian lay woman to be a mentor and to help and support young women in a their spiritual way?'

The goal was to show how such a process could be started which might change relationships between people in their neighbourhood, society, and working places and in families. In a sense of 'a pebble is falling into the water, and makes circles, which grow bigger, and bigger....'

She did not pretend to have a highly intellectual Theory, but remained much more simple. She experienced how women did motivate and encourage young women in their growing into adulthood by simple signs of esteem, a little help on their way. To encourage them, having trust in them and by showing them high esteem by listening to them so they could look forward and grow up having a healthy self-esteem.

She herself expressed her gratitude for a woman who trusted in her and encouraged her, who never imposed on her but was always there when she needed her. She said that that woman had given her helpful addresses and much help for her essay. By concentrating and growing into the topic of Mentoring, she found out, that lady was her greatest mentor in her life. She had an intense mentoring-relationship with her, not with a special concept, but one that was based on relationship and friendship.

## 7. Mentoring – the ABC – basics – 4 phases

1. Orientation – create the foundation.
2. Middle phase – it is often the most rewarding time which can take up a long period of time.
3. Ending of Mentoring-Relationship
4. Redefinition of the relationship

## 8. Mentoring Relationship

### a) Mentor – Mentee

The Mentor and the Mentee need to build up their relationship. It is based on trust. This can happen by devotion time together, play Billiard together or have a common social project (homeless persons). Many more possibilities are being dealt with at the WS. It all depends on age

### Logo WM



Women of

- a) Different age, background and/or cultures
- b) Teach or learn
- c) Studying a book
- d) Caring for each other, encouraging each other
- e) Represent 70% of the Church
- f) Together we can achieve something

WM is nothing else but mentoring!

### Tipp 1:

Women's Ministries – mothers day

Give each mother a rose, with a heart on which is written:

- g) Name of a young girl
- h) Her age
- i) what she likes (chocolate)
- j) what she does not like at all (mathematics)

And then start praying for this girl, and be a spiritual mother for her. There is a time at each young woman's life where she cannot, or doesn't want to speak to her own mother. It is most important for that time, if the young girl has built up a relationship with another woman in the church before. In that time a young girl will seek for help and understanding somewhere else. If there is no one in the church, who is already prepared for this, she will find someone outside the Church. And that is not always the best solution for this difficult time.

### Tipp 2:

There is also a father's day. And there are presents for men too. And boys too have likes and dislikes. And they need prayer, and a spiritual father.

These young people then need maybe an invitation for spaghetti, or a visit to the zoo. Maybe a card here and then, with special kind words for them, so they feel accepted, they feel valued and encouraged. They need some special attention, be greeted in a special warm manner on Sabbath. They really need that!

If meetings like mentioned above take place, you may listen, just listen, and listen some more.

And pray, pray, pray for that person! The more you engage in that person in thoughts, the more you will be creative in how to be of help. Have a vision! And write it down! Don't stop focusing on that one vision!

### b) The Mentor

A mentor is a person who takes a specific interest in the development of another person.

He does not need to be perfect. But he must be authentic. Most young persons don't look for a perfect example, but they are looking for a person who is real, a person with shortcomings, struggles and with own challenges.

If you are a person who knows everything, has an answer to everything, looks perfectly, right figure, perfect body (men and women!), with perfect appearance and fantastic Curriculum, than this will only put down a mentees own self-esteem.

A Mentor should be happy to pass on his knowledge, see the potentials, which are sleeping in his Mentee (see how I could be, or see the way God meant me to be), be authentic, be transparent!

If later you can say: 'He did it better than me' than you achieved your goal. Both are winners, the mentor and the mentee. A real mentors biggest joy is the success of his mentee.

There are different forms of abuse. Ther is abuse of power and abuse of power of knowledge.

You can keep back knowledge, to keep power and control. This, unfortunately happens a lot, at our work, in our relationships and even in our Church.

To be a mentor means not to keep anything by myself, but to give, and give and give...

We don't lose by giving, we win.

**c) The Mentee** - what does it mean to be a mentee? It means to take initiative, work, trust, setting of goals, being open to learn, be critical, take up responsibility. We all need to have a mentor. Therefore we all were mentees in the past. Therefore all are mentees at the moment!

Why Gender Specific offers?

What is of interest for girls? We experience this in girls4christ. It can be

e.g.:

- Girlfriends

- How to be a good friend

- Boyfriends

- How to start a relationship, how to stop it when necessary.

- Clothing and style – Tipp: invite a colour and clothing consultant, and the young girls find out there are other colours than black, and than plan photo shooting.

- Hormones, how they change throughout life, and what it does to the body

- Abuse of any kind - How to develop a healthy self-esteem, how to say no.

There are topics girls should be able to discuss in a protected surrounding. No boys to disturb, or destruct. Tipp: For this we can offer pyjama-parties in Church, Sunday meetings for young girls with a special speaker... etc. The same applies for young boys/men.

#### **d) Mentoring reproduction**

This happens, when the mentee becomes a mentor.

This could be seen in 5 steps:<sup>10</sup>

1) I do, you watch.

2) I do, you help me.

3) You do, I help you with it.

4) You do, I watch.

5) You do, another Mentee watches you.

The young woman from the introduction, she did not dare to pray in public and her story.

What a joy.

#### **9. Commitment**

"Every young person needs at least one adult who is irrationally committed to their well-being.

Millions of children grow up virtually alone, disconnected from adults with: no love, no supervision, and no positive role models. Yet they must still find their way—they still grow up to become adults.

---

<sup>10</sup> Faix

Children can endure the most miserable conditions—even thrive in the midst of them—if they have at least one loving adult committed to their success.”<sup>11</sup>

Every young person needs at least one adult – it’s you!  
‘Recognize the strength of a person, encourage, instead to see a person as someone who’s deficits need to be corrected.’<sup>12</sup>

Good Teacher:        people trust him  
Better teacher:     people rust themselves.

Real success in Mentoring comes from encouragement, personal trust, encouragement to develop a potential, rejoicing in someone's success and trust, and not keeping anything back to assure superiority.

## 10. Passing on the Torch

“We cannot hold a torch to another person’s path without brightening our own.”<sup>13</sup>

‘Therefore go and make disciples, baptize them and teach them. And surely I am with you always.’<sup>14</sup>

‘You are the salt of the earth. But if the salt loses its saltiness, how can it be made salty again? It is no longer good for anything, except to be thrown out and trampled by men.

<sup>14</sup> “You are the light of the world. A city on a hill cannot be hidden. <sup>15</sup> Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. <sup>16</sup> In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven.’<sup>15</sup>

---

<sup>11</sup> Wayne Rice, Chap Clark. New Directions for Youth Ministry

<sup>12</sup> Peter F. Drucker

<sup>13</sup> Ben Sweetland

<sup>14</sup> Matth 28, 19.20 – The Bible

<sup>15</sup> Matth 5, 13.14 – The Bible

## Conclusion

‘If we empower women, we all are better of!’<sup>16</sup>

If we empower each other, we all are better of!  
You can make the difference!

---

### Literature used:

- Mentoring, Tobias Faix
  - o Chancen für geistliches Leben und Persönlichkeitsprägung
  - o ISBN 978-3-7615-5156-1
- Mentoring für Frauen, Lynn Smith
  - o Wie Frauen Frauen fördern, stärken, unterstützen
  - o ISBN 978-3-7655-1393-0
- Das Titus-2-Modell, Susan Hunt
  - o Mentoring von Frau zu Frau
  - o ISBN 978-3-89436-848-7
- B Somebody 2 Someone, Wyne French + Jerry Unser as used by Dr. Ella Simmons for her WS on Mentoring in Austria 2009.06.25
  - o Part of ‚Getting connected‘, a project by ADRA Australia

---

<sup>16</sup> President Obama at the festivities of the 3 women Nobel Price winners in November 2011