

Bobby Hill: Good afternoon. It's good to see everyone. Thank you for coming.

Let's have a moment of prayer, as we begin. Praise God. *Heavenly Father, it is a pleasure to gather around Your purposes in Your Kingdom. Thank you for each of these leaders who are present today. We ask that you would take charge of our thoughts and our hearts, and help us to become more effective leaders in your Kingdom. Holy Spirit, we're dependent upon You, and we promise to give You all the glory, in Jesus' name. Amen.*

Bobby Hill: I want to share with you this afternoon on the subject of "Making Mentoring Work." Most importantly, I want to emphasize the practical aspects of mentoring that are based really just on my own experiences over the last 44 years. When you have any longevity in ministry one thing you know is you made so many mistakes that the primary thing you have to offer is to help other people avoid some of those mistakes. Let me confess to you from the beginning: I am humbly honored to be here, just to be in your midst, and I've already been enriched by the gatherings. I want you to know that I don't have all the answers about mentoring, but I consider myself a learner. I think we can learn together.

So, let me begin by asking you a question, and you can just shout out the answer. Later this afternoon, in our time together, I'll give you a chance for some questions, and I'll do the best I can to dialogue with you. When you start describing words for leadership development there can be a lot of confusion. Each of us have our own understanding and perceptions about what words mean. So when we use the word "mentor" or "mentoring", what comes to your mind? Give me some words or phrases that immediately come to mind. I don't mean a full definition. But what comes to mind when I say "mentor" or "mentoring"? What do you think that means? Any definitions?

Tom: Consult. To consult.

Bobby Hill: To consult somebody else?

Tom: Yeah.

Participant: Leading others.

Bobby Hill: Leading others? Okay.

Tom: Accompany somebody. Spend time with somebody.

Bobby Hill: To spend time with somebody. To come along with them. Yes. Anything else?

Tom: Be friends.

Bobby Hill: Friendship.

Tom: Yeah. Friendship.

Bobby Hill: Good.

Participant: Lots of coffee.

Bobby Hill: There you go. Lots of coffee time. That's a secret sauce right there. That makes every mentoring relationship work, right? Are there any other words that come to your mind?

Tom: Oh. Challenge.

Bobby Hill: Yes. One of the things that I've experienced is frequently people have come to me and said, "Oh, would you mentor me?" And I find that that's a very common question that's asked for leaders as leaders. Sometimes it's someone who admires you, or they recognize good things and callings in your life and they want more. But I found that one of the first responses that I use is, "What do you need?" I think clarifying expectations in mentoring relationships is absolutely important.

When I was younger in ministry, I created many disappointed people who asked me for mentoring, and they had one expectation and I had another. So I think over the years I've learned to try to eliminate some of that misplaced expectation. And by preventing some of the misunderstanding, we have a much better ability to choose the right relationships.

As we begin with some of the content I want to share with you this afternoon I want to clarify what type of mentoring I want to focus on. We understand that there's mentoring in different sectors. There's mentoring in the business sector. There's mentoring in an educational environment. In the university where I serve, every new faculty member gets another faculty mentor. But I'm focusing today on ministry mentoring in more traditional ministry settings. At many times people will use the word mentoring to describe basic discipleship and as important as that may be, I want to limit my comments and my time to speak about mentoring emerging ministry leaders.

Let me just start with a very obvious point. It's just something that's important that we just make this assumption very clear. Everyone in this room knows the Bible. But can we just remind ourselves that mentoring is not just a contemporary concept? But it's a biblical principle. And although methodologies may change, it is rooted in the true description.

Again, let's just remind ourselves of a couple of the most prominent and beneficial cases in the Bible of mentoring. What about the mentoring relationship between Moses and Joshua? There's a clear example of an intentional mentoring relationship, in order to raise up an emerging leader. And I think we could agree, Moses was very successful in his mentoring with Joshua. And when it was time for Moses to pass the baton onto Joshua, Joshua was prepared by God. And although there had been a call upon Joshua's life and God's anointing was what made him what he was, mentoring played a key role in Joshua's success.

Our greatest example and model of leadership as well as mentorship, is in the case of Jesus Christ. There's some form of mentoring going on in developing His disciples to develop their skills. We find that Jesus in Luke, Chapter 10 sends out His 72 disciples; He told them to proclaim the Kingdom, heal the sick, and cast out demons. And when they came back to Jesus after practicing for a while to give Him a

report (you'll notice that in that tenth chapter, after they came back to report their amazement at the results) Jesus instantly provided some feedback: just a minor adjustment in their attitudes.

Do you remember what He said? "I know how excited you are to see the demons obey you, but let's just remember what's the most important thing: the people you saved and that we have eternal life." Do you see the back and forth exchange? So Jesus was mentoring them to develop skills; He was obviously interested in transforming their heart and their lives.

And then we have the case of the Apostle Paul and Timothy, and there's so much that we can learn from that example. In 2 Timothy 2:2 is one of the most powerful and profound Scriptures for leadership and development in the New Testament, and it demonstrates the generation of principle of leadership development. And as Paul is instructing Timothy, he says this, "And what you have heard from me in the presence of many witnesses, entrust to faithful men who will be able to teach others also." The relationship: the spiritual father and spiritual son relationship between Paul and Timothy was very special and may not be easily replicated.

But there's something that Paul is admonishing Timothy to reproduce; He's saying, "Timothy, in the same way you learned from me, that I developed you, find some faithful men and women: train, mentor, and develop them, in the same way." And then he catapults the discussion in the future generation, so we have multiple generations of mentoring going on.

So try to answer the question: What is mentoring? There are many definitions available, but maybe my favorite is provided by Robert Clinton. He used these words, "*Mentoring is a relational experience through which one person empowers another by sharing God-given resources.*" I like that. May I just underscore a few words? Notice the word "relational"; it is a relationship-based experience. Notice it's between people, one-to-one. It also can be one to a group. I would also underscore the word "empower". It should be a relationship that is empowering someone else. And how do we do that? Clinton says, "Because we are sharing God-given resources."

Those resources may vary. Sometimes it's the resource of wisdom on how to handle certain situations. In some of my mentoring relationships, some of the common questions have to do with resolving conflict, and I find that many times just a little bit of help to know how to frame a conversation is very helpful in someone communicating, regarding their conflict. It might be a knowledge-based resource. It might be some experience that you're sharing. It might even include the impartation of special gifts. Mentoring is a positive dynamic that is focused on developing people's potential.

One of my greatest joys in life and ministry is observing and watching people that I invested in, my spiritual sons and daughters and my spiritual grandsons and granddaughters, doing greater things than I ever did. That is the most fulfilling aspect of being involved in God's work, for me.

Remember, it focuses on developing people's potential. Mentoring has to do with investing in people. You recognize the call of God upon someone's life. Sometimes you're validating and confirming that call, and then you're assisting in the shaping of their life.

I want to share with you, just for a moment, my own personal background, and I think it will help you understand why this form of non-formal training is vital and important to me. When I was 18-years-old, God redirected my life. I was pursuing university training as a doctor.

Tom: A medical doctor?

Bobby Hill: Yes, a medical doctor. And as I graduated from high school, my parents gave me a graduation gift to travel to Brazil to visit with my sister and her family who had been missionaries in Brazil, and I spent three months in the jungles of Brazil. What I didn't expect was that it was 200 miles from anything that looked civilized. No power. No electricity. No running water. Just a hut and a dirt floor.

But during that summer, God did a remarkable thing in my heart. I think it was probably because I was forced to focus on my walk with God. The distractions of life were removed. During that summer, God spoke to my heart, redirected my passion, and he called me into full-time ministry. And He totally just changed my heart. And I was so excited about going home to tell my pastor; that was the first person I wanted to go tell.

So after my summer experience I canceled my enrollment at the university because I was so convinced there was a new path for me. And I went and knocked on my pastor's door. His name is Jim. I said, "Pastor Jim! Pastor Jim! I'm back!" And he said, "How was your summer?" I said, "Well, it was wonderful. What's most important is that I'm no longer going to be a doctor. God's called me into the ministry." I said, "And I canceled my scholarship with great joy!" He said, "You did what?! Oh no!" And I said, "This is the Lord. This is God." And so we sat and began to talk. And I said to him, like a young child, "What's next?! What do I do now?! I'm ready!" And he had no experience in providing non-formal training of any kind. In fact, he had only been out of seminary for five years.

God allowed that circumstance to push us both into a relationship that neither one of us had language for. We didn't know what to call it. I just knew that he had things that I needed. He was farther ahead in his call than I was. I wanted to draw from him, learn from him. And I said, "Would you train me? I don't know what my calling is, but would you help to train me?"

I remember that he kind of scratched his head wondering, "What do I do now?" And he said, "I'll tell you what! Tomorrow morning, be at my house at 5AM." I said, "Five? Five in the morning?" And I'm imagining that we're going to have this intense prayer experience. And when I arrive at his house, he said, "Get in the truck." I said, "Where are we going?" He said, "We're going fishing." We went to the lake to go fishing because he was an outdoorsman. So I went fishing with him, and I learned to fish! But while we were fishing, I was asking questions. We were building our relationship.

And for months and months, we spent a lot of time together: sometimes fishing, sometimes prayer. And I just became his shadow. When he was counseling someone at the church I was there. I was listening and learning. When he was praying for the sick, I was there watching. And then I said, "Can you show me how you prepare a message when you preach? Can you show me how you do that?" And he said, "Sure." And he taught me.

In a one-on-one relationship, he taught me how to build a biblical message. The early part of my ministry formation, I brought up having a spiritual father who was willing to accept the task of mentoring me. Still to this day many, many, many years later he's still my pastor. He's still my spiritual father. We live a couple thousand miles apart, but I owe him for the mentoring investment he made in my life.

Now, fast forward, I went into full-time ministry before I had any formal training, although I grew up in a very strong Christian Bible-believing home. I planted my first church when I was 21. So maybe not as young for some people, but for me that was quite young. And I later added to my training, more formal training. I had been in full-time ministry pastoring churches for 18 years before I ever had a Bachelor's degree.

I'm not here to bash or to criticize formal theological training because I'm a professor in a seminary today, and I pursued my Doctorate degree. But I'm here to talk to you about mentoring. And I think you can see in my own personal experience and background that I became convinced early on that a personal relationally-based mentoring produces great, great fruit.

So what I want to share with you are some practical lessons I've learned. I'm going to give you five lessons for mentoring, and I must say this to you that they're very basic, very simple. But I think they are building blocks for a very effective mentoring relationship.

Let's talk about the first lesson or suggestion I make for making mentoring work, and that is *put the relationship before the mentorship*. Prioritize the relational part of your mentoring relationship. By its very nature and our definition, mentoring is a relational experience. But some mentoring that goes on, I think, can easily fall into the danger of just becoming very academic or it just focuses on the development of knowledge. And I think it's best to focus on the relationship.

One of the greatest complaints and concerns I hear expressed by students, both undergraduates and graduates, is they desperately want a relationship with someone who has gone farther ahead of them. As beneficial as the classroom instruction is, many students long for the relationship with the one who is teaching. And it's not realistic for me to have that kind of relationship with 200 students because one of the things you're going to experience is that you'll need to limit the number of mentoring relationships you entertain at a time. So I'm always watching. Listening to the voice of the Spirit to see whether there's a God-connection. It doesn't mean that everyone is not important, but Jesus was very intentional about those He called. And so through my ministry experience, I've been very attentive to those that I feel God-given chemistry and assignment.

Please understand that the relationship between the mentor and mentee is foundational and vital to the results and quality that comes out of that relationship. Don't treat the relationship as just something where you just check the box. It has to become a meaningful relationship. It needs to emphasize the value of authenticity and transparency. I learned very early that to be an effective mentor I had to be real with the people that I'm mentoring. That includes talking about my struggles, my weaknesses, my limitations, and how God is teaching me to overcome. And I will share things with my mentoring groups that might not be appropriate from the pulpit. Do you understand what I'm saying?

I believe in authenticity from the pulpit. There are things that we share in our mentoring group that are not appropriate in public form. So the relationship is key. I really believe that people grow best in community, and our churches, and our ministries. If there's an absence of real community – life giving relationships – where we do life together, I believe the result is a much weaker church.

Let me give you an example of a young man named Steve. About five years ago, I was sent a young man who had just finished his undergraduate program at the university where I had started. The Dean of the school had sent him to me. He knocked on my office door, and he said, "The Dean sent me to talk to you." So we sat down and talked. He said, "I just finished my degree. I now have a Bachelor's Degree in Christian Ministry." He said, "But I don't have a clue how to do ministry." And he said, "I told the Dean I need someone who can mentor me."

And so he said, right in our very first meeting, "Would you mentor me?" I said, "I don't know. I don't know you." And so, we began to get acquainted. And all the time that we're talking, I'm trying to sense in my heart whether or not this was a God-appointed assignment because everyone who asks is not necessarily sent by God. And I sensed in my heart, "Okay, this is a possibility." I said, "Let's do this. Let's begin by meeting together regularly. We just get to know each other." And I said, "Oh, by the way, my life is very busy." I said, "You attend church on one side of the city. I said, "I pastor a church, a young church." I said, "It's an hour away, and the only way this mentoring relationship works for me is if you attend my church. I'm not trying to make you change churches. I'm just saying that the only way it works for me is if we have a local church context to work in."

So for three months, we began to get acquainted. Sometimes we shared a meal and sometimes coffee. Many different settings. I was trying to make some discoveries. I wanted to know about his sense of calling. I wanted to find out how common are values were. I wanted to find out where he was at in his beliefs. So after three months of building some kind of relationship, we embarked on a mentoring connection. And since then, that's been five years ago, he has escalated and began to be involved in all different kinds of leadership roles: leading ministries, doing all different kinds of effective ministry. He still considers myself as his mentor. We still meet regularly.

The results have been directly connected to the fact that we're willing to build a relationship. You know, honestly, when we talk about mentoring emerging leaders, I think the best biblical language for that is the family model. Fathers and sons. Mothers and daughters. That framework works with your understanding everything there is about mentoring emerging leaders. So I'll probably reference that father-son relationship many times. I've enjoyed many relationships where I've lifted hundreds of spiritual sons and daughters who are serving in ministries and churches around the world, but it was all started with the investment of time.

I forgot to tell you something about Steve. When he asked me to mentor him he said, "I just got through meeting with my pastor." I said, "Oh, good!" He said, "It wasn't good." He said, "I asked my pastor to mentor me, and he said, 'I'm sorry, I won't do that.'" I didn't tell Steve that I'm thinking, "He doesn't do that?" And he pressed it further by saying, "What is it?" He said he gave him a list of reasons, but one of

the reasons he wouldn't do it is because it takes too much time. You know having children takes time, but I believe it's worth the investment. I believe it is.

Okay, let's look at number two. *Focus on character rather than competency.* Focus on character rather than competency. I'll come back to this slide, so be patient. This will help us to understand this point. In Psalm 78:22 it says, "And David shepherded them with integrity of heart and with skillful hands he led them." What areas does mentoring focus on when you're mentoring someone else? What areas and dimensions are you focusing on? I believe that there's three key areas, and this Scripture introduces us to two of them. By the way, we know that this is speaking about David; he's an exemplary leader, right?

Two critical things about David. It speaks to us about the heart of leadership and it speaks to us about the hands of leadership. The heart and the hands of leadership. So let me just explain that I believe that there are three dimensions of mentoring relationships. Three things that I want to focus on about mentoring relationships. And just to make it simple, I call it the heart, head, and hands approach.

David shepherded them with what? Integrity of heart. That has to do with what? Character. Integrity. All of us understand that we lead from the inside out. So if we're mentoring emerging leaders we have to be dealing with heart issues: motives, attitudes, reactions, ethics, and integrity. Heart issues. So I personally think that mentoring works best if it's encompassing all three of these dimensions. So we deal with a heart of a leader.

It's also going to involve the head. Which has to do with what? Knowledge. So, yes, there is cognitive-base. There is intellect-based learning that is going on. Knowledge of Scripture. So this is important. We don't want to take any emphasis away from the importance of having renewed minds but it has to be in balance. So one of the things that I do, if I'm mentoring someone, is I want to make sure that they're on a learning growth track. There should be something that they're studying, that they're learning intellectually and growing in that area.

And then the third area are the hands of ministry. David shepherded them with integrity of heart and what? Skillful hands. He led them. Hands speak of what we do. Skills or competencies. So skills may involve communication, time management, prayer life, certain other kinds of leadership skills, or planting churches. We could give you hundreds of skills. So I find what works for me is if I'm investing my life, my time, and effort into mentoring I'll be touching all three areas. So I'm always connecting the dots, even if we're learning a skill.

So let's say I'm teaching someone the skill of leading a small group; so while we talk about it and work through it, there may be an attitude that surfaces. And I want to say, "Wow! Did you hear what you just said? Does that reflect the right kind of heart that God wants us to have?" So I'm just trying to point out the interrelationship between the three.

Now back to point number two. So we're talking about focusing on character rather than competence. I'm not saying that competency and skills are not important, but if there is a priority it has to be on character and heart issues. The best leaders go way beyond their skillsets. You're dealing with values and character

issues. Unfortunately, there are many ministry leaders today that have fallen into different kinds of cynical patterns.

Moral failure is too common among pastors and ministers. I lead a network of pastors and leaders, and part of my responsibilities are to clean up the mess that is left behind when a pastor or a leader fails morally. And I work with all leaders to try to restore them. I never wanted to have that ministry. It is heartbreaking, but it always reminds me that ministry is not just what we do. It's not just about building a large ministry. It has to be rooted and grounded in the heart of godliness. We have to emphasize Christ-centered lifestyles. Easy to put an emphasis on charisma, but character always deserves our priority. Titus 2:7 does a good job on emphasizing that ... *In everything set them an example by doing what is good through integrity and seriousness.*

I want to get through all five of these, and then we'll get some comments or questions in.

Make mentoring an intentional process. Emphasize that it is a process but it has to be intentional. To do something intentionally means you're prepared for it. You're committed to doing something on a sustainable repeated basis. It's not accidental. It's not just spontaneous but it is intentional. And I believe that only things that are intentional bear fruit that is sustainable. And this requires discipline and faithfulness from both the mentor and the mentee.

This intentional process can involve two different formats. I find that both are helpful. So I'll just give you an example of what I do today. So I have eight young emerging leaders that I meet as a group on a regular basis. Three times a month, we meet as a group, and our meetings are an hour and a half long. I'll just tell what we did. So we start just by talking about life. Sharing what's been going on in life. Sometime it's a praise the Lord. Sometimes they're negative and sometimes they're positive.

We've developed a trust, and that transparency helps us to grow. There's a strong element of accountability found in the group. So we'll hold one another accountable for things that we shared. One of them may share about a conflict with their spouse. We'll pray for them. And I'm always surprised at how much God-accountability comes from the group. Their peers are just saying, "Well, brother, you need to obey God. The Bible says, "As Christ loves the church." So I just sit and listen. I just sit and facilitate. And a few weeks later, I'll hear one of them say, "By the way, how are you doing with that marriage relationship? Are you finding ways to love her?" These are the kinds of things we talk about.

After we've visited for a while, then we turn to some kind of growth program that we're on. Most of the time we will adopt a book that we're going to be reading together. We read it at the same time in our own lives. I'll assign so many chapters for each time. When we come together we'll discuss it, and we share the observations that we make. And then we'll use that as life-giving materials to see how it connects to our lives.

I've used different kinds of books, but most of them focus on heart issues or skill issues. You have to remember that these are all people that are emerging leaders within our own church context. Our church is very much an equipping type church. And so, they're already hearing the word of God being taught. So sometimes our discussions are stimulated by things that we're already teaching at church, but we're

reading supplemental material. Sometimes they'll pick out a topic. Most of the time I'll select a book, and after we get done talking through the material, we'll spend some time in prayer. That's it. But it is a small group of purpose. And the context always gets back to developing the call of God in their life to fulfill their ministry leadership potential.

In addition to the group experience, I meet individually with each of them a minimum of once a month, and each of them gets priority access to my life. We all know we're all busy, right? Those in my mentoring group know they have access. I'm convinced the reason Jesus was so successful with those 12 disciples is it was association and access. So if they're going through something and they need to sit and visit with us, that's fine.

And frequently, I include as a part of some kind of hands-on ministry practice. So if I'm going to meet with family I take one of them with. I know that it's simple, but years ago, the way to develop leaders is to simply never do ministry alone. That's simple, isn't it? But it works.

So I might just also mention this as a sidebar comment. For me, I've become very selective because I have a limited number of spaces. I have to maintain boundaries in all of my activities, so there's a couple of things I expect every mentee to agree to. And I will give you the whole list, but one of them is I'm not going to mentor them, unless they agree to be mentoring someone else because otherwise **[Inaudible 01:17:15-01:17:17]** doesn't recur. And the habit is we think, "Oh, I don't have my life together enough yet to invest in someone else." So all of them are engaged in mentoring someone. You understand?

So that's just a prerequisite that I make. I think you can begin to see that this is an intentional process. One other quick hint here before we can conclude; I have a rule that I make, and that is that when I meet individually with them, they have to initiate and set the agenda for the time together. Now, obviously, if I have something on my heart to talk about, we'll talk about it, but this way I find that I'm more effective.

They may come with two questions that they're going to ask. They may want to talk about a struggle, something going on in their personal life, or something about their leadership development. For me, that works better because otherwise I feel like somehow I have to prepare profound things to say. This way I know that I'm scratching them where I know they have an itch. I'm hitting the target.

Okay, quickly, let's go to number four and number five. Alright. Number four: Shout loudly with your encouragement, but keep quiet with your criticism. Let me see if I can explain. No one ever has too much encouragement. In a mentoring relationship I'm also thinking about three things: how can I support you, how I can encourage you, and how can I hold you accountable. I always remember it as "S-E-A". It's a good way for me to remember it. "SEA" how can I support? How can I encourage? How can I hold you accountable?

We all need encouragement, and I want to be loud with my encouragement. I want to affirm Tom today he's doing a great job. So I want to praise him here in public. So I want to give encouragement individually, and I want to be very, very clear about it. I want to encourage them in private, but I also want to encourage them in public. But there's also the need and importance for correction.

Your children will not grow well in maturity without correction and it's true for spiritual children, as well. But that correction and confrontation should be done privately if at all possible. One of the great mistakes I have observed in these kinds of relationships is the avoidance of confrontation. The people we lead need loving confrontation and correction, but do it privately. And if it's relationally-based, to know I love them and we've developed a bridge of trust, which allows them to receive my correction. This is getting feedback. If I observe them do something leadership, I give them feedback. It's been said, "Feedback is the breakfast of champions." So whether it's praise, feedback, or correction we need to consistently provide it.

Let me close with number five, and then we'll have a moment for some questions. Create opportunities for others to develop their skills and experiences. Create opportunities. As a mentor, you need to make sure that with the people that you're mentoring you're not only telling them what to do, but you're also giving them a chance to do it. A lot of people have never developed the skills because they've never had the opportunity to try. This includes the importance of delegating tasks. Empowering those that you're mentoring.

I'll give you one example. There was another young man named Mark, who was a member of my full-time church staff. He was in charge of all of the ministry children. Children's pastor. So our church was planting churches constantly. And one of our new church plants needed a new church pastor. And I was kind of the planter. But as we were starting a new church, I would always have the pastor who would head the church right there with me. So God began to show me that Mark was going to be the pastor of the next church. And when I told Mark, he said, "Oh, there's no way I could pastor adults." I said, "Why not?" He said, "Because when I teach I know how to tell stories. I can teach children but not adults." I said, "You're a great communicator!" He said, "Would you teach me?" I said, "Sure." For the next four months, every week we would meet, and we would focus on the skill of how to prepare and deliver messages for a mixed congregation. And then I would say, "Mark, this next week, I want you to give a 10-minute devotional in this group." And I would listen. And then the next week I would give him feedback. And he would develop and grow.

Today, he pastors a very successful church, and he is one of the best preacher-teachers that I've ever seen. When I hear him preach, I go, "Wow! He is so good." And I'm reminded of the illustration of being like a ladder. Now he is my spiritual son, but I simply serve as a ladder to allow them to climb to a higher place, and that brings me such great joy because of the opportunities that I've created for him.

Well, I didn't allow as much time for questions and comments as I'd hoped to, but I do want to do that. If you have a question or comment you can stand or come to the microphone, and Tom will repeat it or I'll repeat it to make sure that it's recorded. Okay, I'm sure if I don't have the answer, then someone else in the room might have the answer.

Alright, who has a question? Yes, right here. Is mentoring the same as discipleship? It all depends on how you define discipleship. I perceive that there's two kinds of discipleship. There's foundational discipleship and there's formational discipleship. Foundational discipleship is the early stage of getting a new believer established. Formational discipleship is ongoing. We all should be growing as a disciple, right? What I've been talking about is mentoring as it relates to developing emerging leaders, but it could

be considered a form of formational discipleship. Again, everybody uses a different definition for mentoring. And so, and there's a sense in which I'm discipling these young leaders. All of you understand that the word "mentoring" is not in the Bible, so that's why some of the more biblical language is better, like fathering.

Participant: How do you discern or identify who is the right person?

Bobby Hill: It's a challenge, but I think everybody might approach it a bit differently. What I do is I'm always praying, asking God to show me potential. And sometimes it's potential that I'm assigning to someone else. And sometimes it's someone that I have chemistry with. Chemistry is a big factor. If I feel that I have good chemistry, and I feel a significant sense in my spirit that God's calling me to invest in this person, and that's how I make the determination. But all the time I'm recruiting people to be mentored. And by the way, my group changes. So I may have someone in my mentoring group, for example, for two years, and then I graduate them out. Does that make sense? Okay, so it's not permanent.

Participant: Thank you for sharing today. You touched my heart. So this class helped me to clarify how a mentoring relationship works.

Bobby Hill: You should have taught this workshop.

Participant: I really want to pass on what we've learned from your generation to the next generation.

Bobby Hill: Amen.

Participant: How can we stir up the fire inside them?

Bobby Hill: Well, hopefully, there's already some passion there. So, then, I just want to keep fanning it. I don't want to lose the fire. We want it to burn brighter. So hopefully I can just add to the fire. Helping the fire.

Participant: I'm really touched by your lesson today, especially the relationship aspect of mentorship. This really touched the right parts. If we make the mentor-mentee relationship, as a father and son relationship, I don't know if anyone will come to the groups. So when we have the mentoring relationship within the ministry it'll be more effective, and even more of a greater lesson. Plus, what you mentioned, your heart, your integrity of your heart, your hands, your mind; everything put together the mentoring ministry will be more effective. So in the lesson, treasuring the heart, but also the overflowing. This is a very good teaching.

Bobby Hill: Thank you very much. Thank you, Tom. I'm going to do this. I'm going to pray a blessing, and then you'll be dismissed. *Lord, we thank You for the opportunity. We praise You for Your wisdom and Your knowledge. And cause us to reproduce for You, in Jesus' name. Amen.*

