



Mentoring, Coaching and Nurturing – Creating A Culture (Part-1)
Sunday April 16, 2023

We will be doing a four-part sermon series titled: Mentoring, Coaching and Nurturing.

Here are the four sermons in this series:

Part-1: Creating A Culture of Mentoring, Coaching and Nurturing People

Part-2: How to Mentor, Coach and Nurture People

Part-3: Guidelines and Pitfalls to Avoid in Mentoring, Coaching, Nurturing

Part-4: Positive Outcomes of a Mentoring Culture

Today: Part-1

LIVING STONES

1 Peter 2:5

you also, as living stones, are being built up a spiritual house, a holy priesthood, to offer up spiritual sacrifices acceptable to God through Jesus Christ.

God is using living stones (people) to build a spiritual house. God's people make up God's house.

Living stones grow.

Living stones have feelings.

Living stones move.

Living stones are cemented together through relationships.

Not all living stones are alike.

GOD'S FIELD, GOD'S BUILDING

1 Corinthians 3:9

For we are God's fellow workers; you are God's field, you are God's building.

The apostle Paul points to God's people as God's field. He also calls them God's building.

The Church and ministry are about people. The Church and ministry are about building people.



Mentoring, Coaching, Nurturing – Creating A Culture Sermon Notes, Sermon Outline and Small Group Study Guide

A field must be plowed, watered, sown into, protected. Even so God's people must be nurtured to be fruitful.

A building has a plan, order, and design to its construction. So also, in building God's building there is plan, order, design and structure. Things don't happen at random. Things don't happen 'automatically' by themselves. If you have a pile of bricks, these will not automatically become a building. Similarly, just because we have a big gathering of 'living stones' these will not automatically be arranged into a nice house. There has to be plan, order, design and structure to put the living stones into a house for the Lord.

THE CHURCH – A NURTURING COMMUNITY

The Church must be a place where God's people are nurtured, developed, built up, equipped, and helped to maximize the gifts, grace and potential God has placed in them.

One of the ways we as a church community can help build people is by us – each of us – intentionally mentoring, coaching, and nurturing people.

Our goal in mentoring, coaching and nurturing people is to help them rise to new levels and *possibly* be better than ourselves. We say '*possibly*' because it really depends on how much effort *they* are willing to put into their personal growth process.

THE CALLING AND BENEFITS OF MENTORING, COACHING AND NURTURING PEOPLE

Why should we build people?

Let's look at it from (A) a calling perspective – that is we are called and commissioned to do this, and from a (B) benefits perspective – what are the rich dividends of building people.

CALLED AND COMMISSIONED TO MAKE DISCIPLES

Jesus called us to be His disciples.

Jesus commissioned us to make disciples (Matthew 28:18-20).

Part of the discipleship process is mentoring, coaching, and nurturing people. Discipleship involves mentoring, coaching, and nurturing.

THE BENEFITS OF SPIRITUAL MENTORING



Why is spiritual mentoring necessary in the life of the local church?

We will consider three reasons, briefly:

1. Nurture and develop people spiritually
2. Raise Leaders
3. Pass on spiritual legacy to succeeding generations

1. Nurture and develop people spiritually

1 John 2:13-14

13 I write to you, fathers, Because you have known Him who is from the beginning. I write to you, young men, Because you have overcome the wicked one. I write to you, little children, Because you have known the Father.

14 I have written to you, fathers, Because you have known Him who is from the beginning. I have written to you, young men, Because you are strong, and the word of God abides in you, And you have overcome the wicked one.

In any local church community there are fathers, young men, and children (or Mothers, Young Women, Children). These refer to people in different stages of spiritual growth and maturity.

Fathers and mothers, take care of the young men and women and the children.
Young men and women also help take care of the children.

Part of the role of the fathers and mothers is to admonish and exhort the young. We see this in Paul's training of Titus:

Titus 2:1-8

1 But as for you, speak the things which are proper for sound doctrine:

2 that the older men be sober, reverent, temperate, sound in faith, in love, in patience;

3 the older women likewise, that they be reverent in behavior, not slanderers, not given to much wine, teachers of good things—

4 that they admonish the young women to love their husbands, to love their children,

5 to be discreet, chaste, homemakers, good, obedient to their own husbands, that the word of God may not be blasphemed.

6 Likewise, exhort the young men to be sober-minded,



**7 in all things showing yourself to be a pattern of good works; in doctrine showing integrity, reverence, incorruptibility,
8 sound speech that cannot be condemned, that one who is an opponent may be ashamed, having nothing evil to say of you.**

Older men and older women must set the example by the lives they live.

Older women admonish the young women.

Older men exhort the young men.

Admonish = teach, train, urge, to make of sound mind, encourage, discipline, correct

Exhort = call, invite, persuade, appeal, urge, to call near

We encourage men mentor men, and women mentor women, as presented in the passage above. This does not mean men and women cannot interact with each other or mentor in a group setting. But as a healthy practice, men work with men and women work with women.

Young people need input into their lives to help them acquire wisdom, avoid problems and pitfalls. And there is mutual benefit as the old and young engage with each other.

Consider, quickly, these Scriptures from Proverbs:

Proverbs 1:4

To give prudence to the simple, To the young man knowledge and discretion—

One of the objectives in the book of Proverbs being put together is to impart prudence, knowledge and discretion to the young.

The young person, because of a lack of understanding, gets trapped in the wrong path. However, if we can impart knowledge, understanding and prudence, we can keep them from error.

Proverbs 7:7-9

7 And saw among the simple, I perceived among the youths, A young man devoid of understanding,

8 Passing along the street near her corner; And he took the path to her house

9 In the twilight, in the evening, In the black and dark night.



Young men have strength, energy, zeal, and passion. The older people have wisdom, learning, insight and experience. So, there can be a meaningful and useful interchange of these things.

Proverbs 20:29

The glory of young men is their strength, And the splendor of old men is their gray head.

2. Raise Leaders

What we have received we need to entrust to others and teach them to pass it on.

2 Timothy 2:2

And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.

3. Pass on spiritual legacy to succeeding generations

The revelation and anointing we have received should be passed on to the next generation. Each generation starts where the previous generation finished. Our ceiling becomes their floor.

Isaiah 59:21

"As for Me," says the LORD, "this is My covenant with them: My Spirit who is upon you, and My words which I have put in your mouth, shall not depart from your mouth, nor from the mouth of your descendants, nor from the mouth of your descendants' descendants," says the LORD, "from this time and forevermore."

What is Mentoring, Coaching and Nurturing?

While we can get into some of the fine details of each aspect, we in this study will be using these terms synonymously and in their broad sense. Specifically, we are interested in the discipleship process of helping people grow up to be like Jesus in all things, in all areas of life.

Broadly speaking, and for the purpose of our study, we speak about mentoring, coaching, and nurturing as the engagement (or process) where one individual assists



another in their growth and development through training, role modeling, sharing knowledge and providing emotional support.

AREAS WHERE YOU CAN MENTOR ANOTHER INDIVIDUAL

Spiritual growth
Ministry development
Marriage preparation
Marriage Enrichment
Parenting
Life skills (Personal management, Time management, Financial Planning, Family, etc.)
Overcoming Life's Challenges
Career choices
Professional growth
Entrepreneurship
Business Growth

BIBLICAL EXAMPLES OF MENTORING, COACHING AND NURTURING

What are some examples of spiritual mentoring that we see in the Bible?
We will mention a few here. We will look at these in depth as we progress in this study.

Moses and Joshua
Elijah and Elisha
David and Solomon
Jesus and the twelve disciples
Paul and Timothy

DAVID AND SOLOMON - THE INSTRUCTION OF A FATHER

1 Chronicles 29:1

Furthermore King David said to all the assembly: "My son Solomon, whom alone God has chosen, is young and inexperienced; and the work is great, because the temple is not for man but for the LORD God.

David recognizes that Solomon has a huge task in front of him and is young and inexperienced. However, David had done his part in nurturing Solomon.



David had taught Solomon the importance of gaining wisdom. No wonder, when the Lord appeared to Solomon, and told him to ask whatever he desired, Solomon asked for wisdom!

Solomon acknowledged this in Proverbs 4.

Proverbs 4:1-9

1 Hear, my children, the instruction of a father, And give attention to know understanding;

2 For I give you good doctrine: Do not forsake my law.

3 When I was my father's son, Tender and the only one in the sight of my mother,

4 He also taught me, and said to me: "Let your heart retain my words; Keep my commands, and live.

5 Get wisdom! Get understanding! Do not forget, nor turn away from the words of my mouth.

6 Do not forsake her, and she will preserve you; Love her, and she will keep you.

7 Wisdom is the principal thing; Therefore get wisdom. And in all your getting, get understanding.

8 Exalt her, and she will promote you; She will bring you honor, when you embrace her.

9 She will place on your head an ornament of grace; A crown of glory she will deliver to you."

JESUS AND THE TWELVE

- 1. Selection:** He selected and called a few from the crowd (Matthew 4:19, Mark 4:13)
- 2. Opportunity:** He gave these disciples the opportunity to be with Him (Mark 4:13)
- 3. Objectives:** He made the objectives clear - they were to be like their Master (Matthew 10:24, Luke 6:40).
- 4. Mentoring:** They were privileged to travel with Him, see His personal life, see how He did ministry, and have lessons and discussions that others did not have.
- 5. Delegation:** Jesus commissioned them and sent them to go do what He was doing (Matthew 10, Luke 9)
- 6. Challenge:** He even told them that they would do greater things than Himself (John 14:12)
- 7. Commission:** After His resurrection, He empowered them by His Spirit and released them into their assignment.



LIFE BIRTHS LIFE. LIFE BUILDS LIFE.

Just as life births life, in building people, we must remember life builds life.

Discipleship happens life-to-life.

People are developed through observation, participation, and instruction.

Resources and opportunities alone will not build people. While resources and opportunities will help build people up, people also need to see in real life, the Christian faith being modeled for them.

One of our first steps in preparing to mentor, coach and nurture others is to live, practice and model things with our own lives. We can then share from both the Scriptures, as well our own learning and life experience.

The apostle Paul was a great preacher and teacher. While he encouraged them to follow his teaching, he also challenged believers to follow his life example.

1 Corinthians 11:1

Imitate me, just as I also imitate Christ.

Philippians 3:17

Brethren, join in following my example, and note those who so walk, as you have us for a pattern.

Philippians 3:17 (The Passion Translation)

My beloved friends, imitate my walk with God and follow all those who walk according to the way of life we modeled before you.

Philippians 4:9

The things which you learned and received and heard and saw in me, these do, and the God of peace will be with you.

He was shaping, molding, nurturing, developing, and building people through his life example – the life he lived.

We will continue this next Sunday.

SALVATION CALL



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SUPERNATURAL MINISTRY TIME

Minister as the Spirit leads



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There is a simple guide for use in Life Group discussions. Our objective is to focus on the application of the Sunday sermon - how each one is becoming a doer of the Word and building their life on God's Holy Word. The Life Group meeting would normally last for 2 hours. Each Life Group would have up to 12-15 people.

Preparation

To prepare for the Life Group meeting, you can listen to the Sermon Key Points (sermon summary in five minutes) or the full-length Sunday sermon. You can also review the Sunday Sermon notes. All these are available in the "All Peoples Church Bangalore" mobile App or online at our [sermons page](#). Pray for the Life Group meeting and invite the work and ministry of the Holy Spirit.

Welcome

The Life Group meeting may commence with a time of prayer, worship, and a fun activity.

LISTEN to God's Word

Read the following Scripture references: *1 Peter 2:5; Titus 2:1-8; Isaiah 59:21; 2 Timothy 2:2; Philippians 4:9*

INVESTIGATE God's Word Together

Please discuss a few of these together, giving time for people to share their insights. We encourage each one individually to make notes of their personal learning during the Group discussion.

1, Think about working with 'living stones'. What are some practical skills we would need when learning to mentor, coach and nurture people?

2, In a local church community in an urban context, what are some practical ways older men can work with younger men, and older women work with younger women to develop them spiritually, as well as in other life matters?



3, Why is it important to create a culture of mentoring, coaching and nurturing in a local church community?

If time permits, each one can take a few (3 minutes max) to share one or two key learning and how they see themselves applying it into their specific life situations. Encourage each one to participate and share.

FELLOWSHIP by sharing your life and spiritual journey

Each one takes a few (3 minutes max) to share anything from their walk with God, something God has been teaching them, a testimony of answered prayer or a specific challenge that they would like prayer for. Encourage each one to participate and share.

ENCOURAGE each other by praying and ministering to one another

Get into small groups of two or three and take turns to thank God and pray for each other in the light of what was learnt today. Listen to the Holy Spirit. Expect the gifts of the Holy Spirit to flow bringing healing, releasing miracles, prophecy, etc.

Regroup and pray together for:

1, families to be protected and strengthened

2, a mighty outpouring of God's Holy Spirit on us as a church and through us to bless many others in our city and nation. Nothing but a mighty work of God's Spirit can change our city and nation.

3, for the BUILD TO IMPACT project - for God's hand to guide us through the land search and acquisition process, and for finances to be more than enough to get this project done.

Close by thanking God together.



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USEFUL RESOURCES

Watch our online Sunday Church service live stream every Sunday at 10:30am (Indian Time, GMT+5:30). Spirit filled, anointed worship, Word and ministry for healing, miracles, and deliverance.

YOUTUBE: <https://youtube.com/allpeopleschurchbangalore>

WEBSITE: <https://apcwo.org/live>

Our other websites and free resources:

CHURCH: <https://apcwo.org>

FREE SERMONS: <https://apcwo.org/resources/sermons>

FREE BOOKS: <https://apcwo.org/books/english>

DAILY DEVOTIONALS: <https://apcwo.org/resources/daily-devotional>

JESUS CHRIST: <https://examiningjesus.com>

BIBLE COLLEGE: <https://apcbiblecollege.org>

E-LEARNING: <https://apcbiblecollege.org/elearn>

WEEKEND SCHOOLS: <https://apcwo.org/ministries/weekend-schools>

COUNSELING: <https://chrysalislife.org>

MUSIC: <https://apcmusic.org>

MINISTERS FELLOWSHIP: <https://pamfi.org>

CHURCH APP: <https://apcwo.org/app>

CHURCHES: <https://apcwo.org/ministries/churches>

WORLD MISSIONS: <https://apcworldmissions.org>

SERMON OUTLINE

Mentoring, coaching, and nurturing people is part of the discipleship (people development) process. Mentoring, coaching, and nurturing should be part of the culture of a local church community. In this sermon, we present an introduction and a Biblical basis for creating such a culture, where everyone can participate in the mentoring, coaching and nurturing process. We also present some practical areas where this can take place in a church community.

This is Part-1 in the four-part sermon series on Mentoring, Coaching and Nurturing People:

Part-1: Creating A Culture of Mentoring, Coaching and Nurturing People

Part-2: How to Mentor, Coach and Nurture People

Part-3: Guidelines and Pitfalls to Avoid in Mentoring, Coaching, Nurturing

Part-4: Positive Outcomes of a Mentoring Culture

KEYWORDS

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sermon notes, sermon outline, free sermon notes, free sermon outlines, Bible study resources

REFERENCES/CITATIONS

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