



MENTORING THE MENTORS

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WHAT IS A MENTOR

NOUN

1. AN EXPERIENCED AND TRUSTED ADVISER.
2. "HE WAS HER FRIEND AND MENTOR UNTIL HIS DEATH IN 1915"

VERB

1. ADVISE OR TRAIN (SOMEONE, ESPECIALLY A YOUNGER COLLEAGUE).
2. "BOTH TRAINEES WERE EXPERTLY MENTORED BY A SITE SUPERVISOR"



IMPORTANCE OF MENTORING

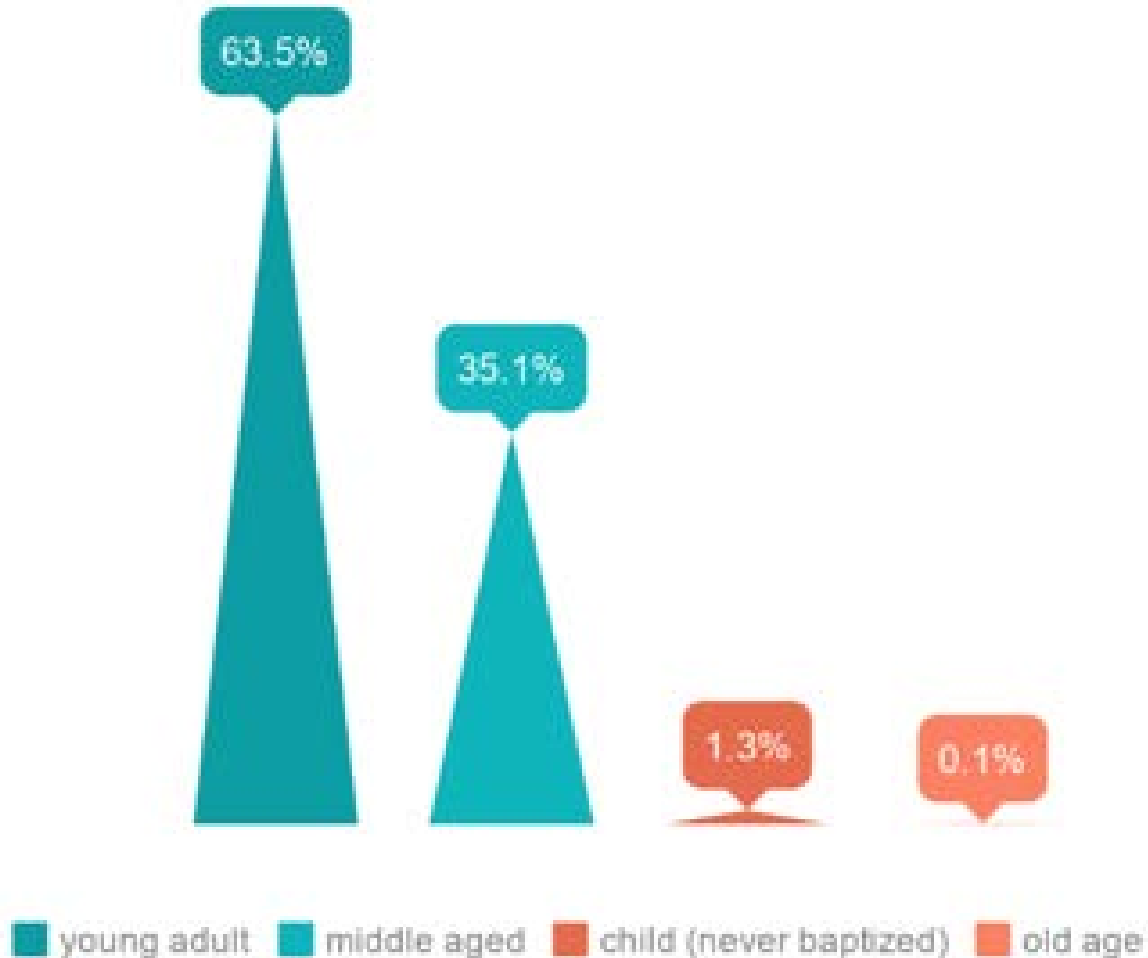
YOUNG PEOPLE ARE LEAVING

LEAVING THE CHURCH, BY THE OFFICE OF ACHIEVES, STATISTICS, AND RESEARCH, EXAMINED DIFFERENT ELEMENTS OF FORMER ADVENTISTS' RELATIONSHIP WITH AND DEPARTURE FROM THE CHURCH. ACCORDING TO THIS STUDY, ALMOST TWO THIRDS (63.5%) OF RESPONDENTS LEFT THE CHURCH WHEN THEY WERE YOUNG ADULTS.



Stage of Life at Departure

Retention Survey (2012-13), n = 7





SO WHAT CAN I DO ABOUT IT

WHAT CAN BE DONE ABOUT THIS ALARMING TREND?

ONE SOLUTION MAY BE THE IMPLEMENTATION OF SPIRITUAL MENTORING. IN HIS BOOK “WHY OUR TEENAGERS LEAVE THE CHURCH,” ROGER DUDLEY SUGGESTS THAT THE REASON ADVENTIST YOUNG PEOPLE LEAVE THE CHURCH IS NOT PRIMARILY DOCTRINAL, BUT INSTEAD IS RELATIONAL (DUDLEY, 2000, P. 99). IT SEEMS THAT ADVENTIST YOUTH ARE SEEKING MEANINGFUL RELATIONSHIPS, SPECIFICALLY WITH SPIRITUAL MENTORS WHO ARE ABLE TO LIVE OUT THEIR FAITH, AS WELL AS GUIDE THE NEXT GENERATION IN THEIR CHRISTIAN WALK.



TO LEARN MORE

- <https://www.adventistresearch.org/blog/2018/11/importance-mentoring>





TLT MENTORS DOING TO MUCH OR TO LITTLE

BALANCE

OPPORTUNITIES

CHECK IN

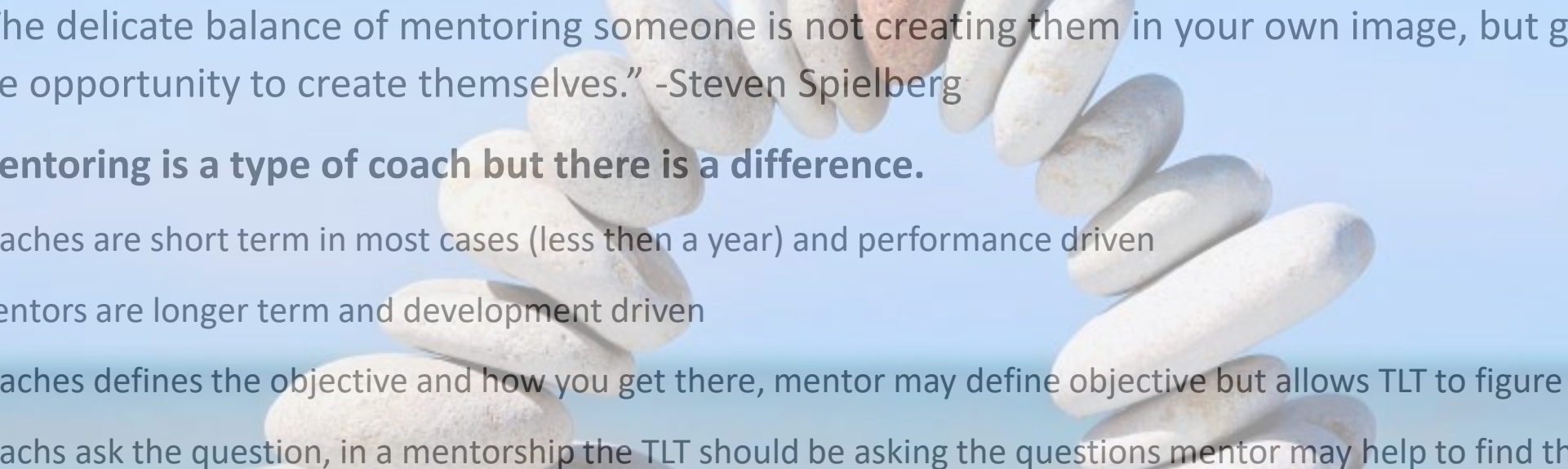
ADVICE AND COUNCIL

GUIDANCE

BACKUP PLAN?



BALANCE

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- “The delicate balance of mentoring someone is not creating them in your own image, but giving them the opportunity to create themselves.” -Steven Spielberg
 - **Mentoring is a type of coach but there is a difference.**
 - Coaches are short term in most cases (less than a year) and performance driven
 - Mentors are longer term and development driven
 - Coaches defines the objective and how you get there, mentor may define objective but allows TLT to figure out the path
 - Coachs ask the question, in a mentorship the TLT should be asking the questions mentor may help to find the answer



OPPORTUNITIES

Mentors must provide
opportunity for the TLT
No opportunity no growth





CHECK-IN

Nobody likes to be left out on a limb, let the TLT go out there but provide a safety net. Follow up, text them see what they are doing don't wait till the last minute and be surprised if things go south.





ADVICE AND COUNSEL

The tricky part giving advice and council
Without destroying everything they have done.





GUIDANCE

The main point with **mentoring** is that the focus is determined by the mentee. They must lead in identifying issues and, with **guidance** from the **mentor**, resolving them. The **mentor** is not there to provide 'the answers', but to **guide** the mentee towards 'the answer' that is right for them.





BACKUP PLAN

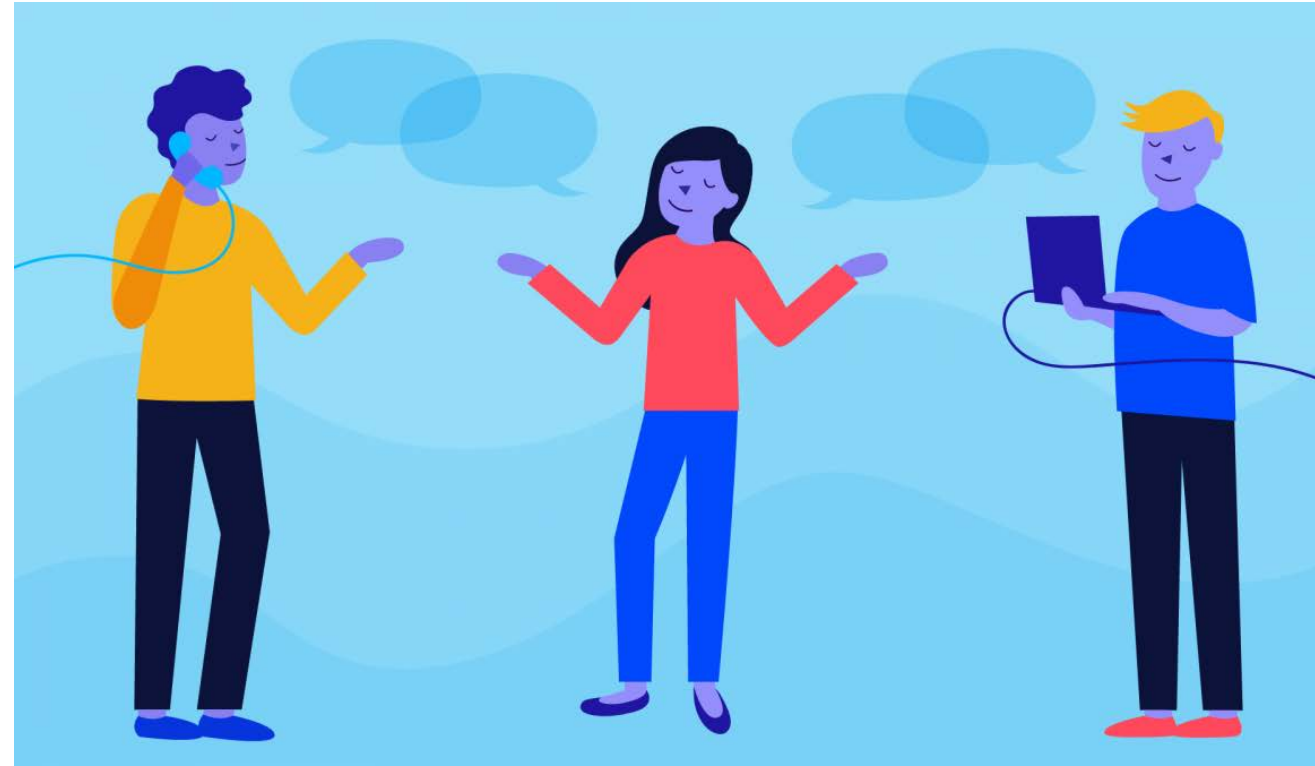
Always have a backup plan





COMUNICATION

Understand your role and what is required
If you are unsure talk to
TLT director for club
Club director
area coordinator
TLT coordinator



USE S.M.A.R.T GOALS

Simple, sensible, significant

Meaningful, motivating

Agreed, attainable

Reasonable, realistic, resourced

Time based timely, time sensitive



KNOW WHAT THE CONFERENCE AND N.A.D WANT IN A MENTOR



Read up on what the conference and NAD
Are looking for you to do.

<https://www.adventistlearningcommunity.com/courses/tlt-mentor-operations>