

WMBC

INVESTED

A RESOURCE GUIDE FOR STARTING A
relational journey



One of the best ways to acquire a new skill, develop a quality or characteristic, or prepare for a new phase of life is to find someone further down the road who can mentor you. Sure, you can go online, or take a class, but learning from another person with knowledge and experience is proven to be one of the best ways to grow.

The thing is, you might not look for a mentor. Actually, you probably won't. Mentorship is intimidating, there are some real barriers that often keep people from pursuing it.

BARRIERS *to mentorship*

UNCLEAR EXPECTATIONS

It's hard to know what to expect from a mentorship. How often should we meet? Are we friends? How long does this mentorship last? Without a system or guidelines, these unclear expectations turn into unmet expectations, and the relationship can sour.

VULNERABILITY

Another barrier to mentorship is the vulnerability required to make it happen. Mentorship involves our weaknesses and strengths, our stories, and our hopes. Even the act of asking for mentorship requires a certain level of vulnerability. For many people, that level of vulnerability is enough to keep them from ever asking.

WHO AM I?

Who really feels qualified to mentor someone else? Who feels like they're far enough down the road to turn around and help someone else get to where they are? Some of us, in some areas, might be comfortable with this but many don't feel worthy to mentor someone else.

BEST *practices*

This resource is meant to help you overcome those barriers and find a mentoring relationship that helps you grow. So let's break down the steps to mentorship and make something tackle some of the things that might keep you from mentorship.

HOW TO IDENTIFY A MENTOR

Mentorship can come in all shapes and sizes. Mentors can be someone older than you, wiser or more skilled than you in a particular area, but they don't have to be. A mentor can be a friend or a peer who agrees to go on a journey of learning together, where you mentor each other through the process.

When identifying a mentor, here are a few things to keep in mind:

Know Your Goal

What is it you want to grow in? Is it a skill, a quality, a perspective, or are you wanting to be prepared for the next phase of life you're walking into? Knowing what your goal is goes a long way in identifying a mentor, as a good mentor should have what you're looking to grow in.

Who Do You Look Up To?

If you don't know how you want to grow, ask yourself who you look up to. If you can identify that person, ask yourself why you look up to them, what about them do you find admirable? This way, even if they decide not to mentor you, you have a good starting point to look for someone else.

Character Matters

We often pick up more from a mentor than the single skill or quality that we're looking to grow in. A mentor's character can be just as important as their admirable quality, since we often pick up more from a mentor than a single skill or quality. How do they talk to their family? How do they talk about people when they're not in the room? Are they people of their word? How can you see Christ in them?

HOW TO ASK FOR MENTORSHIP

How you go about asking for a mentor can have a big impact on whether they agree to mentor you. Here are some tips for asking for mentorship.

In Person if Possible

In-person conversations allow you to make a better connection than email or text. If you're serious about having this person mentor you, go for coffee with them and make your ask in person.

Tell Them What You See In Them

When you're ready to ask them to mentor you, start off by telling them what you see in them. The goal here is not to butter them up, but explain why you're choosing them as a mentor.

Be Clear About What You're Asking

Don't let unclear expectations kill your mentorship relationship. Be clear about how much time you're asking them to invest in you, how long you'll be wanting them to mentor you, and when you're available to meet.

WHEN MENTORING SOMEONE

If someone asks you to mentor them, they're giving you power to shape who they will become. That's a lot of responsibility, and we need to use that power carefully.

Listen to Understand

While mentors are often asked to speak, don't forget the importance of listening. Part of being a good mentor is understanding how your mentee's circumstances and perspectives differ from your own. Listening well is a necessary step in making your skill or characteristic apply to their lives.

Help Set Achievable Goals

One of the best ways to achieve a big goal is to set short term, realistic, achievable goals that act like stepping stones on the path. Help break down your mentee's goal into parts or phases, setting goals for each of these phases.

Aim to Serve

While your mentee may see you as a superior, you need to adopt the mindset of a servant. Your role is to serve, help, and guide them to a place of equality with you in their chosen goal. Be ready to make yourself less than them so that they can become more.

BOUNDARIES

Set an End Date

Don't make mentorship an open-ended ask. Set a date a few months into the future where you and your mentor can evaluate your relationship and how it's going for both of you. If you both want to continue, set another date in the future to re-evaluate. If one or both of you would like to end mentoring, this gives you a natural end date.

Make a Schedule

Knowing what to expect also includes knowing when you're meeting. Talk about how frequently you'd like to meet, what times work best, and stick to it.

Confidentiality

Be clear about whether your conversations can be shared with others, even a spouse. Some people won't want their failures (or successes) to be known by others, some won't want others to know they are a mentor, or a mentee. Respect each other's wishes for privacy.

CONVERSATION ANCHORS

Once you are setup with a mentor (or mentee), how do you get to the actual work of mentorship? What do you talk about? It can be helpful to have a few anchors: questions or topics that you come back to whenever you meet to help track your growth. Choose one from each category to ask each other when you meet.

Personal

What is God teaching you about yourself right now?

What challenges or obstacles are you experiencing?

Spiritual

Where have you grown spiritually lately?

What is the greatest need in your spiritual life?

Missional

In what way are you making disciples?

Where/how is God leading you to serve?

Mentors can help us grow in many different areas: parenting, leadership, discipleship with Jesus to name a few. In the rest of this guide, you'll find resources to help you grow in different ways. If one of those focuses resonates with you, feel free to use those tools as a part of your mentorship.

SPIRITUAL

growth

SPIRITUAL

Jesus said, "I have come that they may have life and have it more abundantly." - John 10:10

Are you experiencing abundant life in your walk with God? Consider taking time to invest in your relationship with God. Find a mentor or friend, someone else who will intentionally walk with you as you process your relationship with God together using the resource below.

Digital Guide for Spiritual Practices

<https://www.practicingtheway.org/companion-guides>

Spiritual practices are different ways we can connect with God. Choose a spiritual practice from the website to engage with, like sabbath or prayer, and follow along using the guide as you connect with your Heavenly Father and encounter His presence. Process your experience and have conversations with another person while you go through this journey together.

Steps to Intimacy with God by Dr Mark Jones (*YouVersion Bible Reading Plan*)

Download the YouVersion Bible app on your device and journey through this Bible reading plan that is aimed at helping you develop a deeper friendship with God. Go through the plan together with a mentor or friend as you process your connection with Him. Giving God your time and receiving His love will transform you and your relationship with Him.

FAMILY

resources

We want to see your family continue to thrive! Take a look at the resources below and consider making an investment in your family. Seek out a mentor, another couple, other parents, or a friend as you dive into a resource together and have intentional discussions about doing family well.

MARRIAGE

You and Me Forever by Francis and Lisa Chan (BOOK)

Francis Chan joins together with his wife Lisa to dive into Scripture to understand what it means to have a relationship that satisfies the deepest parts of our souls.

Fierce Marriage Podcast

Laugh, ponder, and join in on gospel-centered conversations around all things marriage: communication, sex, priorities, finances, and so much more.

PARENTING

Take Back Your Family by Jefferson Bethke (BOOK & WORKBOOK)

Dive into the values and strategies you can lean on in your quest to live as a family bonded by a shared mission, committed to mutually growing and thriving together.

At Home with the Bevere's Podcast by The Bevere Family

Building a healthy marriage and raising awesome kids rarely happens by accident. Tune in for intentional, lively, and meaningful conversations on how to navigate family.

Father on Purpose Podcast by Kent Evans and Lawson Brown

Being a godly dad is hard work. Challenges abound, and sometimes, we just need some practical ideas and conversations, encouragement, and a little laughter along the way.

Risen Motherhood (BOOK & PODCAST)

Discover how closely the gospel connects with motherhood. Join Emily and Laura as they reveal how the gospel applies to your everyday life bringing hope, freedom, and joy in every area of motherhood.

SINGLES

Crazy Love Podcast by Francis Chan

Be stirred and challenged as Francis Chan un-packs numerous topics around living a Christ-centred life and going all-in for Jesus.

Kingdom Single: Living Complete and Fully Free by Tony Evans (BOOK)

Live a life fully devoted to Jesus no matter what season you're in. Kingdom Single will encourage you to see yourself as complete in Christ as you serve Him.

STUDENTS

Habitudes: Leadership Curriculum by Tim Elmore (WEBSITE)

Learn how to navigate life's challenges and opportunities through images, relatable stories and experiences. Parents can use this curriculum to help their teens develop into wise and emotionally mature young leaders.

GROWING *as a leader*

“The more intentional you are about your leadership growth, the greater your potential for becoming the leader you’re capable of being. Never stop learning.” John C. Maxwell

We’d love to help you take your next step in your leadership journey! We are piloting a new leadership track that would involve a combination of self-directed learning, coaching, and small group work. The goal is to equip leaders at WMBC:

- To have a transforming and life-giving relationship with Jesus
- To use their gifts, passions, and experiences to build up the church
- To greater effectively lead and impact others

3 PHASES OF THE LEADERSHIP TRACK

Relationship with God

To lead people in faith, leaders must have a close relationship with God. Godly character is critical for all leaders because they lead by example.

Relationship with Yourself

God has gifted everyone with spiritual gifts and abilities to further his kingdom. Knowing our strengths and areas of caution are important so we can better lead in our strengths.

Leading Others

Good leaders are successful when they empower, release and bring others up instead of themselves.

Depending on how quickly you are able to move through the discipleship process, the time commitment will be anywhere from three to six months.

If you are interested in learning more or to register email terry@winklermb.com

COMMUNITY

connections

“For I was hungry, and you fed me. I was thirsty, and you gave me a drink. I was a stranger, and you invited me into your home.” - Jesus (Matt. 25:36)

Investing in the lives of our neighbours and showing hospitality is an incredible way to make a difference and share God’s love in our city. Here are some ways you can begin an intentional relationship with someone outside the church walls.

Central Station (winklercentralstation.ca)

- **Spiritual Care Volunteers** – establish relationships and engage in meaningful conversation on Wednesdays
- **Drop-in Hosting** – first point of contact to help people feel like they have a place where they belong
- **Volunteer Drivers** – provide transportation to access much needed services and programs with plenty of time to connect

Regional Connections (regionalconnections.ca)

- **Community Mentor** – your role is to help connect a newcomer family to local services and opportunities to help them get settled and succeed in our community
- **Language Buddies** – help newcomers to Canada informally practice their English skills

Adult & Teen Challenge (teenchallenge.tc/volunteer)

- **Mentoring & Small Group Support** – support those to need the help and encouragement to continue in their addiction recovery