



Titus2 Mentor Training

Titus 2:3-5

“Older women likewise are to be reverent in their behavior, not malicious gossips nor enslaved to much wine, teaching what is good, so that they may encourage the young women to love their husbands, to love their children, to be sensible, pure, workers at home, kind, being subject to their own husbands, so that the word of God will not be dishonored.”

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Titus2 Mentoring Women Mentor Training

Effectively mentoring younger women will likely be one of the most rewarding ministries of your life. For the most part, your training to be a mentor essentially comes from your own life experiences— both your successes and your failures.

Our desire is that this training material helps you have an incredible mentoring experience. This “track to run on” has been developed based on experiences of women who have successfully mentored others.

Let’s discuss expectations: your walk, your role, some Dos and Don’ts, the proper focus, session standards, relational considerations, creating environments, and the Titus2 materials.

Your Walk

Daily Walk

Your own personal walk with the Lord will be reflected in all you do. As you seek the Lord in your own life, you will inspire young women to set this as a high priority in their own lives. Time with the Father was a priority for Jesus no matter how busy He was. Your own daily walk needs to be strong so you can point others to the Lord and not to yourself. Your goal is to encourage the women to be followers of Christ, not of you.

Oswald Chambers said, “The lasting value of our public service for God is measured by the depth of the intimacy of our private times of fellowship and oneness with Christ.” You can only influence others to spend time with the Lord as they see the result of doing that in your own life.

Daily Dependency

Recognize that your ability to mentor is not based on your talents or your gifts, but on your dependency on living in Christ and dwelling in the Word. He will equip you to do what He’s called you to do. It is often in our weakness that God’s greatest work is done (2 Corinthians 12:10). Remember, without Him we can do nothing (John 15:5); but with Him we can do all things (Philippians 4:19).

Your Role

Your role as a mentor is not about teaching or lecturing. However, there are some important Do’s and Don’ts that are significant in fulfilling your role. Younger women are looking for someone they can get to know and learn from. Your greatest impact will be from your life experiences.

Do these things.

- You’re going to **LISTEN**. The mentor who talks too much is not a great mentor; the one who spends time listening is—especially at the beginning of the mentoring year. You set the stage that this is going to be interactive, a conversation led by you that includes the entire group. The longer your mentees talk, the more you’ll learn about them and as a result, the more you’ll invest in the details of their lives. Then, when you do speak, they’ll be more apt to listen to you, if you’ve listened to them first.

- You're going to **FACILITATE**. It's crucial that you ask open-ended questions and encourage dialogue. If Amy isn't chiming in occasionally, ask, "*Amy, what do you think?*" to draw her in. Don't hesitate to make a note when someone says something that gives you a little insight into who they are. Otherwise, you might not remember it later.
- You're going to **ENCOURAGE**. As you get to know your mentees, there will be things you can help them with. It's natural for you as an older sister in the Lord to want to help them. Make available your resources, your bookshelf, your network of contacts; whatever God has given you, use it to provide encouragement and help to your women.
- You're going to **ADVISE**. As the year goes on, and even beyond this mentoring year, your mentees will ask for your advice. Be careful about dispensing advice. Try to ask questions that will help them think through the issue and lead them to **THEIR OWN** decision. Coach them on **HOW** to get to the answer rather than giving them the answer yourself.

Be very careful about sharing your opinions. Everyone has an opinion about everything. Try to only share from your experiences—what you've done or observed others do first hand—or from Scripture. You'll never go wrong if you stay within those two guardrails. No one can ever question your experiences and the wisdom you've gained from whatever you did—good or bad. And you'll never regret sharing Biblical truth with a mentee. Show them what Jesus said about it or point them to a character in the Bible who faced a similar issue and how they dealt with it.

- Finally, you're going to be their **LOVING FRIEND**. You're going to love them—even when they disappoint and especially when they fail. It's impossible to know the value of your friendship as you invest in these younger ladies. When you listen and learn, you are letting them know that you love them. You are demonstrating that they are worth your time by your willingness to invest in them. This speaks volumes. Just be real, be there, be honest, listen, advise, and love them. God will use you beyond your wildest expectations (Ephesians 3:20).

Now for some of the do NOT's.

- You're **NOT going to be their mom**. This is important. You'll find that few women have great moms, and a lot of your mentees will not have moms they look up to as much as they look up to you. You want to honor their moms, not criticize them. Remind your women that their moms did the best they could with what they had and what they knew at the time.

Your encouragement for them must be to love their moms, forgive their moms, and allow the Lord to fill in the gaps. Allow them to see that they have a Heavenly Father who loves them unconditionally, is always there for them, and will never pass away. Dropping the expectations we place on our earthly moms allows us to begin seeing our moms as friends. That can be an incredibly freeing and rewarding paradigm shift.

- You're **NOT going to become their babysitter**. Be careful you don't find yourself drawn too far into your mentees' home or family. You're there to help her become a committed follower of Jesus Christ and able to successfully live out God's call on her life. Don't drift too far from that purpose.
- You're **NOT going to be their professional counselor**. If the issues are deep and old, and if it's clear that the mentee needs help beyond your abilities, help her connect with a counselor and hold her accountable for following through. Be careful you don't get in over your head; defer to a professional.

In summary, your role is to “do life” with these young women for a season of time. Be who you are, share what you know, let them see how you think, act, live, pray, and serve. Don’t take too much responsibility for “changing” them. Leave that to God. Just show up and be you.

Proper Focus

Reliance on the Lord - Because women empathize so well, it’s possible for mentors to foster unhealthy reliance in which mentees look to them, rather than to the Lord. Lead them to rely on the Lord.

Big Picture Perspective - Because women enjoy the details of life, they can easily miss the “big picture.” It is easy for women to enter a conversation and become so engrossed with the little details about their day, their family, their hassles, that they lose sight of the main issue – why they’ve committed to the mentoring program in the first place. So make sure you bring their focus into the “bigger picture” of what God might be doing in their life, and the lives of others around them. You want to help them to grow through the situations they face.

Her Unique Story - Because women enjoy talking over issues, they can overlook their vision for the future due to a tendency to hash out the past and present. The focus can become merely on the struggles and mutual misery, instead of looking ahead and making tomorrow better. You want each woman to realize that God uses her past in order to write her unique “story.” Convey that He will use whatever He has allowed in her life for His glory and her personal growth.

Purpose-Driven Meetings - Because women relate through verbal conversation, they may tend to turn the mentoring meeting into a “chat” session that is not purpose driven. Mentoring happens best on purpose, not by accident. Ask the Lord to give you wisdom as you meet with the women in order to encourage them to become all that God intends.

Session Standards

If there is any one thing that makes Titus2 Mentoring Women effective, other than the fact that it’s the model Jesus used, it’s building relationships through the enforcement of session standards from the beginning.

The first of which is that you set and manage clear expectations.

For most of us, school was the last environment where we were really held accountable for attendance, tardiness, and homework. In a world filled with traffic jams, competing agendas, and shifting priorities, no one shows up ALL the time, fewer and fewer people show up ON time, and people do their homework for Bible studies and small groups sporadically.

This is **not** the case with this women’s mentoring program. And we believe this level of commitment and consistency is a big reason people grow so much.

Attendance

At the launch session, you’ll set your group’s calendar for the entire year. You’ll build your group’s calendar around yours to begin with; avoiding dates when you’re out of town, busy or otherwise unavailable. You’ll set dates for the retreat and for the monthly meetings, collaborating calendars until you get a date that works with everyone. It is recommended that you allow

somewhere around four (4) weeks between meetings in order for the women to have the time needed to complete homework assignments. You'll leave the launch session meeting with the calendar for the entire year locked in concrete.

But what happens when things come up?

The process to change a meeting date is really simple. The person who has the conflict has to do all the legwork to arrange a new date. First, she must come to you and clear a new date on your calendar. Next, she must coordinate with all the other women. If ANY ONE PERSON can't change to the new date, then the date has to remain as it was originally set, and the woman with the problem has to deal with her problem. Usually, that means she has to pass up some opportunity or miss a meeting that she needed to be at.

But what happens when she comes back and says, "Hey, I tried to change our meeting date but couldn't. So I need to ask you if it's o.k. for me not to be there?"

Here's where you have to lead.

All mentees signed a covenant saying they'd be at every meeting. They have coordinated their calendars with each other and with you months in advance. The covenant states that the mentee will attend every meeting unless deterred by "serious illness" or "divine providence."

If they choose to miss a meeting, then forgive them, love them and move on. But make them think about it. You'll want to meet with them one-on-one if possible to go over what she missed.

Attendance matters. Being at every session matters.

Timeliness

This is the second area of standards that are part of successful mentoring. The covenant says everyone will be on time for every meeting. Our culture has become very forgiving of people being late. Everyone "understands" there are travel delays, meetings that run long and all that. And as peers, there's a lot of grace given on this one.

However, as a mentor, your time is precious. And when one person is 10 minutes late to a mentoring group that includes a mentor and 7 other women, then 80 minutes have been wasted. That's almost an hour and a half of precious time.

So how do you establish this standard? It's all done at the first meeting.

If someone is late, and invariably someone will be, here's what you do. At one minute before you are to start, say "O.K., it's time to get started." That will communicate to the women who are on time that you noticed and that you appreciate it. Then begin your agenda. When the person who is late arrives, just greet her but continue wherever you were in the agenda. After the meeting is over, you'll want to speak with the woman who was late to say you missed her being there at the start; then restate the importance of her being on time.

Women will make it a high priority to be on time if you'll set the standard in your first meeting. And similarly, **don't let up**. Make it a big deal to start each meeting on time!

And oh, if everyone is on time? Do the same thing...start exactly on time. And make the first thing you say something like, "Thank you for being on time. It's very important that we respect everyone's time by being here on time. Congratulations. Keep it up." Then begin the meeting.

In addition, always make sure you end the meeting on time.

Homework

Homework is the third place where standards must be set. Mentees need to know that when you assign them homework, it's to be done. Homework usually involves three things: 1) a book to read and an assignment with the book, 2) a couple of Scriptures to memorize by topic, and 3) a marriage exercise and/or peer challenge. Here's how you set and enforce standards on all three.

The accountability for **reading the book** each month comes from the assignment related to the book. Each mentee is expected to read the assigned book and write a one-page summary or answer questions detailing what she took away from the book and intends to apply to her life. This isn't a book report, and it certainly isn't a critique of the book or the author. Instead, it should be the "takeaways" that God impresses upon her. In other words, it should be the application of the book to her life.

Each woman is required to bring copies of her written one-page summary to the meeting and, when called upon, she passes it around to everyone else in the group. It is obvious if someone has not done her homework, which says, or at least implies, that she didn't read the book. This kind of unspoken, visual accountability creates huge peer pressure, and you'll find that your mentees WILL read the books because of it.

Though someone might suggest the homework be emailed, this is not the best approach. This is a part of the accountability system that has worked wonderfully. Protect it.

The discussion of the book needs to be brief and concise. It does NOT include judgment of the book or the author. "This book was too long" or "He could have said this so much more concisely"...those kinds of comments are not what the book discussion is about.

The **Scripture memory** accountability is a little less subtle. The mentor will call on one of the women to quote the assigned Scripture. She'll do so conversationally but BY TOPIC, because that's the way you want them to remember and apply God's Word. Randomly calling on your women to quote the assigned Scriptures by topic, including those from previous sessions, is THE way to insure they memorize and stay fresh on the Scriptures. No one wants to be embarrassed by not knowing the Scripture verses. It's important they memorize the Scriptures including the reference...the "book, chapter, and verse." That way, they're not "free forming" or paraphrasing it; and they know where to go look for the surrounding verses to put the verse in context and understand it totally.

As you move into the year, a good way to have the women review is to put the different Scripture references in a small container and pass it around, having each woman pick one or two Scriptures. Then go around the group and have each woman quote the verse to each other. At the end of the year, the women will be able to recall all the verses they have memorized because they've reviewed them each month.

You may feel a little like you're flashing back to "Sunday school" or "sword drills", but what you're doing is purposely helping them "hide His word in their hearts." Post-mentoring surveys show that Scripture memory and application is one of the most valuable parts of mentoring, even several years later.

The final homework piece is the **marriage exercise and peer challenge** that you'll assign each month. You'll simply ask the women to share what they've learned from the assignment, and go around the group to insure everyone shares and thus, everyone is held accountable.

In summary, the value of the year will largely be determined by the investment each woman makes in the program. Therefore, it's extremely important for you to encourage and exhort the young women to follow through with their commitments!

Relational Considerations

Relational Pace

As you approach the mentoring year, understand that things should happen at a natural pace—God's pace. He never gets in a hurry, and neither should we.

The first part of the year will be getting to know one another. You'll tell your faith story first at the launch night or the retreat, and your level of transparency will set the tone. They have to know it's safe to be transparent and real, and somebody has to go first. That has to be you. Your example will set the level of transparency for your group.

At the beginning of the year, LISTEN, LISTEN, **LISTEN**. Build relationships with your mentees. Ask questions. Remember, they won't care to know until they know you care.

As the year moves on, you'll feel more comfortable answering their questions and giving them your thoughts. Always stay with what God has taught you through your experiences and with what you've learned from Scripture. Anytime you are sharing your opinion, you're on shaky ground. In addition, you risk losing credibility because their opinions may be wildly different from yours. They might discount your valuable advice on something important because of your sharing your opinion on something that's totally unimportant.

As you build the relationships, you'll be able to **speak to issues with boldness**. An example of this would be: *"There will be no divorce among mentees. Period!"* State it strongly and clearly. *"You can work ANYTHING out. God put you and your spouse together. He wants you to finish together."* That kind of boldness, backed up by a life message of humility and obedience, can impact a woman for good for the rest of her life.

Purposefully invite the young women into your life. Spend time with them. Sometimes mentoring relationships just happen and develop in a natural way; others take time and require more deliberate effort. Some relationships will not grow to an intimate level—not all need to. Jesus built relationships by accepting people where they were, listening to them, asking questions, and participating in their lives.

Transparency

We can't overstate the importance and value of the mentor's transparency. The books that you'll read are important. The scriptures you'll memorize are critical. But the impact that a mature woman has over a group of women in sharing her life experiences—both good and bad—is a huge part of mentoring.

Why? Because there are very few places women can get this. Honest, self-disclosure. “This is what I did,” and “This is what I wish I’d done,” kind of conversation.

Your mentees are going to make mistakes. It’s a part of life. But our goal as mentors is to try and help them at least avoid the ones we made. We tell them, “Learn from my experience and at least you’ll know one thing NOT to do.” The best Titus2 mentors are those who have experienced God’s grace in a personal and powerful way. They can own their mistakes and share them openly because God has forgiven them AND God has walked with them through the consequences of those mistakes.

This transparency works the same way on the good things you’ve learned or the things you’ve done well. Sharing these successes is absorbed by the group when the mentor is humble and gives God the credit for leading and protecting her to avoid the errors she could have made.

Bottom Line: It’s all about God. It’s all about brokenness. It’s all about humility. And with these things, you can share your life stories transparently and thus serve your mentees in a totally unique way.

Confidentiality

Mentoring relationships must honor the need for confidentiality. Mentees need to be assured that what they share with the group will go no further than the group; what they share with just you, will go no further than you. This should be made clear in the very first meeting.

Availability

There will be several times during the year when you’ll want to initiate one-on-one meetings—once with each mentee for certain. In addition, let the mentees know you’re available to them. Encourage them to take the initiative to contact you and set up a time to talk. You don’t have to be a trained psychologist, but being available with timely and godly advice can make all the difference for some women. Younger women need the experience, endurance, and example of older women “running the race well” (Hebrews 12:1). People spell “love” *T-I-M-E*, so giving your most priceless commodity—your time—lets them know they are important to you; being available is one very important way you communicate love to them.

Modeling the Principles

“Do as I say, not as I do” is as unhealthy in mentoring as it is in parenting. Mentors must show their trustworthiness, demonstrate their love for God, and actually pray when they say they will. Let’s be like Paul, who encouraged the Corinthian church to do as he did: “Follow my example, as I follow the example of Christ. I praise you for remembering me in everything and for holding to the teachings, just as I passed them on to you” (1 Corinthians 11:1-2).

Courage to Confront

Proverbs 12:1 says, “Whoever loves discipline loves knowledge, but whoever hates correction is stupid.”

During the year, you’ll get to know your mentees. As you watch them interact with you and the other women, you’re going to observe some things. As you hear the stories of their interactions with their husbands, children, co-workers, superiors, parents, neighbors, friends and enemies, you’ll gain some insight into who they are. As a trusted Mentor, you’re in a unique position to share that knowledge with them in a constructive way. You can speak into their lives as you earn the right to be heard. You can help them see “blind spots” they’ve never seen before, traits and habits that can damage their marriages and limit their impact within their home, behaviors that

can tarnish their witness to people outside the faith, patterns and attitudes that will be imprinted on their children and be carried forward to their children's children.

However, you must have the courage to confront appropriately and share your observations. Here are a few tips:

Pray first. Be as sure as you can that what you've picked up on is accurate and that it's significant enough to confront the mentee about.

Don't rush it. Find a time when you can get your mentee one-on-one, either on a retreat, at a lunch or coffee, or before/ after a monthly session.

Speak the truth in love. Tell them what you've observed, why it's important, what you think would be a better way to respond, and reassure them that *"they can do all things through Christ who strengthens them"* (Philippians 4:13).

Encourage them. Remind them that because God loves us so much, He will not leave us where we are, but desires to grow and mature us so that we'll reflect Christ. You and God both want them to be the best they can be—you'll be there to help as they move forward.

Remember: There's no other place a young woman can get this kind of feedback or this kind of coaching. Don't cheat your women out of the opportunity to grow because you were afraid.

"For God has not given us a spirit of fear (or timidity), but of love, power, and a sound mind." (2 Timothy 1:7)

Titus2 Mentoring Women Materials

Books: You'll get a book for yourself and for each of your mentees—your reading assignment for the coming month. You can decide up front how each woman will pay for the materials. Some decide an upfront cost. Others decide to average the cost per month for the year and collect money each meeting. It is up to you how to handle this.

Detailed Timeline: This is your track to run on for the session. It's basically an expanded, down-to-

the-minute agenda to guide you through your 3-hour session. At first, it's understandable for you to follow it pretty strictly; you might be a little nervous and want to do it "right."

Abandon that thought quickly. The way to do it "right" is to be yourself. Make the agenda your own. Think of your session in SECTIONS and manage your time that way. Don't micromanage. Let it flow, within reason, and flex as the Holy Spirit leads.

We suggest you carefully read the Detailed Timeline, get very familiar with what you plan to do with your time together, then put it away and manage your meeting from the Summary Timeline.

Summary Timeline: This is a one-page bullet point summary of the Detailed Timeline. It's a basic overview of your meeting and the times you want to be moving from one section of the meeting to the next. Again, this is a guideline. Don't let it rule you. Be flexible, but ensure you end the meeting as scheduled.

Homework Assignment: Each month all the Homework Assignments will be summarized on a handout for each of your mentees. The assignments you'll make from your Detailed Timeline are printed here so your mentees can have them in writing—which will include any Quiet Time assignments, as well.

Marriage Exercise for Married Groups: This will be a handout each month that details an exercise for husband and wife to complete together on a “date.” Remind the women as you hand it out each month to look it over in case it has weekly tasks—so they don't wait until the end of the month to go over it.

Peer Challenge: The purpose of this is for the women in the group to build relationships with each other, to help hold each other accountable, and to be a prayer partner for that month. Each month a woman will be paired with another woman whom she has not been paired with before.

Conclusion

Though this training material is somewhat detailed by design, keep the big picture in mind. You're investing yourself in the next generation of women. Your experiences have equipped you and God will be glorified through your mentoring!

Remember:

You're doing important work here.

Take it seriously, but have fun at the same time.

You aren't just making disciples—you're making disciple-makers!

Recap of How to be a Titus2 Mentor

1. The most important thing you're going to do as you start to mentor is **LISTEN**. The mentor who talks a lot is not a great mentor.
2. You're going to be your mentee's **LOVING FRIEND**. You invest in these younger women by loving them right where they are, showing them that you're their friend, and listening to them intently.
3. If there is any one thing that makes ***Titus2 Mentoring Women*** effective, other than the fact that it's the model Jesus used, it's building relationships through the enforcement of **SESSION STANDARDS** from the beginning.
4. One standard for success is that you set and manage **EXPECTATIONS** up-front regarding attendance, timeliness, and homework assignments.
5. The document that everyone signs committing to the mentoring process is a **COVENANT**.
6. A second standard is **TRANSPARENCY** on the part of the mentor. The books are important and the scripture memory is critical, but the impact of a mature Christian woman sharing her life experiences—both good and bad—is invaluable.
7. Great mentors have the **COURAGE** to confront when they see something in their mentee that needs attention.
8. As you get to know your ladies, you can speak to issues with **BOLDNESS**. *“There will be no divorce among mentees—period!”* State it strongly and clearly, *“You can work ANYTHING out.”*
9. When it comes to managing your session meetings, the way to do it right is to be **YOURSELF**. Make the agenda your own. Think of your session in **SECTIONS** and manage your time that way. Let it flow, within reason, and be flexible as the Holy Spirit leads.
10. Remember, you aren't just making disciples. You're making **DISCIPLE-MAKERS**.