



mentor  
handbook

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## ***The Titus2 Mandate***

*“Older women similarly are to be reverent in their behavior, not malicious gossips nor addicted to much wine, teaching what is right and good, so that they may encourage the young women to tenderly love their husbands and their children, to be sensible pure, makers of a home (where God is honored), good-natured, being subject to their own husbands, so that the word of God will not be dishonored.”*

***Titus 2:3-5 AMP***

# The Titus2 Program

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Titus2 is designed to make it simple for women to invest in the lives of other women through a mentoring relationship.

## **Titus2 Mentoring Women - Called to More**

Our goal is to call every woman, young and old, to more. We exist to help generations journey together through intentional relationships focused on Him, calling women to a higher vision, a more abundant life, and a deeper relationship with Christ.

## **Titus2 Core Elements**

### **Connecting**

- With your Heavenly Father as you pursue a relationship with Him
- With your mentor as she intentionally invests in you
- With fellow mentees through monthly group meetings and peer challenges

### **Memorizing Scripture**

- Hiding the Word of God away in your heart through scripture memorization and meditation

### **Reading a Book**

- Reading a book specifically chosen on a relevant topic and write a one page summary of your takeaways

### **Focusing on Marriage (for married groups)**

- A marriage exercise designed to deepen your marriage and help you focus on your marriage throughout the month.
- A date night focused on intentional conversation with your husband

## **Program Format**

### **Group**

- Titus2 groups are designed as a small group mentoring model - 1 mentor to 6 mentees

### **Meetings**

- Groups meet once a month in the mentor's home for approximately 3 hours
- One-on-one meetings with the mentor are encouraged throughout the year, at least once a quarter

### **Commitment**

- The program lasts 12 months and covers 12 different topics, one topic a month (option to modify to 9 months covering school year calendar)

### **Retreat**

- Weekend retreat in the 2nd or 3rd month to share faith stories and help build relationships between the mentor and mentees

### **Graduation**

- Graduation dinner in the mentor's home with mentor, mentees, and spouses (if applicable) to celebrate the year together

Optional suggestions:

- Mid-year group dinner with spouses (for married groups)
- Mentor (and husband if applicable) have dinner in the home of mentees

### **Topics & Schedule**

Titus2 has a suggested 12-month track for women that has been tested and proven. Some churches have tailored the program to a 9-month track following the school year calendar and breaking for summer.

There are 17 topics to choose from and information on how to plan and carry out a retreat at the beginning of the year and a graduation at the end of the year. Each topic has resources to assist the mentor with preparation, content for each session, suggested book titles, and homework for your mentees. Some topics are specific for married women, some for single women, but most topics work for both married and single women. The topics available for you to choose from are:

1. Intimacy with God
2. Prayer
3. Identity in Christ
4. Following Jesus
5. Gratitude, Peace and Contentment
6. Growing Through Difficulties
7. The Inner You
8. Intimacy in Marriage
9. Marriage
10. Parenting
11. Personality and Spiritual Gifting
12. Purpose and Priorities
13. Relationships and Dating
14. Sexual Purity
15. Significance and Security
16. Stewardship: Finances and Time
17. Thought Life

# Goals for Titus 2 Graduates

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- To have a strong relationship with Christ as a result of having knowledge of God's Word and of having a consistent prayer life
- To embrace scripture as a foundational truth for all of life. To continually commit specific verses to memory and apply them to real life situations
- To understand who she is in Christ and to walk in the freedom and confidence of a redeemed child of God
- To know, believe and live the unique purpose for her life
- To experience contentment that comes from trusting God
- To have an eternal perspective about money that results in being a wise steward of what God has entrusted to her
- To have a closer relationship with God and her husband through understanding God's purpose for marriage
- To be encouraged and better equipped, as a mom, as a result of understanding her role in the parenting journey

# Mentor Training Handbook

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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. These guidelines have been developed based upon experiences of women who have successfully mentored others.

We'll discuss your role, some do's and don'ts, important keys in building relationships, key components of the mentoring program, and other important topics.

## I. Your Walk

### Walking with the Lord

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 have 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 your mentees 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.

### Depending upon the Lord

Recognize that your ability to mentor is not based on your talents or your gifts, but on the Lord's life flowing through you. 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. Remember, without Him we can do nothing (John 15:5); but with Him we can do all things (Philippians 4:19).

## II. Your Role

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

### **Here are some important do's...**

You're going to \_\_\_\_\_. The mentor who talks too much is not a great mentor. The one who listens is. During the monthly meetings, set the stage that the discussion is going to be an interactive conversation, led by you, but including the entire group. The longer your mentees talk, the more you'll learn about them. And when you do speak, they'll be more apt to listen to you if you've listened to them first.

You're going to \_\_\_\_\_. It's crucial that you ask open-ended questions, and encourage your mentees to share. If "Amy" isn't chiming in occasionally, then ask, "Amy, what do you think?" and draw her in. Don't hesitate to make a note when someone says something that gives you a little insight into them. You might not remember it otherwise.

You're going to \_\_\_\_\_. As you get to know your mentees, there will be areas you can help them with. It's natural for you as an older sister in the Lord to want to help them. Call upon your resources...your own experiences, your bookshelf, your network of contacts...whatever God has given you, and use them to provide encouragement and help.

You're going to \_\_\_\_\_. As the year goes on, even beyond the mentoring year, your mentees will ask for your advice. However, 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. Try to share from \_\_\_\_\_ ... what you've done or observed others do first hand, or from \_\_\_\_\_. You'll never go wrong if you stay with those two things. No one can ever question your experiences and the wisdom you've gained from them. And you'll never regret sharing Biblical truth with a mentee.

Finally, you're going to be their \_\_\_\_\_. There is no way to overestimate the value of friendships. As you invest in younger women, letting them know that you love them... demonstrating that you're their friend by listening to them and by your willingness to invest time in them....will speak volumes.

### Now for some of the "don'ts"..

You're **NOT going to be their** \_\_\_\_\_. 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. Our encouragement must be for them to love their moms, forgive their moms, and allow the Lord to fill in the gaps.

You're **NOT going to become their** \_\_\_\_\_. Be careful you don't find yourself drawn too far into your mentee's 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.

You're **NOT going to be their** \_\_\_\_\_. 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 doing so.

In summary, your role is to \_\_\_\_\_ with the 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.

### III. Your Attributes

#### Attributes Needed to be an Effective Mentor

----- - provides the platform and credibility to influence the lives of younger women

- Life is surrendered to God
- Desires to exhibit the fruit of the Spirit - love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control
- A person of integrity; seeks to live a life above reproach

----- - it is life experiences, not knowledge, that will have the greatest impact on others

- Knows God's word and applies to her life
- Secure with who she is in Christ

----- - understands the importance of a growing relationship with Christ and seeks to put Him first

----- - committed to fulfill the responsibilities of a mentor

----- - primary motivation for mentoring is from a heart of gratitude to God

- Desires to share God's love with younger women so that they might experience the abundant life He has for them and to fulfill the purpose for which they were created.
- Serves her family well
- Husband trusts her
- Guides and teaches her children with wisdom and in the fear of the Lord
- Good manager of her home

----- - Has a desire to honor God by making her life available to others, in order to encourage and equip them to live for God's glory

----- - teaches and models what she teaches

- Is transparent and honest; willing to share her successes and failures in order that others may benefit from the wisdom gained

----- **in the relationship by:**

- Investing in the life of the mentee
- Taking responsibility for the health of the relationships with the mentee and the group as a whole
- Confronting and challenging when necessary

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- Makes time to read and be challenged in her relationship with the Lord
- Teachable - open to learn from others, does not consider herself as "having arrived"

----- **and ----- on God**

- Recognizes that this is God's ministry
- Recognizes that He will equip her in this ministry
- Perseveres in God's calling on her life



#### IV. Proper Focus

\_\_\_\_\_ **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 more than you.

**See the bigger** \_\_\_\_\_ - 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.

**Build their** \_\_\_\_\_ - 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 them to realize that God uses their past in order to build the unique "story" of their life, and that He will use whatever He has allowed in their lives for their growth and His glory.

**Keep it** \_\_\_\_\_ - 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.

#### V. Relational Considerations

##### Transparency

The importance and value of the mentor's transparency cannot be overemphasized. The books that will be read are important, and the Scriptures they'll memorize are critical. But the impact of a mature woman sharing her life experiences, both good and bad, is a huge part of mentoring.

Honest, self-disclosure. "This is what I did"... "this is what I wish I'd done" kind of conversation.

The best mentors are women 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 He's walked with them through the consequences of those mistakes.

This transparency works the same way on the good things you've learned. Sharing the things you've "done right" is absorbed much more fully when the mentor is humble and gives God the credit for leading and protecting her to avoid the errors she could have made.

##### Developing relationships

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 are more deliberate. Some relationships will not grow to an intimate level, and not all need to. Jesus built relationships by accepting people where they were, listening to them, asking questions, and participating in their lives.

## **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; and what they share with just you, will go no further than you. This should be discussed in the very first meeting.

## **Availability**

There will be several times during the year when you'll want to initiate one-on-one meetings. In addition, let the mentees know you're always available to them. Encourage them to take the initiative to contact you and set up a time to talk. In mentoring, it's important to have a "ministry of availability."

## **Modeling**

"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 insights about them. As a trusted mentor, you're in a unique position to share that knowledge with them in a constructive way. You've been invited to speak into their lives. 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 damage 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 have to muster 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.

Find a time when you can get your mentee "one-on-one"... either on a retreat, at a one-on-one lunch or coffee, or 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."

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.

## VI. 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 at the first meeting, 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.

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.

As you build the relationships, you'll be able to **speak to issues with boldness**.

## VII. Meeting Standards

If there is one thing that makes mentoring effective, other than the fact that it's the model Jesus used, it's the establishment and enforcement of standards... **clear expectations that are set and enforced**.

### Attendance

At the first meeting, 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 around four weeks between meetings in order for the women to have the time needed to complete homework assignments. You'll leave the first meeting with the calendar for the entire year confirmed.

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 ask you if it's o.k. for me not to be there?"

Here's where you have to lead. Everyone 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. 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 6 other women, than 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 four things: 1) a book to read and an assignment with the book, 2) Scriptures to memorize by topic, 3) a marriage focus including a marriage exercise and date night (for married groups) and 4) a peer challenge. Here’s how you set and enforce standards on all four.

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 their homework, which says, or at least implies, that they 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. It should only include what she took away from the book and intends to apply to her life.

**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 pieces are the **marriage focus** and the **peer challenge** that you'll assign each month. You'll simply ask the women to share what they've learned from the assignments, 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!

## VIII. Creating Environments

There are three environments that you'll create for your mentoring group. These include:

### Monthly sessions in the mentor's home

You'll want to pick a location in your home where the meetings will take place. Some mentors choose the dining room table, others choose a living room area. It's important, even if it's uncomfortable for you, for them to see you clearly as the leader. This is NOT a peer group. You're NOT going to be called on to recite the memory verses (although we hope you'll memorize them to grow in your own walk and to model behavior for your mentees). However, assume leadership of the group positionally by where you sit.

If you choose "living room" kind of spaces, be sure the farthest seat is no more than twelve feet away from you. You want people to be in "social space." If they're too far away, they'll feel disconnected and it will be harder to create personal sharing and interaction. "Up close and personal" as they say.

On their first night in your home, take a few minutes to familiarize everyone with your home. Walk them around, if married and/or have a family at home, let them meet your husband, your kids, and even your dog. Show them where the bathrooms are located.

Keep a low-key environment when it comes to refreshments. Too many groups get focused on food at the expense of faith, so tell your mentees, “show up physically fed but spiritually hungry.” Don’t let food become a burden to you and don’t let it become a distraction to the group. If you serve anything, make it very simple. That way you do not make this a burden on you each month, and it models for the women simplicity in opening up your home to others. Please do not get caught in the trap that you need to display a “Southern Living” home to them. That will set them up to feel very inadequate and put undo pressure on them to perform when they host meetings in their own homes.

Set the standard that cellphones are turned off when women walk in the door, and it’s actually better if they leave them in their cars. Their spouses know where they are and can reach them if necessary. This is three hours each month when there’s to be purpose, focus and engagement. There’s no place for “the outside world” in the session.

And remember to start promptly and end promptly.

If you’ve got the energy, feel free to say, “When our session is over tonight, feel free to hang around”, but always honor their time by ending on time. Most of the women will be getting up the next day to take care of their family or go to work, so you need to be sensitive about this.

### **Retreat environments**

You’ll be taking your young women away on a retreat, so let’s talk about what those environments look like.

Groups often have access to mountain, lake or beach vacation homes at no cost. It seems that between the mentor and the mentees, someone knows someone who has a place they’re willing to make available to the group for free. That way, the only cost being shared by the group members is for food and fun stuff. If this is not the case, find a location that is affordable and not too far away, thus making it possible for all to attend.

An easy way to handle the meals is to assign each meal to one or two women, depending on how many are in your group.

### **One-on-ones**

A great way to start the year is to meet one-on-one with each mentee before your first meeting. This allows them to meet you and get to know each individual a little before the year begins. It also allows you to talk about the commitment they’re making, and to make sure they have enough margin in their lives to participate in the mentoring experience.

Two other times during the year that are good for one-on-one’s is around the 4th month and the 7th month. You’ll have your retreat during the 1st or 2nd month.

The one-on-one times provide the opportunity to “give that challenge, confront that issue, raise that question” that has been on your mind but hasn’t been shared in the group setting. It also gives the mentee an opportunity to discuss anything she might not feel comfortable sharing with the group. Now’s your time...here’s your chance to “go deep” with your mentee.

It’s also a time to get some real-time feedback on how you’re doing as a mentor. Ask your mentee to tell you how you could improve the group, or your leadership of the group. You’re modeling a teachable spirit AND getting some useful knowledge yourself.

## IX. Materials

Here’s what you’ll need and what to do with it:

1. **Books** – You’ll have a book for yourself and for each of your mentees. This will be your reading assignment for the coming month.
2. **Mentor Preparation Guide** – This is your step-by-step guide to preparing for each meeting. It includes putting together the NEXT session’s homework, handouts & peer challenge meetings, readying your gathering place and getting you comfortable with the meeting guide for THIS month’s meeting.
3. **Meeting Guide** – This is your “track to run on” for your next session. The 1st page “bullet point” summary is the overview of the “sections” 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. The 2nd page begins a detailed, “down to the minute” agenda to guide you through your three-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.” However, 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, with in reason, and flex as the Holy Spirit leads. We suggest you carefully read the long 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.
4. **Homework assignments & handouts** – Each month, all the homework assignments will be summarized on a handout for each of your mentees. Then you’ll need copies for each mentee of the Marriage Focus (if applicable) and Scripture Memory Cards, as well as any other handouts you choose to provide that month.

## X. 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!

# Recap of how to be a Titus2 Mentor

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1. The most important thing you're going to do as you start to mentor is to **LISTEN**. The mentor who is talking is not a great mentor.
2. You're going to be your mentees' **LOVING FRIEND**. You invest in these younger women by loving them where they are, showing them that you're their friend, and listening to them intently.
3. If there is any one thing that makes a Titus2 mentor effective, other than the fact that it's the model Jesus used, it's the establishment and enforcement of **STANDARDS FOR SUCCESS**.
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 for success is **TRANSPARENCY** on the part of the mentor. The books are important and the scripture memory is critical, but the impact of a mature woman sharing her life experiences, both good and bad, is invaluable.
7. Great mentors must have the **COURAGE** to confront when she sees something in her mentee that needs attention.
8. As you get to know your women, 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 meeting, 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 about making disciples. You're making **DISCIPLE-MAKERS**.





## Sharing Your Faith Story

“Be Transparent.” We hear that tossed around a lot these days – but it’s true. You have got to tell your faith story, but not in the traditional “Sunday School” fashion.

Tell your faith story in full disclosure mode. **Be transparent.** Women are hungry for another woman to be real with them...to share failures as well as successes and to be open about your humanity. And more than anything, they need to hear how Jesus Christ has truly changed your life – how you interact with Him every day – how He’s changed you – and how you continue to grow (and struggle) even now.

This is the most important piece of your first meeting. you will set the tone and determine the level of transparency of your group by how you share your story. We can’t stress that enough.

It is critical that everyone in the group is there for your first meeting to hear it in its entirety. How deep they go, how open they are with you and each other, will be determined in large part by how deep you go and how open you are.

What follows here is taken from the handout you’ll print out and give to your mentees at your first meeting. We’ve provided it here in case you need the blueprint to get ready to give your faith story:

God can work best when we bear our souls to one another, sharing the good, the bad, and the ugly.

Remember that what’s said in the group stays in the group.

- |            |  |
|------------|--|
| Before     | Describe your life before Christ: growing up, failures, doubts, family issues, relational issues. None of us has it totally together, so be transparent. What did you struggle with?   |
| Need thing | Describe what happened that led you to discover your need for God. This can be any-<br>from a dramatic “then God” moment to a time when God’s love overwhelmed you. Don’t make your story anything other than what it is, but don’t hold back. Be real. Be transparent. Tell it all. The other women will know you’re being authentic and will connect with you, the more human you are! |
| Encounter  | Describe the events surrounding your conversion. What were the specific circumstances in the 24 hours surrounding your crossing the line of faith? Be specific. It builds credibility. People want to hear REAL stories from real people. Again, your story is your story, but don’t hold anything back.   |
| After      | Describe your life since. What happened next? How did you change? How did God reveal Himself to you? What has been your faith walk since? Where is your husband in all this? Your kids? What do you struggle with now? What is God doing in your life today?   |

Now that you’ve shared your life with the group, open the floor for questions and encouragement.



## Titus2 Mentoring Women Group Covenant

We hereby commit and covenant to the following:

1. I desire to grow in my relationship with Christ in order to fulfill the purpose for which God has called me to. Therefore, I will be open to feedback from my mentor and will endeavor to receive it in love and learn from it. I want to learn and grow to be more like Jesus Christ in every aspect of my life.
2. I understand that I am committing to attend every meeting and retreat, being there on time, and completing all my assigned homework. We will layout our schedule for the year at our first meeting. I will manage my other commitments around the dates that are selected for meetings and retreat. I am committing to the entire season and will finish well.
3. I affirm that my responsibilities and family commitments will allow me the time and energy required to successfully complete this program.
4. I know that my mentor pledges to give the same level of commitment, dedication, and energy to each of us.
5. I commit to use this time to identify a plan for how I can serve and lead in our church and community based upon my gifts, season of life and passions.
6. I agree that I will keep whatever is discussed in the mentoring group as confidential.
7. For married women: I have discussed this commitment with my husband and he fully supports my involvement. He willingly relinquishes the time that I will need to attend the sessions and retreat and to do the reading and homework, with the goal of becoming a more godly woman, wife, and mother. He also agrees to participate in a monthly date night activity as a part of the marriage focus.

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Mentee's Signature

Date

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Mentee's Spouse's Signature (if married)

Date

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Mentor's Signature

Date



## Titus2 Mentor Covenant

I hereby commit and covenant to the following:

1. I affirm my commitment to the mission of my church/ministry and I promise to be a faithful volunteer, leader, supporter, and ambassador for Christ.
2. I recognize that as a mentor, my mentees and others will be watching my life. It is my intent to live a life that honors God.
3. As a mentor utilizing the Titus2 Mentoring Women materials, I will attend and be on time for each of the sessions and the retreat. Serious illness or Divine Providence will be my only reason for not attending.
4. I will host monthly sessions in my home (once a month, three hours each) and will arrange for my group's weekend retreat.
5. I pledge to have at least one "one-on-one" meeting with each mentee within the first three months of the mentoring year.
6. I understand that mentoring is about transparency. I pledge to be open and transparent with my group.
7. I understand that this is a facilitation model not a teaching model. I will listen more than I talk and will offer advice based on Scripture and my own experience and wisdom.
8. I will complete all reading and homework assignments and be prepared to facilitate each session.
9. I affirm that my work and family commitments will allow me the time and energy required to successfully lead this program.
10. I agree that I will keep whatever is discussed within the context of mentoring as confidential.

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Mentor's Signature

Date

### Spouse's Statement of Support

I hereby join in this covenant with my spouse.

I want to help her as she endeavors to invest in the next generation. I understand that this year will require a sacrifice of time and attention by my spouse—time that will not be spent with our family and me.

I pledge to support my spouse as she hosts monthly meetings and the retreat for this mentoring group. I also understand and agree to help host one dinner during the year at our home for the mentees and their spouses.

In addition, I will support my spouse as she will be reading books, memorizing scripture, and connecting with the mentees and possibly other mentors—all for the purpose of helping the next generation of women to grow in their faith and become the people that God desires them to be.

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Spouse's Signature

Date

