



The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching, Nurturing Part-4
Sermon Notes, Sermon Outline and Small Group Study Guide

The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching and Nurturing (Part-4)
Sunday May 14, 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-4

THE POSITIVE OUTCOMES OF A MENTORING CULTURE

The key to being a good mentor is to help people reach their full potential — not to make them more like you.

“If I have seen further, it is by standing on the shoulders of giants.”

Isaac Newton wrote in a 1675 letter to fellow scientist Robert Hooke.

In some ways we are lifting people up on our shoulders so they can see further, reach higher, go further than us, when we mentor, coach and nurture them.

Everyone benefits from a mentoring culture. The mentor, the mentee, and the community (or the organization).

Today we discuss a few positive outcomes that we stand to gain, when we create a culture of mentoring, coaching and nurturing people.

Let's consider these:

#1, A COMMUNITY WITH A CULTURE OF NURTURING PEOPLE

Proverbs 27:17

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

When we establish a culture of mentoring, coaching and nurturing people, then nurturing people will be so much of who we are and what we do. It will be 'normal' for us to build, grow and develop people. We will be like a big 'green house' where people will thrive and flourish.



The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching, Nurturing Part-4
Sermon Notes, Sermon Outline and Small Group Study Guide

This is God's will. His people who are planted in His house, should be flourishing – growing tall, strong, fruitful, and powerful!

Psalm 92:13

Those who are planted in the house of the LORD Shall flourish in the courts of our God.

When we establish a culture of mentoring, coaching and nurturing people, we will become -

A community of people with a growth mindset. People are not afraid to ask questions, to learn, to explore new ideas, to experiment with new concepts, etc.

A community of people building people. Where building people is a passion. Investing in people is a priority.

A community of people who have wisdom beyond their years. Young people have the benefit of learning from others with experience and gain wisdom beyond their years, in less time. They learn more in less time.

It will be normal for us to listen and learn, gain understanding so that we become wise, just as Proverbs teaches us.

Proverbs 1:5

A wise man will hear and increase learning, And a man of understanding will attain wise counsel,

Proverbs 19:20

Listen to counsel and receive instruction, That you may be wise in your latter days.

#2, A COMMUNITY WHERE YOUNG PEOPLE ARE PROTECTED

When we establish a culture of mentoring, coaching and nurturing people, the outcome is that our young people will be protected from the things that normally ruin young lives. This is because they have already been taught and nurtured, given wisdom and understanding by belonging to a community where they are mentoring, coaching and nurturing is the norm.

One of the best ways to protect our youth is by imparting wisdom and understanding to them.



The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching, Nurturing Part-4
Sermon Notes, Sermon Outline and Small Group Study Guide

Proverbs 11:14 (also Proverbs 24:6)

Where there is no counsel, the people fall; But in the multitude of counselors there is safety.

This also brings strength and stability into the lives of our young people. Wisdom and knowledge bring stability in turbulent times. Our young people will walk with strength and stability even when things are chaotic around them.

Isaiah 33:6

Wisdom and knowledge will be the stability of your times, And the strength of salvation; The fear of the LORD is His treasure.

#3, A COMMUNITY WHERE QUALITY LEADERS ARE NURTURED

There are leaders who gain their place of leadership through various means. And there are quality leaders – the ones who truly bless lives.

When we establish a culture of mentoring, coaching and nurturing people, then we are able to raise quality leaders.

Leaders are important for the work of God and for that matter for almost any work to take place. People need leaders. Organizations need leaders. Local churches need leaders. Leaders are needed in almost every sphere of activity.

Leaders must be nurtured. A good example is that of Moses and Joshua. At the beginning of the book of Deuteronomy, Moses shared how God instructed him to nurture Joshua, for the leadership role God had in store for him. Similarly, it is our responsibility to look well into the future and see the leadership potential that lies in people and nurture them for it.

Deuteronomy 1:38

Joshua the son of Nun, who stands before you, he shall go in there. Encourage him, for he shall cause Israel to inherit it.

Deuteronomy 3:28

But command Joshua, and encourage him and strengthen him; for he shall go over before this people, and he shall cause them to inherit the land which you will see.'



The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching, Nurturing Part-4
Sermon Notes, Sermon Outline and Small Group Study Guide

There came a time when Moses handed over the leadership baton to Joshua.

Deuteronomy 31:7

Then Moses called Joshua and said to him in the sight of all Israel, "Be strong and of good courage, for you must go with this people to the land which the LORD has sworn to their fathers to give them, and you shall cause them to inherit it.

As the book of Deuteronomy closes out we see Joshua in his leadership role, and ready to take things forward. People recognized his leadership and also the investment that Moses had made in Joshua.

Deuteronomy 34:9

Now Joshua the son of Nun was full of the spirit of wisdom, for Moses had laid his hands on him; so the children of Israel heeded him, and did as the LORD had commanded Moses.

We can see similar examples in Samuel, Elijah, Elisha. Samuel learned how to be a prophet of God with no one to help him. God taught him and raised him up. But Samuel then established the schools of the prophets in many cities. It is very likely that Elijah was raised up in one of these schools of the prophets. Later Elisha was also raised in one of these schools of the prophets. Three generations of prophets – leaders who could hear from God and speak to people – were nurtured and raised.

Leaders are pictured as pillars (Galatians 2:9).

We have already studied how Paul nurtured Timothy into being a spiritual leader.

When we establish a culture of mentoring, coaching and nurturing people, then we are able to raise quality leaders not only for the local church and ministry but in all spheres of society. We will have business leaders, entrepreneurs, innovators, and quality leaders in many spheres. These will be leaders who will be able to “wage war”, who will be able to carry out their assignment with the counsel they have received from those who have nurtured them.

Proverbs 20:18 (see also Proverbs 15:22)

Plans are established by counsel; By wise counsel wage war.

#4, A COMMUNITY WHERE EFFECTIVENESS, EFFICIENCY AND IMPACT IS EXPERIENCED AT ALL LEVELS



The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching, Nurturing Part-4
Sermon Notes, Sermon Outline and Small Group Study Guide

Imagine a community where people at all levels, everywhere, are doing things with excellence, passion, pursuing effectiveness and efficiency. Imagine, APC – as a local church community – where all pastors, all leaders in all ministry areas, all volunteers in every area of ministry – are serving with passion, excellence, efficiency, effectiveness and thereby having impact! How can we achieve this? When we establish a culture of mentoring, coaching and nurturing people, this will be possible because of passion and excellence being passed on to everyone.

Moses and the leaders (Exodus 18:13-27)

We see some of this in the experience of Moses. Moses was a lone leader at one point. He was attempting to handle all things by himself. His father-in-law Jethro noticed this and advised Moses to appoint leaders. Train and delegate responsibility to the leaders. Moses did this and the entire community in exodus were blessed.

#5, A COMMUNITY THAT STEWARDS AND PASSES ON WHAT THEY HAVE RECEIVED

One of the failures of Joshua could be that he did not appoint a successor after him, the way Moses had done. So, in that sense, he failed as a leader. There did not seem to be a “mechanism” in place to continue to coach, nurture and raise leaders.

This is what we read in Judges:

Judges 2:6-7,10

6 And when Joshua had dismissed the people, the children of Israel went each to his own inheritance to possess the land.

7 So the people served the LORD all the days of Joshua, and all the days of the elders who outlived Joshua, who had seen all the great works of the LORD which He had done for Israel.

10 When all that generation had been gathered to their fathers, another generation arose after them who did not know the LORD nor the work which He had done for Israel.

Israel failed to pass on to succeeding generations all the wonderful things they had received and experience during the time of Moses, Joshua and later.

When we establish a culture of mentoring, coaching and nurturing people, we can ensure that each generation is able to steward and pass on to succeeding generations what they have received. Continuity is established. This is what God desires, as expressed in Isaiah 59.



The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching, Nurturing Part-4
Sermon Notes, Sermon Outline and Small Group Study Guide

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."

REVIEW:

The positive outcomes of a mentoring culture:

- #1, A community with a culture of nurturing people.
- #2, A community where young people are protected.
- #3, A community where quality leaders are nurtured.
- #4, A community where effectiveness, efficiency and impact is experienced at all levels.
- #5, A community that stewards and passes on what they have received.

GOSPEL AND SALVATION CALL

SUPERNATURAL MINISTRY TIME

Minister as the Spirit leads



The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching, Nurturing Part-4
Sermon Notes, Sermon Outline and Small Group Study Guide



The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching and Nurturing (Part-4)
Sunday May 14, 2023

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: *Judges 2:6-7,10; Isaiah 59:21*

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, Please take some time to discuss the five positive outcomes of mentoring, coaching and nurturing people, within the local church context (note, some of these thoughts would be relevant to any kind of organization):

- #1, A community with a culture of nurturing people.
- #2, A community where young people are protected.
- #3, A community where quality leaders are nurtured.
- #4, A community where effectiveness, efficiency and impact is experienced at all levels.



The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching, Nurturing Part-4
Sermon Notes, Sermon Outline and Small Group Study Guide

#5, A community that stewards and passes on what they have received.

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.



The Positive Outcomes of A Mentoring Culture Mentoring, Coaching, Nurturing Part-4 Sermon Notes, Sermon Outline and Small Group Study Guide



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 explore the positive outcomes of a mentoring culture:

- #1, A community with a culture of nurturing people.
- #2, A community where young people are protected.
- #3, A community where quality leaders are nurtured.
- #4, A community where effectiveness, efficiency and impact is experienced at all levels.
- #5, A community that stewards and passes on what they have received.

This is Part-4 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



The Positive Outcomes of A Mentoring Culture
Mentoring, Coaching, Nurturing Part-4
Sermon Notes, Sermon Outline and Small Group Study Guide

KEYWORDS

Discipleship, making disciples, mentoring, mentor, coaching, life coach, nurturing people, building people, mentoring culture, people development, sermon, sermons, sermon notes, sermon outline, free sermon notes, free sermon outlines, Bible study resources

REFERENCES/CITATIONS

Unless otherwise indicated, all Scripture quotations are taken from the New American Standard Bible 2020, (NASB) Copyright © by The Lockman Foundation. All rights reserved.

Biblical definitions, Hebrew and Greek words and their meanings are drawn from the following resources:

Thayer's Greek Definitions. Published in 1886, 1889; public domain.

Strong's Hebrew and Greek Dictionaries, Strong's Exhaustive Concordance by James Strong, S.T.D., LL.D. Published in 1890; public domain.

Vine's Complete Expository Dictionary of Old and New Testament Words, © 1984, 1996, Thomas Nelson, Inc., Nashville, TN

Mounce Concise Greek-English Dictionary. Edited by William D. Mounce with Rick D. Bennett, Jr. (1993)

Word Pictures in the New Testament. Archibald Thomas Robertson. Published in 1930-1933; public domain.

Word Studies in the New Testament. Marvin R. Vincent, D.D. (1886)