



# GCC Student Ministries Mentor Guide

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# About this Guide

Thank you so much for considering to be a mentor to the students of Grace Community Chapel. Our mission is to **present students as mature in Christ**. The way we envision accomplishing that mission is by having **Godly adults coming alongside students to help them think and live biblically**.

This guide will unpack that for you in simple terms so you feel adequately prepared and excited to be those Godly adults who are coming alongside teenagers to help them think and live biblically.

# The Basics of Mentoring

Our entire Student Ministry is built on mentoring. The term “mentoring” can be a tricky one though, so let’s unpack some key terms before we dive into this:

## What is Mentoring?

Mentoring is simply a more up-to-date term for “Discipleship.” That’s really what we’re talking about in this whole guide: ***making disciples***. Jesus commanded us to “Go and make disciples of all nations...” (Matthew 28:19). Great... but what exactly is a “disciple?”

## What is a disciple?

A disciple is literally defined as a “***learning one***.” To make that simpler for you, a disciple is a “student.” Cool, that’s much simpler! But now we’re confronted with the question: “What exactly are we supposed to be mentoring these students to do?”

## What are we mentoring students to do?

When we are asking you to be a mentor to a student, we are asking you to “***teach them to observe all that [Jesus] commanded [us]***.” (Matthew 28:20) It’s that simple: We’re teaching them to live the way Jesus commanded us to live. Eventually, the end goal is to get them to do the same in others.

## What’s the end goal?

The end goal is to ***lead students to the point where they are eventually spiritually mature enough to begin mentoring others themselves***. We want to be a ministry that shows students how they should live in a way that lasts even after they are graduated and moved on from the youth ministry.

## How Do We Accomplish That?

We will unpack what that looks like in the rest of this guide.

# Qualifications

The qualifications for a mentor are pulled from the qualifications of a deacon as found in 1 Timothy 3:8-12. Why? Because it's a simple list that defines what the character should be of someone who is in a leadership style role. Here are the qualifications for being a mentor:

- **Individual of dignity (behaves in a way that is respectable by all in the church)**
- **Above reproach (Is not living in sin in a way that would undermine the ministry)**
- **Not double tongued (Does not speak ill of others, does not speak in a way that might be confusing to students who are listening to the way they speak, only speaks well of the pastors/church leadership/youth leadership)**
- **First tested as servants (Have displayed a willingness to be involved in the life of the church. Have shown a willingness to humble self to exalt others)**
- **Not addicted to wine (Does not get drunk, is not involved in an inappropriate partying lifestyle)**
- **If married, has a spouse that is also faithful to the Lord. If dating, dating someone who is also faithful to the Lord.**
- **Temperate (Has no unrighteous addictions. Is able to control themselves sexually, in what they eat and drink, in how they spend their time, etc. If there is an addiction to something, you are expected to be in accountability and confession with a fellow believer[s])**

- **Not fond of sordid gain (Is not involved in mentoring for the sake of gaining a better reputation for themselves)**
- **Holding to the mystery of faith with a clear conscience (Firmly believes in the truth of the gospel. Not expected to know all the answers, but is intentional about growing in the faith and speak the truth in love to the best of their ability)**
- **If married, one spouse (Faithful and a good example as a loving husband or wife. If single, does not live with someone of the opposite sex, abstains from sexual relations, demonstrates a commitment to holiness in their relationship)**
- **Manages household well (Love spouse sacrificially as a servant. If single, maintains a reputation of desiring to live in a respectable manner)**

# Expectations

- **Meet:** Meet at least 2 times a month with the student(s) you are committed to (this sounds like a lot, but when you include church events, it's pretty easy to meet that goal)
- **Engage:** Make an effort to attend significant moments in the life of the student(s) you are committed to (i.e., sports events, band, choir, plays, etc.)
- **Needs:** Know the needs of your student based on what spiritual stage the student(s) you are committed to is at: (seeker, believer, doer, mentor). Seekers just need to be loved and see a good model to demonstrate truth, believers need to hear the truth more directly but need patience as they shape their character and get a better understanding of the faith, doers need more practical guidance, mentors need to be challenged to do what you've done in them.
- **Teach:** You don't have to know it all. Just teach what you know. We're not looking for scholars, we're not even looking for someone who can perform a bible study or know just what to say to every question and in every situation. We're just looking for people who are doing their best at following the Lord and can explain what they do know about that.
- **Open:** Be real with them about what life is like following Jesus. Don't try to be a super hero. Don't share everything with them, but be honest that you have struggles too.
- **Relationship:** Build a friendship. We're just trying to model what Jesus did with the disciples. "I now call you friends." (John 15:15)

- **Serve:** Go out of your way to blow them away with the way you serve them. This earns trust, respect, and makes your words that much more effective.

**Other expectations to be aware of:**

- Maintain a good character as measured by the *Qualifications* section.
- Have patience with students when they fail to live up to what we know God wants for them.
- Report any behavior that involves a student hurting themselves or others, or being hurt by someone else, to the student minister.
- No mentoring students of the opposite sex.
- Attend leader meetings as available. We're not keeping an attendance log, but each year when leaders renew their commitments, we'll need to see a history of commitment.

# Becoming A Mentor

If you have helped in the youth ministry for a while, you are bound to have built a connection with at least one or two students. If you feel a connection to specific students, those should be the students you invest in.

If you have never helped in the youth ministry but would like to take on a mentoring role, it is required that you spend at least one month attending youth group or Sunday School before an evaluation meeting. You'll spend that time trying to establish a connection with students and after that month, you and the youth minister can determine which students you might work well with.

# Mentoring Seekers

Seekers are the “Come as you are” students. That is, we don’t get mad at them for not behaving like Christians. Until Jesus is impacting their heart on how they behave, we can talk until we’re blue in the face but it won’t change much. These students have more questions than answers and we need to be okay with that.

- ***Characteristics:***
  - Still seeking (Yes, this includes students who know all the right Sunday School answers)
  - Unsure of what they believe, but open to new ideas.
  - Potentially bored with lessons about the bible, require more natural guidance because they may not think a sit-down bible study will really offer them much.
  
- ***Major Needs:***
  - Be loved
  - Hear the truth about who they are
  - Hear the truth about who God is
  
- ***Things to Remember:***
  - Patience: They don’t know any better, even if they know all the answers in their head.
  - Love them no matter how hard it might be at times
  - Communicate *with*, not *to*
  
- ***Keys to Mentoring:***
  - Realize there are other ways to mentor them than to do a one-on-one bible study
  - Hang out with them doing things they will enjoy (Watch a movie together, take them to get ice cream, go to their significant events, etc.)
  - Don’t preach to them about how they should behave. Find teachable moments instead (Explain the “why” behind the things we do, ask non-threatening, thought-provoking questions like, “what do you believe about

how the world began?” “What do you think about this or that?” etc.)

- Display a better lifestyle (Show them what it looks like to see a loving husband and wife, what it means to be a godly man or woman instead of one who seeks their own glory, etc.)

# Mentoring Believers

These are students who are learning what it means to be a Christian. They have put their faith in Jesus, but they also have made clear a desire to learn what God wants for their life.

- ***Characteristics:***
  - Have put faith in Christ
  - Lacking biblical depth, but a desire to learn more.
  
- ***Major Needs:***
  - Need a stronger grasp on scripture and the Christian life.
  - Mentoring becomes less about building a friendship, and more about intentionally looking at what God's word says about them.
  - Truth in love
  
- ***Things to Remember***
  - They're still just trying to figure it out. They're not always going to have the character we want them to. Love them anyway.
  - When they don't show that character, speak the truth to them, but do it in love.
  
- ***Keys to Mentoring***
  - Be more intentional about speaking the truth in love to them. (EX: When you catch them speaking poorly about someone, confront them by asking them what God's word says about gossip. When you catch them behaving in a way unfitting of the life God called them to, gently instruct them about the right path.
  - When they don't actually do what they know to be true, don't be upset. They're not doers yet. By God's grace, they'll get there, just keep instructing and keep loving.
  - When you meet up, be intentional about pulling out your bible and sharing what God has put on your heart or something beneficial for them. Try to show them

what God actually says about them.

# Mentoring Doers

These are believers who are now being shaped to live out what they know to be true. They're "doers of the word, not merely hearers." That means you are beginning to see changes in how they talk, how they see the world, how they treat others. It's clear that they have a desire to do God's work and grow in character.

- ***Characteristics:***
  - Solid biblical worldview: looking at life through the lens of what the bible says
  - Discovering and establishing their spiritual gifts
  - Interested in going deeper
  - Submissive to God shaping their character
  - Interested in reaching more people themselves
  
- ***Major Needs:***
  - "I do, you watch. I do, you help. You do, I help. You do, I watch."
  - Opportunities to succeed and opportunities to fail.
  - Mentoring is not just about looking at what the bible says, it's doing things together in an active way of doing God's work. It's accountability.
  - Showing the "why" behind everything we do in life.
  
- ***Things to Remember:***
  - Show them the "why" behind things
  - They're committed to ministry, we need to be committed to them. Hold them accountable.
  
- ***Keys to Mentoring:***
  - Really explain the "why" behind why you do things
  - Brainstorm ideas with them about things you can do to live out your faith.
  - Challenge them (*To invite friends to church, to invest in others, to be an example, to share the gospel, etc.*)
  - Give them responsibilities with the opportunity to succeed or fail.

# Mentoring Mentors

Mentors are students who make more disciples. They're the seed that multiplies. They know God's call to make more disciples themselves and are actively trying to do that.

- ***Characteristics:***
  - Go out of their way to show Jesus to others
  - Fully equipped to teach others about Jesus
  - Have a good character consistent with a follower of Christ as described in scripture.
  
- ***Major Needs:***
  - Mentoring becomes less about helping with how to do and more about iron sharpening iron
  - Other students that they can mentor
  - Challenges to continue to mature in Christ
  
- ***Things to Remember***
  - Help them get involved in decisions in the youth ministry
  - Give them leadership opportunities
  - Point them to other students that they can mentor
  
- ***Keys to Mentoring:***
  - Mentoring becomes less about helping with how to do and more about iron sharpening iron. Allow them to shape you as well. This is truly like the moment Jesus says to his disciples: "I no longer call you servants... now you are my friends." (John 15:15)
  - Brainstorm how to live the kingdom life together.

# Final Words

Mentoring is what will help our student ministry tick. Without it, everything else we do will be much less beneficial.

Here's a simpler, quicker overview of how the mentoring works in each spiritual stage:

1. Seekers: Mentoring is about simply hanging out and finding teachable moments when you can.
2. Believers: Mentoring becomes about discovering what the bible says together.
3. Doers: Mentoring becomes more practical. Showing students how to live out the faith they've learned.
4. Mentors: Students now start mentoring other students while still being invested in themselves.

As a mentor, you are called to be a Godly man or woman who has proven character and a willingness to sacrifice your time and energy to investing in the lives of students. As a mentor, you will be invested in by the student minister to ensure you are fully equipped in your role.

As a mentor, you truly are a huge part of our ministry. With your help, we can build up a generation of men and women whose relationship won't die once they get to college, but will press on until Christ finishes the work he began in them through you! How cool is that?!