

# SEMINAR 5 - MENTORING

*Empowerment of Youth*



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# INTRODUCTION

Starts with **connecting** Young People – authentic relationships

Connecting with young people opens up ineffable prospects for spiritual leadership (Barna and Kinnaman, 2014).

Youth who have a mentoring relationship with caring adults are less likely to engage in delinquent behavior (Price-Mitchell, 2013).

The mentor must **know** themselves.



## Contrast in the church:

- Little space for young people in the church life
- However, young people are the majority of the members – 60 to 90% of membership

## Result:

- Young are less and less interested in church activities.
- There is a loss of commitment
- There is a loss of young members



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## 2. THE SEMINAR OBJECTIVES

**Understand the need to “pass it on”** to the youth in all sectors of the Church.

**Know the scriptural bases** of involving the youth and establishing authentic relationships in the development of the church

**Know the steps to follow** in the process of working with young people for better results.

**Embrace Mentoring** as a lifetime process not an event.



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# 3. WHAT DOES THE BIBLE SAY ?

**The Need of empowering youth and giving them responsibilities**

“Let our sons in their youth be as grown-up plants, and our daughters as corner pillars fashioned as for a palace” (Ps. 144:12)



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*“Strength is the glory of young people” (Proverbs 20:29).*



# 3. WHAT DOES THE BIBLE SAY ? (cont)

## Young People in the Bible:

- Involved
- Adult in spiritual realm from 12 to 13
- Ready for priesthood at 30.



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“Treat younger men as brothers, older women as mothers, and younger women as sisters, with absolute purity.”  
(1 Timothy 5:1-2)



# 3. WHAT DOES THE BIBLE SAY ? (cont)

## The spiritual potential of young people

“I have written to you, young men, because you are strong, and the word of God dwells in you, and you have conquered the evil” (1 John 2:14).



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“Strength is the glory of young men” (Proverbs 20:29).



## 4. WHAT DOES THE SOP SAY?

### **The importance of emphasis given to youth**

“Let not the youth be ignored; let them share in the labors and responsibility. Let them feel they are part of the act in helping and blessing others” (6T, p.435).



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**What are the qualities or characteristics of the youth that render them valuable partners?**





## 4. WHAT DOES THE SOP SAY? (cont)

### **Youth lost because of our negligence:**

“Very much has been lost to the cause of God because of inattention to the young. Ministers of the gospel should form a happy acquaintance with the youth of their congregations. There is great reluctance on the part of many to become acquainted with the youth, but it is accounted of Heaven a great neglect of duty, a sin against the souls for whom Christ has died.” (Pastoral Ministry, p.275)



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## 4. WHAT DOES THE SOP SAY? (cont)

### The need of mentors:

“We should seek to enter into the feeling of the youth, sympathizing with them in their joys and sorrows, their conflicts and victories. Jesus did not remain in heaven, away from the sorrowing and sinful; He came down to this world, that He might become acquainted with the weakness, ... ” (Gospel Workers, p. 209).



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## 4. WHAT DOES THE SOP SAY? (cont)

**Give them responsibilities:**

“God wants the youth to become men of earnest mind, to be prepared for action in His noble work, and fitted to bear responsibilities” (Messages to Young People, p. 21).



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# 5. EMPOWERMENT OF YOUTH

**Help them gain experience by :**

- Giving them responsibilities in the church
- Involving them in the life of the church
- Helping them grow in knowledge
- Giving them opportunities to take initiative
- Giving them authority
- Implementing program with them and for them
- Allow them to make mistakes
- Guide gently



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# 5. EMPOWERMENT OF YOUTH (cont)

## Welcome them

Wilson's (2017) advice to pastors and leaders regarding mentoring is that the leaders should not try to control or hold them back from moving forward with producing good biblical fruit (Matthew 7:17, Phil 4:8).

- Listening to them. “outside of our own boxes”
- Learn from them. Symbiotic relationship



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# 5. EMPOWERMENT OF YOUTH (cont)

## **Mentor them...**

Mentoring is an intentional relationship that is created between a less experienced person and an experienced one. The experienced person thus becomes a growth model for the inexperienced one.



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# 5. EMPOWERMENT OF YOUTH (cont)

## Mentor them...

According to David Clutterbuck : "A mentor is a more experienced individual willing to share knowledge with someone less experienced in a relationship of mutual trust" (Encyclopedia of Strategic Leadership and Management, p.1177).



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# PASS IT ON, GOD'S LEADERSHIP MODEL

Then the LORD said to Moses, "Write this on a scroll as something to be remembered and make sure that Joshua hears it... (Exodus 17:14)

## 1 MOSES RETIRES PREMATURELY

Deut. 34:5 - Moses was a hundred and twenty years old when he died, yet *his eyes were not weak nor his strength gone.*

## 2 NO LEADERSHIP CRISIS— JOSHUA READY TO ASSUME

Deut. 34:9 - Now Joshua son of Nun was filled with the spirit of wisdom because *Moses had laid his hands on him.* So the Israelites listened to him and did what the LORD had commanded Moses.

## 3 JOSHUA GIVEN THE KEYS 40 YEARS EARLIER

Exodus 17:8,9 - The Amalekites came and attacked the Israelites at Rephidim. <sup>9</sup> *Moses said to Joshua, "Choose some of our men and go out to fight the Amalekites. Tomorrow I will stand on top of the hill with the staff of God in my hands."*





# PASS IT ON, GOD'S LEADERSHIP MODEL

## 4 PASS IT ON = SELECTIVE EMPOWERED LEADERSHIP

Numbers 11:16,17 - The LORD said to Moses: "Bring me seventy of Israel's elders who are known to you as leaders and officials among the people. Have them come to the tent of meeting, that they may stand there with you. <sup>17</sup> I will come down and speak with you there, and *I will take some of the power of the Spirit that is on you and put it on them.* They will share the burden of the people with you so that you will not have to carry it alone.

## 5 A WISH THAT WOULD BECOME REALITY

Numbers 11:28, 29 - Joshua son of Nun, who had been Moses' aide since youth, spoke up and said, "Moses, my lord, stop them!" <sup>29</sup> But Moses replied, "Are you jealous for my sake? *I wish that all the LORD's people were prophets and that the LORD would put his Spirit on them!*"

## 6 THE PROMISE & THE FULFILLMENT

Joel 2:28, 29 - "*And afterward, I will pour out my Spirit on all people. Your sons and daughters will prophesy, your old men will dream dreams, your young men will see visions.* <sup>29</sup> *Even on my servants, both men and women, I will pour out my Spirit in those days.*

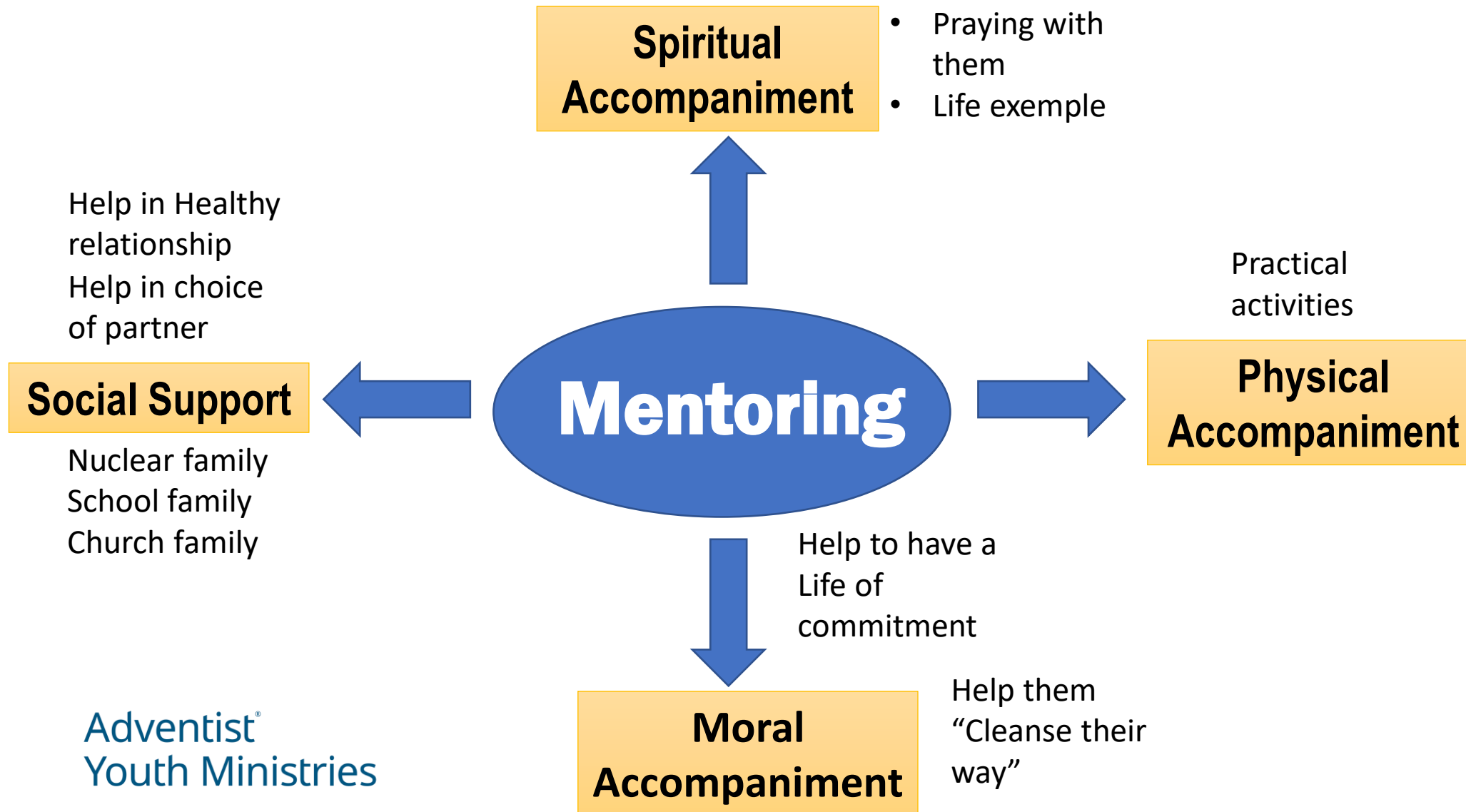
Acts 2: 15-18 - These people are not drunk, as you suppose. It's only nine in the morning! <sup>16</sup> No, this is what was spoken by the prophet Joel:

<sup>17</sup> " *In the last days, God says, I will pour out my Spirit on all people. Your sons and daughters will prophesy, your young men will see visions, your old men will dream dreams.*

<sup>18</sup> *Even on my servants, both men and women, I will pour out my Spirit in those days, and they will prophesy.*"

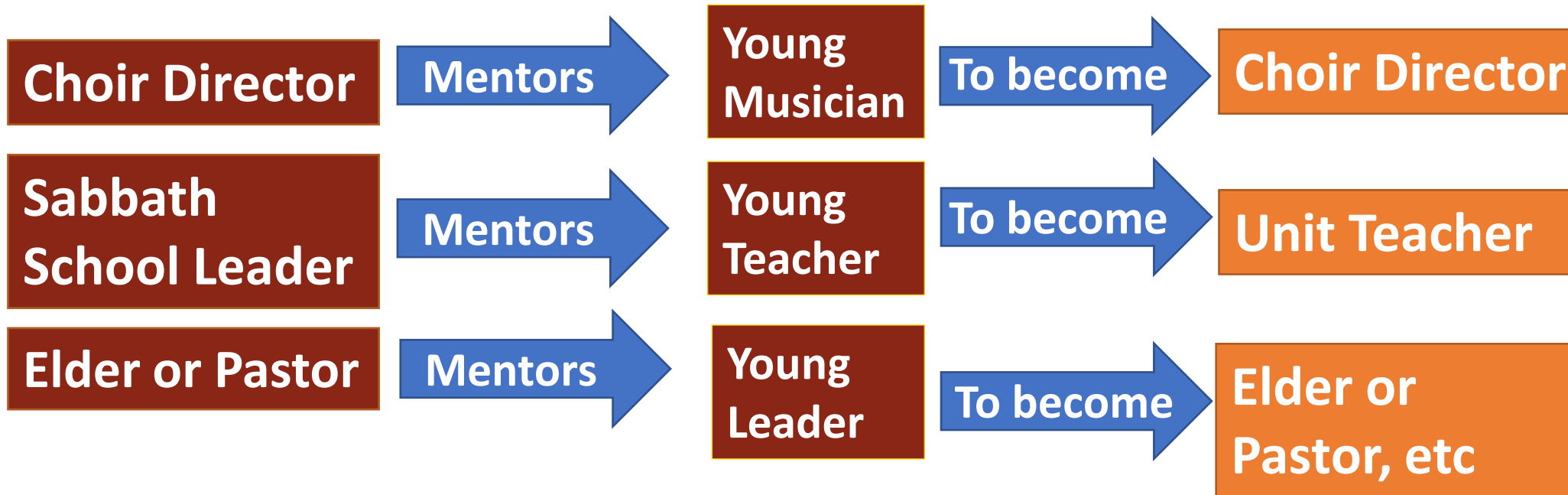


# 5. EMPOWERMENT OF YOUTH (cont)



# 5. EMPOWERMENT OF YOUTH (cont)

## Practical mentoring



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# 5. EMPOWERMENT OF YOUTH (cont)

## Try the youth in the church

- **Give them the key** to put on the church machine
- **Permit them to drive** the machine
- **Permit them to make mistakes** and show them the right thing with love
- **Give them the sense of belonging** to their church family



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## 6. WHAT TO DO?

- 1. Have a strong will** of the community to welcome them.
- 2. Help the congregation develop dedicated and trained mentors.**
- 3. Invite young people to participate** in events that will strengthen them spiritually, intellectually, physically, etc.



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## 6. WHAT TO DO? (cont)

4. **Encourage and allow them to organize** activities, camps, sports events, etc.
5. **Give them opportunities to lead church** programs.
6. **Appoint young people in diverse positions** of the church and train them to perform. They will do better and better each time they try.



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## 6. WHAT TO DO?

7. **Value them.** Say and it show it
8. **Invest time in them.** Be accessible
9. **Be real.** Its OK to be Vulnerable
10. **Stay true to Principle.** Methodology can be altered.



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# Benefits of Mentoring

Function	Summary
<b>Mentoring Instils Positive Values</b>	Values learnt from a different adult (other than parents) perspective
<b>Mentoring Develops Individual Potential</b>	A mentor from outside the family may recognize a potential that was hidden to parents
<b>Mentoring Improves Self Confidence</b>	Self-concept and confidence is a gift when it comes from people we value
<b>Mentoring Provides Opportunities</b>	Someone who listens and gives perspectives without bias, gives new viewpoints





# Benefits of Mentoring

FUNCTION	SUMMARY
<b>Mentoring Shows a Model</b>	By serving, the mentor encourages the mentee to serve others.
<b>Mentoring Decreases Self-Centeredness</b>	Once self-esteem is built in the partner through mentoring, the need for self-gratification/selfishness is decreased
<b>Mentoring Brings Accountability</b>	The mentor offers accountability but does not force it. Accountability comes with a sense of security
<b>Mentoring Develops Resilience</b>	People who have mentors logically have at least one who they know likes them and won't leave them in a difficult situation.



# 7. ACTIVITIES

1. Go around the departments of your church and report how many young people are appointed in each area.

2. Report the involvement of the youth in the church's spiritual program during the quarter.

4. Choose a young person and mentor him for a year and provide quarterly progress reports.

3. Organize a church activity led by youth for the entire church.  
(Evangelism, Sabbath program, etc.)  
This should be done at least yearly.



## 8. CONCLUSION

Young people have plenty of strength, energy, and ideas, and as they usually have time they can commit themselves fully (and free of charge) to the church. The sooner the young person feels needed and important, the more loyal they will become, and the more difficult it will be for them to leave the church.



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