

Keys to Receiving and Providing Great Mentorship

**with
Dr. Bob Abramson**

www.mentoringministry.com

If you are not in a meeting where Dr. Abramson is speaking, you will be unable to hear the stories he has included in these teachings. For further information on these stories, contact Dr. Abramson, either through his website, www.mentoringministry.com or email him at Dr.Bob@mentoringministry.com

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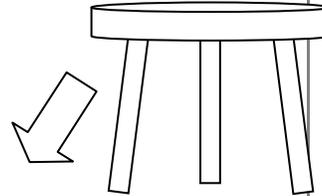
All glory to the Most High God!

Never forget that He is forever faithful
and that Jesus is Lord!

Mentoring begins with a clear understanding of these three ingredients.

THREE LEGGED STOOL

(Each leg is vital.)



All three legs hold it steady. They stand on a platform of:

- Grace
- Love
- Truth

1. The value of the people God gives you to love and care for

God always assigns you people to walk with and watch over as you go through the mentoring process. This is part of His basic training program for leadership. You will be given the opportunity to influence them in ways that will not only bless them, but will bring growth and understanding to you - specifically concerning the heart of God and how it should affect your heart.

2. The value of the people God gives to you to love and care for you

God always assigns people to watch over you and to be your guides in the mentoring process. If you do not understand their value to you (and to the process), you will miss the opportunity to understand who they are and what they have to give to you.

3. The value of who you are in God's heart

Unless you know the truth of how God feels about you, you will never understand that you were created and assigned your leadership potential to reflect accurately how he feels about others. You are assigned to be more than a messenger of His love. You are assigned to be the message.

Mentoring is all about Connection

Dr. Bob's Story: Knuckle Couplers on Trains: Requires a Mutual, Interlocking Grip

If one word could best describe mentoring, the word would be “connection.” Mentoring is a divinely ordained, supernaturally empowered connection. Imagine for a moment, how an appliance or piece of electronic equipment requires a power source. This is a metaphor for the connection between God and those in the mentoring process.

- God to the mentor
- God to the person being mentored

There is a third connection. Mentor to the person being mentored. Together, they form a threefold cord. For the connection to be effective in fulfilling the plans and purposes of God, it must be secure. It must be as tight as the grip on the knuckle couplers on a train. Mentoring is only as effective as the connections that hold it together.

Mentoring connections, when properly nourished and valued, are designed to last long after the mentoring season is over. They have within them the seeds of eternity. They become conduits for the perfect will of God to flow like an electrical charge, from generation to generation. They are used by the Lord to seed the fruit the mentor bears in his or her disciples. An eternal view of the design looks like this:

**Fruit that bears fruit → that bears fruit → that bears fruit...
until Jesus returns and then comes the end.**

The ultimate goal of mentoring is fruitfulness.

Mentoring, for everyone involved (including the mentor) is an experience on the Potter's wheel. Your requirement is to hang on, in the midst of all that would try to throw you off the wheel. It is the quality of the connection that allows this. First, hang onto God. Then, hang onto each other like a set of knuckle couplers.

What is Mentoring?

(Matthew 28:18-19 NKJV) “And Jesus came and spoke to them, saying, “All authority has been given to Me in heaven and on earth. {19} “Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit,”

“A great leader is not a man who does great things,
but a man who gets others to do great things.”
(President Ronald Reagan)



“...make disciples, mentoring them... and baptizing them in the name of the Father and of the Son and of the Holy Spirit.”

The process of mentoring is many things.

- On a practical level, if you are the person being mentored, mentoring equips you to come away with greater competence, skill and motivation to do what you are destined to do.
- For the mentor, in essence, mentoring is a process of loving and nurturing the people God assigns to us along the way to our destinies, and to theirs.
- Mentoring is a two-sided coin. It is about our lives unfolding in ways that, by God’s design, take us across the paths of others and into their lives.
- These are not chance meetings. They are divine appointments and purposeful connections. When these occur, they become meetings marked with divinely intended opportunities and hopefully, God-pleasing outcomes.
- Though they are often not encounters of our choosing, they ultimately require that we make a choice - a choice to engage or not. This requires submission and accountability on the part of the person being mentored and a lot of sacrifice on the part of the one doing the mentoring.
 - If we choose to engage, the encounters grow into relationships... the relationships into destiny.
 - And so, the mentoring process is birthed out of our recognition and acceptance that we have come upon somebody God asks us to connect with for a season, so He can change and equip them for an eternity.
 - For the mentor, who understands and executes this process correctly, those he or she mentors will mentor him or her. It becomes a two-way street. Explanation: As

mentors teach and train, the experience becomes their teacher as well as those being mentored.

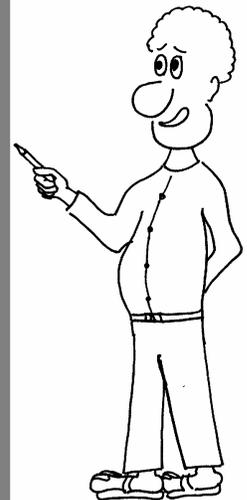
- The decision to submit to being mentored is comparable to denying self, taking up your cross and following Jesus. It is imitation of the character of Christ, which the disciples find in the heart of the mentor. It is a costly process, but with the correct motivation, a great joy.

Today you may be the disciple in the mentoring process. In your tomorrows, you will be the one doing the discipling. Everyone is called to mentor. The Great Commission is for everyone who wears the label “Christian.” How much more are those called to leadership responsible to understand and wear this label with honor? With this in mind, look at Dr. Bob’s definition of mentoring, below.

A Concise Definition of Mentoring

Mentoring is our intentional, sacrificial imitation and modeling of Christ and His love, in the company of those we are given to care for, lead and develop. We model and teach them what they need to know. We help them practice what they learned. We inspire them to have the faith to achieve their destiny.

Mentoring, as a process, challenges them to embrace what they have been given, apply it fruitfully to their lives, and develop themselves into all God wants them to be. The goal of successful mentoring is that those it touches shall be forever changed to the glory and honor of God.



Dr. Bob



What is there in this definition that might seem difficult for some people to embrace?



Dr. Bob's Story: "Just a Little Bit More"

Let this become a ruling principle in your life, every day, in every way: **"Just a Little Bit More."**

Dr. Bob's Story: "Increase' - Written on the Whiteboard"



Below, I have listed seven highlights, taken from our Concise Definition of Mentoring. Take the time to consider each of them.

1. Mentoring is intentional.

Mentoring is deliberate, resolute, purposeful behavior.

- It has intelligent design and consideration behind it.
- It is always mindful of its goals and purposes. It does not leave events to chance but pursues the will, the ways and instructions of God.

? What does the person being mentored have to decide within his or her heart, in order to make the most out of the intentional behavior of mentoring?

2. Mentoring is consistently sacrificial.

Mentoring is behavior that costs a great deal, for both the mentor and the person being mentored. At times, it will require a painful nailing of your personal will and ambition to a cross of service for Christ's sake and the Gospel. It will often require you to forego self-gratification, comfort or even your dreams. In the process, God will give you new dreams.

? Consider the present limits of your willingness to sacrifice, in order to become all you can be. (Yes, there are limits!) What would be required within you to increase your limits?

3. Mentoring is imitation or modeling of Christ.

Mentoring is more than behavior. It is submission to a transformation of identity. When people see you, they should be able to look past you to the Christ in you. It is an effort to let Jesus shine through you, as you become just a little bit more like Him every day.

 In Matthew 5:16 Jesus did not say, “Let My light so shine before men, that they may see your good works and glorify your father in heaven.” What did He say and how can you relate this to imitating or modeling Christ?

4. Mentoring is taught... and it is learned.

Mentoring is behavior that leads to learning.

- It requires the heart of a teacher within the mentor, and the heart of a student within all those being mentored.
- It is behavior that works within the context of understanding the opportunities inherent within it.
- It is behavior that provides opportunities to go places in Christ that only the mentoring door will open.

 What is the distinguishing characteristic of the heart of a student? How about of a mentor?
What would you say are the principle reasons mentoring sometimes fails to achieve the desired results?

5. Mentoring is supervised practice.

Mentoring is a process of instruction that is embedded with supervised practical application. This application, when properly supervised, becomes equally as informative as the teaching.

- Mentoring is, to a great extent, trial and error.
- Mentor and student alike will rely on two things.
 - First, they will rely on what they experience, as proven in the process, by the application of God’s Word.
 - Second, they will rely on what has been proven through their own trials, errors and ultimately, their victories.

 How important do you think it would be to change the second thing mentor and students rely on to this?
“Second, they will rely on what has been proven through their own trials, errors and ultimately, their victories and defeats.” Why would this be important?

6. Mentoring is an inspiring impartation of faith.

One of the greatest things mentoring provides both the mentor and those being mentored is an inspiring, ever-increasing dose of faith.

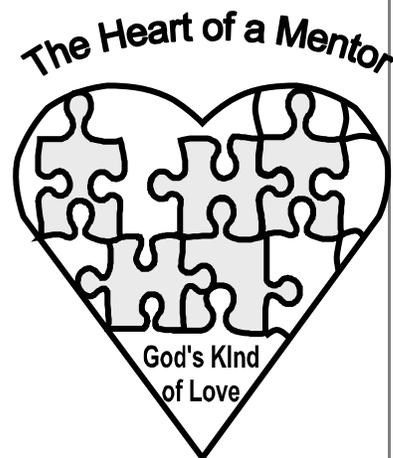
- Make your life an intentional demonstration of trust that goes far beyond any emotions you may feel or any deficiencies you may have.
- Make the decision to take yourself and all those with you past natural boundaries. Climb the clouds and sit in heavenly places with God. Live as if all things are possible with Him because they are.
- Even when you do not feel it, just do it! Ultimately, mentoring is a process that falls flat unless it has a foundation of fiery faith. Feed your determination with **faith that burns!**

? Are you combustible? ?

Dr. Bob's Story: "How Will You Answer The Rain?"

Mentoring is a demonstration of God's kind of love.

There are many pieces in the mentoring puzzle. In this puzzle diagram, I placed God's kind of love at its base because it is must become the foundation of the heart of everyone involved in the mentoring process. It is the constant characteristic of a mentor's heart. It supports all the other pieces of the puzzle. It completes the picture. Other elements of mentoring may come and go, but God's kind of love must remain and be allowed to increase every day.



Mentoring invites those being mentored to embrace and become all their mentor has challenged them to be. Then, it provokes them to take what they became so they will bear lasting fruit. The idea is to **"increase - just a little bit more,"** every day and in every way that will be well pleasing to the Lord. (2 Corinthians 5:9)

Mentoring's ultimate purpose is that the people who are mentored will touch God and then touch the world in ways that honor and give glory to Jesus.

- Let honor and glory to Him drive your purpose.
- Let people see Jesus in every moment of the mentoring process...more importantly, in every dimension of your life.

Discussion

What is required from you for the mentoring process?

It is vital to know what God desires and requires for the mentoring process. Ultimately, it is His opinion that counts, because whatever is accomplished that bears fruit will be done according to His will. Here are six areas of the process that will challenge you to line up with His will.

1. Your agreement to follow His plan
2. Your agreement to be led by His Spirit
3. Your hunger for, and dependence on His anointing
4. Your submission and obedience to spiritual authority
5. Your cooperation with everyone involved.
6. Your understanding of the value of the people God gives you to join with in the mentoring process is the sixth step. This goes beyond cooperation. This is the step that says, embrace the people involved in your mentoring relationships as gifts from God and of the highest value, both during the mentoring process and beyond (even into eternity).

 Think about this: You can embrace the relationships for selfish reasons without embracing the people. How does this happen and why is it a barrier to God's best?

What is required of you for the mentoring process?

("No Choice" Requirements)

We find that the answers to this question are a reflection of the heart of God, as He revealed them through Scripture. Here are some of the major requirements for both mentor and disciple. They are not optional. They are commanded in Scripture. I call them "No Choice" requirements. As we go through them, consider whether you are willing to submit to them. Service to

the Lord is not a buffet, where you pick what suits your taste. It is a full-Gospel meal, in which you clean your plate, regardless of what it tastes like.

(Micah 6:6-8 NKJV) “With what shall I come before the LORD, And bow myself before the High God? Shall I come before Him with burnt offerings, With calves a year old? {7} Will the LORD be pleased with thousands of rams, Ten thousand rivers of oil? Shall I give my firstborn for my transgression, The fruit of my body for the sin of my soul? {8} He has shown you, O man, what is good:

...And what does the LORD require of you But to do justly, to love mercy, And to walk humbly with your God?”

1. “to do justly”

Dr. Bob’s paraphrase: To do the right thing, always and according to God’s way of seeing things... with the firm resolve to never compromise!

(Daniel 1:8 NKJV) “But Daniel purposed in his heart that he would not defile himself with the portion of the king’s delicacies, nor with the wine which he drank; therefore he requested of the chief of the eunuchs that he might not defile himself.”

To defile is to compromise your character in a way that makes it impure, dirty, debased and unclean. It is to destroy your reputation, so you are seen by others as someone they would not trust, believe in or follow.

Spend your reputation foolishly and you will find there are no refunds.

? What are some of the common ways leaders defile themselves and cause their ministries to fail?

2. “to love mercy”

Dr. Bob’s paraphrase: To have a special place in your heart that draws you to be a mercy-giver, not because you are obligated, but because you have embraced being a mercy-giver with the same attitude Jesus had in the Scriptures.

Dr. Bob’s Story: “Preparing to Preach”





Have you seen others minister to people, and discerned their hearts were not right? (No names please) What does Scripture identify as the primary reason for this happening among us? (Hint: Look in the Book of Hebrews.)

3. ***“to walk humbly with your God”***

Dr. Bob’s paraphrase: To daily experience life with humility, but beyond that, to do so while continually deferring to your walking Partner, the Holy Spirit for agreement with the decisions you will make

- Referring requires humility.
- Humility opens the door for hearing God’s voice.
- Hearing God’s voice takes you beyond “referring” into the realm of “deferring,” which is defined as submitting your will to His. You change your mind, your path and your way of getting there to align with His instructions. When you change your mind, you change who you are. (Romans 12:1-2) As this happens, God is pleased and can do something with your deference.

(Romans 12:2 NLT) “Don’t copy the behavior and customs of this world, but let God transform you into a new person by changing the way you think. Then you will know what God wants you to do, and you will know how good and pleasing and perfect his will really is.”

Additional Requirements

Commanded by God through Moses (renewed in Moab)

(Deuteronomy 30:20 NKJV) “that you may love the LORD your God, that you may obey His voice, and that you may cling to Him, for He is your life and the length of your days; and that you may dwell in the land which the LORD swore to your fathers, to Abraham, Isaac, and Jacob, to give them.”

Here are three specific commandments, in addition to our first three from Micah. They are vital to every mentor and disciple.

- **Love the LORD your God**
- **Obey His voice**
- **Cling to Him**

? The first two of these requirements seem clear enough, but what does it mean to “cling” to Him? How does this apply specifically to your place in the mentoring process?

Spoken from the Mouth of Christ

(Mark 12:30-31 NKJV) “And you shall love the LORD your God with all your heart, with all your soul, with all your mind, and with all your strength.’ This is the first commandment. {31} And the second, like it, is this: ‘You shall love your neighbor as yourself.’ There is no other commandment greater than these.”

? Nothing the LORD says is accidental. There was purpose in the repetition of the word “all.” Why do you think God used this repeatedly?

Look at God’s second commandment.

- ? • Why do you think the LORD said it was like the first commandment?
- Why would God say it was as important to love your neighbor as yourself?
 - How do these two questions fit with the mentoring process?

Discussion

What is required between mentor and disciple?

Mentoring requires meaningful connections (meaningful to both mentor and disciple). Therefore, the idea of connecting is foundational to the mentoring process. It must be given the highest priority. The question becomes, how do we connect in a way that works for everyone in the mentoring process, without degrading the authority structures or causing a loss of focus and accountability? Below are **three key principles** to mentoring that you can follow.

1. **Expect the unexpected and be ready to challenge it together until it proves itself to be of God.**

Dr. Bob’s Story: “Jeremiah - Was he for real?”

2. Be willing to welcome the tough times together (especially when you mess up). Do not just endure them, turn them to something of eternal value.

(Romans 8:28-29 NKJV) “And we know that all things work together for good to those who love God, to those who are the called according to His purpose. {29} For whom He foreknew, He also predestined to be conformed to the image of His Son, that He might be the firstborn among many brethren.”

Cause and Effect in the Disciple Process

Cause: All things (good, bad or ugly) working together for good

Effect: Conformed to the image of His Son

Dr. Bob’s Story: “Maika -A serious case of heartburn for me”

Four Primary Goals of Mentoring Discipline for Improper Behavior

(Colossians 1:9-10 NKJV) “For this reason we also, since the day we heard it, do not cease to pray for you, and to ask that you may be...

1. *filled with the knowledge of His will in all wisdom and spiritual understanding...*
2. *walk worthy of the Lord, fully pleasing Him,*
3. *being fruitful in every good work...*
4. *increasing in the knowledge of God”*

These four primary goals must guide both the mentor and the person being disciplined. They are no different from the primary goals of every mentoring activity, though they may have specific applications found in disciplinary actions. These will need to be tailored to the issue and the person. These principles validate and safeguard the disciplinary mentoring process. Insist on these goals, especially if you messed up and are subject to discipline. Can you see how these goals guide the efforts to effectively bring a person back in line with God’s will, as they make repentance a meaningful beginning to future success and significance. They are completely concerned with growth of spirit and character.

**Dr. Bob's Story: "Dan - A serious blessing
because of the heartburn"**

The vital ingredient to this process is grace (for both the mentor and the one being disciplined). Grace will turn a devastating circumstance into a teachable moment and a terrific victory!

3. Value your connection to each other (mentor to disciple and disciple to disciple) as special gifts from God. Keep the connections open, intact and undefiled.

My experiences with those I mentored confirmed for me the following:

- ☑ The primary factor in my success as a mentor in Fiji and New York City was my attitude toward my disciples. Their success was determined by the same thing - attitude.
- ☑ If my life could model a richly positive walk with Christ, it would result in my disciples finding it worth emulating because I was found worth emulating.
- ☑ Our character would always be on display. It would show who we actually are, and for me as their mentor, who I am.
- ☑ We would need an attitude of ever-increasing faith in God's ability to work within our imperfect human circumstances. We would see it in each other, but as their mentor, they would especially see it in me and catch it!
- ☑ Daily, we would be identified as faithful witnesses to Christ. Each of us would need to honor our decisions to refuse any other option in the ways we lived, loved and led!
- ☑ It was never primarily about what they could learn to do, though I spent a great deal of time teaching them how to "do the work of the ministry."
 - It was always about who they could learn to be. Who they became would be the true measure of our success or failure.
 - We were in it together. I learned that even in the midst of circumstances of genuine human failure, a person can learn, grow, and become pleasing to God... and that defines true success!

(2 Timothy 3:14 NKJV) "But you must continue in the things which you have learned and been assured of, knowing from whom you have learned them,"

Addendum 1

Attitude of a Winner - A Champion for Christ

“Yet in all these things we are more than conquerors through Him who loved us.” (Romans 8:37 NKJV)

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What are the key ingredients to the heart of a winner?
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God's Champion

The Key Ingredients of a Winner's Heart

1. A Heart of Order

(Jeremiah 24:7 NKJV) “Then I will give them a heart to know Me, that I am the LORD; and they shall be My people, and I will be their God, for they shall return to Me with their whole heart.”

(Acts 13:21-22 NKJV) “And afterward they asked for a king; so God gave them Saul the son of Kish, a man of the tribe of Benjamin, for forty years. {22} And when He had removed him, He raised up for them David as king, to whom also He gave testimony and said, ‘I have found David the son of Jesse, a man after My own heart, who will do all My will.’”

David prioritized how he gave his heart away. His first priority was always to give his heart to God. God calls us to give our hearts to Him and then give Him to others from within our hearts. We make a mistake when we give ourselves to someone without first giving ourselves to Christ and then Christ to that person.

2. An Understanding Heart

(Psalms 90:12 NKJV) “So teach us to number our days, That we may gain a heart of wisdom.”

(1 Kings 3:5-14 NKJV) “At Gibeon the LORD appeared to Solomon in a dream by night; and God said, “Ask! What shall I give you?” {6} And Solomon said: “You have shown great mercy to Your servant David my father, because he

walked before You in truth, in righteousness, and in uprightness of heart with You; You have continued this great kindness for him, and You have given him a son to sit on his throne, as it is this day. {7} Now, O LORD my God, You have made Your servant king instead of my father David, but I am a little child; I do not know how to go out or come in. {8} And Your servant is in the midst of Your people whom You have chosen, a great people, too numerous to be numbered or counted. {9} Therefore give to Your servant an understanding heart to judge Your people, that I may discern between good and evil. For who is able to judge this great people of Yours?"

(1 Kings 4:29 NKJV) "And God gave Solomon wisdom and exceedingly great understanding, and largeness of heart like the sand on the seashore."

As a young man who had inherited his father's kingdom, Solomon was faced with great challenges and responsibilities. God appeared to him in a dream and gave Solomon the opportunity to ask for anything. Solomon had no doubt about what he needed. He asked for an understanding heart (synonymous with wisdom). When we find ourselves walking into any circumstance, good or bad, our first request from the Lord ought to be "an understanding heart."



King Solomon

3. A Heart of Holiness - Consecrated, Committed and Uncompromising



(Daniel 1:8 NKJV) "But Daniel purposed in his heart that he would not defile himself with the portion of the king's delicacies, nor with the wine which he drank; therefore he requested of the chief of the eunuchs that he might not defile himself."

(Daniel 6:10 NKJV) "Now when Daniel knew that the writing was signed, he went home. And in his upper room, with his windows open toward Jerusalem, he knelt down on his knees three times that day, and prayed and gave thanks before his God, as was his custom since early days."

Whatever the cost, whatever the consequences, whatever the loss... Daniel did the right thing in the sight of the Lord. He took

seriously His relationship with God, and all that it obligated him to. How much more must we take our commitment to Christ!

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What kinds of actions characterize God's champions?

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Ten Actions of God's Champions¹

- 1. Champions focus on what they do. Losers focus on what they are going through.**
- 2. Champions are willing to do things they hate to create things they love.**
- 3. Champions pursue completion, but not necessarily perfection.**
- 4. Everyone stumbles, but champions get back up.**
 - a. Champions refuse to accept defeat as long as God is in it.
 - b. Champions refuse to set their own time-tables. They let God play out the plan.
 - c. In times of weakness, Champions pull themselves up in His strength.
 - d. In times of personal famine, Champions feast on His Word and drink of His faithfulness.
 - e. In times of sorrow, Champions turn to His presence and rest in His arms.
- 5. Champions know they don't decide their futures. They decide their habits and their habits decide their futures.**
 - a. Champions are well able to look at themselves objectively. They willingly see their flaws and quickly make adjustments.
 - b. Champions are habit-forming people. They are habitual in the Christ-like testimony of their lives.
- 6. Champions position themselves for blessings.**
 - a. God doesn't send the blessings to you. He sends your blessings to where you are supposed to be.
 - b. Champions seek the voice of God so they will know the will of God so they can find the blessings of God.
- 7. Champions defend their ground.**

¹ Original source unknown, modified by Dr. Abramson

- a. Unless Satan is on the attack, you are not functioning as a champion. He is not interested in toppling losers. They are already at the bottom. He wants to knock you off the high ground.
- b. Champions stand when it's easy to run. They stand when it's easy to surrender. They stand when it's easy to fall. Having done all to stand, they stand!

8. Champions watch their mouths.

- a. They speak life and not death. They are careful of what they reveal and to whom they reveal it. Champions never discuss their problems with someone who is not capable of solving them. (Champions submit themselves to people who can cover them spiritually and provide wise answers to serious questions.)
- b. Champions speak great things for God. They can only do so because they position themselves to hear great things from God... and they are bold enough to speak them.

9. Champions refuse to just “be.” Champions always seek to “become.”

Champions engage themselves in the process of becoming all that God has designed them to become. Champions understand the value of learning and changing. Champions are teachable. They are disciples first and disciple makers second.

10. Champions seek out, and do their best to fulfill their call from the Lord.

Please go to the next page.

Addendum 2

Definitions: Grace and Real Love

Grace

Generally speaking, grace may be defined as God's unmerited favor. It cannot be earned. It is a gift from God. God will move sovereignly as He chooses, but most of the time, His grace flows through one person to another. When we are willing, we become dispensers or conduits of His grace.

We can further define grace as follows.

- Grace is the goodness of God, stored up in heaven, just waiting for your willingness to allow it to flow through you to someone else.
- Your willingness, when expressed from your heart to theirs, can be called real love.

Real Love (God's Kind of Love - agape)

Real love is your deliberate, active, living effort to bring to someone as much of God's grace as possible, at whatever the cost to you may be. (Real love is seen or demonstrated in the flow of God's grace through you to someone else.)

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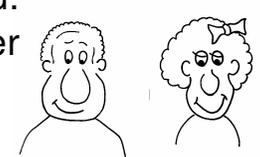
How should a champion for Christ think?

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1. Think of yourself as a solution going somewhere to happen.
2. Think of yourself as being more than a conqueror.
 - a. Over every barrier
 - b. Over every attack
 - c. Over every temptation
 - d. Over every thought
3. Think of yourself as destined to win. You are a person of destiny - a destiny given by God.
4. Think of yourself as God does of you. You are a devil stomper! Put him under your feet!



God's Champion



At the close of this time together, my prayer for you is that you become God's champion and...

"that you may be filled with the knowledge of His will in all wisdom and spiritual understanding; that you may walk worthy of the Lord, fully pleasing Him, being fruitful in every good work and increasing in the knowledge of God;"²

God Bless you.

Dr. Bob Abramson



All glory to the Most High God!

Never forget that He is forever faithful
And that Jesus is Lord!

² From Colossians 1:9-10 NKJV