



**Guidelines and Pitfalls To Avoid When Mentoring, Coaching and Nurturing People**  
**Mentoring, Coaching and Nurturing (Part-3)**  
**Sunday May 07, 2023**

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-3

**GUIDELINES AND PITFALLS TO AVOID IN MENTORING, COACHING, NURTURING**

**Philippians 2:19-22**

**19 But I trust in the Lord Jesus to send Timothy to you shortly, that I also may be encouraged when I know your state.**

**20 For I have no one like-minded, who will sincerely care for your state.**

**21 For all seek their own, not the things which are of Christ Jesus.**

**22 But you know his proven character, that as a son with his father he served with me in the gospel.**

**2 Timothy 3:10-11**

**10 But you have carefully followed my doctrine, manner of life, purpose, faith, longsuffering, love, perseverance,**

**11 persecutions, afflictions, which happened to me at Antioch, at Iconium, at Lystra— what persecutions I endured. And out of them all the Lord delivered me.**

**NURTURING A HEALTHY MENTOR-MENTEE RELATIONSHIP**

**Proverbs 27:17**

**As iron sharpens iron, So a man sharpens the countenance of his friend.**

It is important to nurture a healthy mentor-mentee relationship. While mentoring, coaching and nurturing people has the potential to bless, if things are not done correctly, it can be a double-edged sword and do harm to both the mentor and mentee in the process. Our goal is to share some practical insights that will help us in this process.



## THE HEART OF A GOOD MENTOR

**1 Thessalonians 2:7-8**

**7 But we were gentle among you, just as a nursing mother cherishes her own children.**

**8 So, affectionately longing for you, we were well pleased to impart to you not only the gospel of God, but also our own lives, because you had become dear to us.**

#1, Sincere – a genuine desire to impart into other people. See value in this.

#2, Secure – has no need to prove himself, no need to control or manipulate people. Is perfectly fine if the mentee does better than himself.

#3, Serving – willing to serve patiently, lovingly, courageously, redemptively, positively, believing that good things can happen.

## THE COMMITMENT AND RESPONSIBILITIES OF A GOOD MENTEE

**1 Timothy 5:17**

**Let the elders who rule well be counted worthy of double honor, especially those who labor in the word and doctrine.**

#1, Honor - the person willing to invest in your life – honor their time, their knowledge, their experience, and their generosity.

#2, Confidentiality - Maintain confidentiality of personal stories, life examples, their personal struggles, failures, and mistakes.

#3, Apply - Act, apply and work with what has been shared with you. Receive correction with a good spirit.

#4, Gratitude - Always remain grateful even after you have gone on in your journey.

#5, Multiply - Give back, pass on, multiply what you have been given.

## GUIDELINES

**2 Corinthians 1:24**



Guidelines and Pitfalls To Avoid  
Mentoring, Coaching, Nurturing Part-3  
Sermon Notes, Sermon Outline and Small Group Study Guide

**Not that we have dominion over your faith, but are fellow workers for your joy; for by faith you stand.**

#1) Maintain healthy relational boundaries.

Do not override parental or employer authority.

Avoid borrowing or lending money. (Unless you want to bless as a gift).

Avoid interfering in personal/family matters. Guide, but do not interfere.

#2) Do not control, manipulate, or abuse spiritual influence.

Do not use prophetic words, 'God told me', etc. to control or manipulate.

#3) Celebrate their successes and especially if they go beyond you.

Do not attack or pull down if they go beyond you.

#4) Encourage them to learn and receive through other genuine mentors.

#### **PITFALLS TO AVOID**

**Luke 6:39**

**And He spoke a parable to them: "Can the blind lead the blind? Will they not both fall into the ditch?"**

We must go about the mentoring engagement with 'our eyes wide open', so to speak. We cannot be blinded by emotions, or other things.

Avoid Compassion Without Correction

Avoid Insecurity

Avoid Jealousy

Avoid Being Overprotective

Avoid Being Controlling

Avoid Over-Involvement

Avoid Being Dictatorial

Avoid Emotional Attachments

#### **WORKING THROUGH GROWTH PAINS**

We need to develop the skills to work with people as they work through 'growth pains'.



## Guidelines and Pitfalls To Avoid Mentoring, Coaching, Nurturing Part-3 Sermon Notes, Sermon Outline and Small Group Study Guide

**Resistance to change** – some people don't like change. Need to help them see change for the positive benefits it will bring. Help them to take small steps and ease into the change.

**Reluctance to challenges** – some people avoid taking responsibility, leadership, etc. because they like to stay in what they feel is comfortable for them. Encourage them, motivate them, and help them see the greater good they will be achieving when taking up challenges.

**Reaction to correction** – they do not receive correction well. Patiently work with people if they refuse, reject, or even react negatively to correction.

### **WHEN TO PHASE OUT THE MENTOR-MENTEE RELATIONSHIP**

Some mentoring engagements are short and brief. Some may be extended and continue over several years. We must have the wisdom to recognize and release the mentee to make their own journey forward.

When the objectives of the mentoring, coaching and nurturing engagement have been accomplished it is perfectly fine to bring things to a close.

Sometimes God places in your heart that you need to release the individual to move on in their journey. Sometimes the individual requests they wish to move on in their journey.

### **LEARNING FROM MISTAKES THE CHURCH HAS MADE**

*(Cover this section very briefly and only if there is time)*

We must learn from the mistakes made in the past.

The Church tends to 'rehash' past teaching using new language. Same erroneous teachings are presented under new packages, leading us into repeating mistakes that should be avoided.

### **The Shepherding Movement 1970s-1980s**

Church history reveals times when truth about spiritual fathers and mothers was misapplied and caused much harm. One such example was the shepherding movement of the 1980s. Because of the teaching that went out everyone wanted to have a "pastor" over them as a "spiritual covering" and submit to them. Hebrews 13:17 does not mean



Guidelines and Pitfalls To Avoid  
Mentoring, Coaching, Nurturing Part-3  
Sermon Notes, Sermon Outline and Small Group Study Guide

that we should give blind, implicit obedience and put ourselves in a place of being controlled, manipulated, and abused by those who watch over our souls. However, this is what was taught/expected under the shepherding movement - and it resulted in a lot of individuals and churches being hurt by leaders.

### **Spiritual Fathers and the Orphan spirit**

While the Bible is clear that there are those who are spiritual fathers and mothers, in some parts of the Christian church this teaching was taken to an extreme to the leading to some erroneous ideas. Some of these errors included teaching that if there was a believer or a church that did not have a spiritual father/mother over them, they were considered as having an 'orphan spirit'. These notions are not Scriptural. Unnecessarily many people were caught up by this with fear and a 'loss of identity', because they could not point to a mentor or spiritual father/mother. The Bible points all of us to our God as our Father. In fact the Lord Jesus stated:

### **Matthew 23:9**

**Do not call anyone on earth your father; for One is your Father, He who is in heaven.**

The implication here is that all of us as believers derive our life and identity from our one heavenly Father. This is the relationship that really matters.

### **GOSPEL AND SALVATION CALL**

### **SUPERNATURAL MINISTRY TIME**

**Minister as the Spirit leads**



Guidelines and Pitfalls To Avoid  
Mentoring, Coaching, Nurturing Part-3  
Sermon Notes, Sermon Outline and Small Group Study Guide



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This 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: *Proverbs 17:17*

**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, Discuss the heart of a good mentor – what heart-qualities would describe a good mentor?*

*2, Discuss the responsibilities of a good mentee – how a good mentee will leverage the mentoring process in a positive and healthy manner?*



Guidelines and Pitfalls To Avoid  
Mentoring, Coaching, Nurturing Part-3  
Sermon Notes, Sermon Outline and Small Group Study Guide

*3, Discuss potential dangers and pitfalls in the mentoring process and how these can be avoided.*

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 some of the qualities of a good mentor, the responsibilities of a good mentee, a few guidelines, and pitfalls to avoid in the mentoring process.

This is Part-2 in the four-part sermon series on Mentoring, Coaching and Nurturing People:

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

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

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### KEYWORDS

Discipleship, making disciples, mentoring, mentor, coaching, life coach, nurturing people, building people, mentoring culture, people development, sermon, sermons,





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

### REFERENCES/CITATIONS

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