



FOREVER FREE

MENTOR TRAINING

HOW TO BECOME A
CONFIDENT & EFFECTIVE
MENTOR



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TRAINING**

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How to Become a Confident, Effective Mentor

Step 12: Having had a spiritual awakening as a result of these steps, we carry this message of hope and healing to others and practice these principles in all our affairs.

Introduction: The Heart of Mentoring

Mentoring is one of the greatest privileges and responsibilities in recovery. It's more than just helping someone work through the steps—it's about guiding them toward a deeper, more meaningful relationship with Jesus Christ. As we complete Step 12, we're called not just to live out the principles of recovery but to **carry this message to others**.

Matthew 28:19-20 (NLT): *"Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age."*

The call to mentor isn't based on perfection. In fact, it's often through our imperfections and past struggles that we can connect most deeply with others. We become vessels of God's grace, showing others what's possible through surrender, healing, and transformation.

Personal Reflection:

Think back to when you first started your recovery journey. Who was there to guide you? How did their support impact your life?

Your experience can now be the catalyst for someone else's breakthrough.

The Call to Mentor: It's About Multiplication

In the same way someone was there for you, you now have the opportunity—and responsibility—to be there for someone else. Mentoring is not about creating a "mini version" of yourself; it's about pointing others to Jesus and helping them grow into who **He** has called them to be.

Example:

Consider the Apostle Paul and Timothy's relationship. Paul didn't just teach Timothy theology—he poured into his life, offering guidance, encouragement, and correction. Paul's mentorship equipped Timothy to become a strong leader in the early church.

2 Timothy 2:2 (NIV): *“And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.”*

This is the heart of mentoring—**multiplication**. What you’ve received, pass it on.

The Mission of Mentoring: Carrying the Message

The mission is simple but profound: help others find the same hope, healing, and freedom that you’ve found. Recovery isn’t meant to be a **cul-de-sac** where the blessings stop with us—it’s meant to be a **highway** leading others to Christ.

Romans 10:14 (NIV): *“But how can they call on him to save them unless they believe in him? And how can they believe in him if they have never heard about him? And how can they hear about him unless someone tells them?”*

Example:

Imagine someone drowning in a river, crying out for help. You have the life preserver in your hands. Would you hesitate to throw it? Mentoring is about throwing that life preserver—it’s about sharing hope with someone who feels hopeless.

Non-Negotiables of Being a Mentor

To mentor effectively, there are core principles that must not be compromised:

1. Victory in Recovery:

- *Only mentor in areas where you’ve experienced victory.*
- **Example:** If you’ve found freedom from substance abuse but are still working through codependency, focus your mentorship on what you’ve overcome.
- **Why?** You can’t lead someone out of a pit you’re still climbing out of.

2. Gender-Specific Mentoring:

- *Women mentor women, and men mentor men.*
- **Example:** Emotional connections can sometimes blur boundaries. Staying gender-specific safeguards both the mentor and the mentee.

3. Active Recovery Participation:

- *Stay engaged in your own recovery.*
- **Example:** Continue attending meetings, step studies, and personal inventory work. A stagnant mentor leads to a stagnant mentee.

4. Growing Relationship with Jesus:

- *You can’t lead someone where you haven’t gone.*
- **Example:** If you’re not spending time in prayer, Scripture, and fellowship, your mentorship will lack spiritual depth.

The Realities of Mentoring: It's Beautiful and Messy

Mentoring isn't always smooth sailing. There will be moments of deep joy and others of heartache. Understanding these realities prepares you to persevere.

- **No Guarantees:**
 - Some mentees will thrive; others may fall away. That's not a reflection of your success but of their journey.
 - **Example:** Jesus had Judas in His group—not everyone will respond the way you hope.
- **Heartbreak is Possible:**
 - Watching a mentee relapse or make destructive choices is painful, but it's part of the journey.
 - **Encouragement:** Focus on being faithful, not flawless.
- **Victories are Worth It:**
 - When you see someone experience freedom and victory, there's nothing more rewarding.
 - **Example:** Watching a mentee step into leadership or mend broken family relationships is a powerful reminder of why we mentor.

Setting Expectations: Mentor Agreements

Healthy boundaries and clear expectations create space for growth and accountability.

- **Establish Goals:**
 - What does your mentee want to accomplish? Work together to create spiritual and recovery-related goals.
 - **Example:** "I want to complete the 12 steps and grow in my prayer life."
- **Clarify Boundaries:**
 - When will you meet? How will you communicate?
 - **Example:** Agree on weekly in-person meetings and text check-ins, while setting healthy limits on late-night calls.
- **Plan for an Exit:**
 - Some mentorships are for a season. A clear plan helps avoid confusion or unhealthy dependency.
 - **Example:** "We'll mentor through the completion of the 12 steps, and then revisit what's next."

Key Qualities of an Effective Mentor

1. **Integrity & Authenticity:**
 - Walk the talk. Be honest about your own struggles and victories.

- **Example:** “I still struggle with anger sometimes, but here’s how I handle it now.”
- 2. **Accountability:**
 - Don’t be afraid to ask tough questions.
 - **Example:** “Have you been honest about your inventory this week?”
- 3. **Spiritual Guidance:**
 - Pray together, read Scripture, and point them to Jesus.
 - **Example:** Begin or end each meeting with prayer, focusing on specific challenges.
- 4. **Active Listening:**
 - Be fully present. Sometimes the best thing you can do is listen.
 - **Tip:** Repeat back what they’ve said to show understanding.
- 5. **Boundaries:**
 - You are not their savior—Jesus is. Keep healthy emotional and spiritual boundaries.
- 6. **Empathy & Patience:**
 - Understand that recovery is not linear. Progress, not perfection, is the goal.
- 7. **Celebration:**
 - Celebrate every victory, no matter how small.
 - **Example:** “You completed 30 days of sobriety—let’s acknowledge that milestone!”

Practical Mentoring Tips

- **Pray Together:**
 - Model what it looks like to pray honestly and vulnerably.
 - **Tip:** If your mentee struggles with prayer, guide them through simple steps.
- **Stay Consistent:**
 - Reliability builds trust. If you say you’ll be there—be there.
- **Challenge with Grace:**
 - Lovingly confront patterns of denial or self-sabotage.
 - **Example:** “I noticed you’ve been missing meetings—what’s going on?”
- **Avoid Codependency:**
 - Don’t want their recovery more than they do. Let them take responsibility.
- **Model Healthy Habits:**
 - Demonstrate balanced living—spiritually, emotionally, and physically.

Common Mentoring Challenges & How to Overcome Them

1. Lack of Commitment:

- o **Solution:** Revisit the Mentor Agreement and discuss the importance of accountability.

2. Emotional Burnout:

- o **Solution:** Stay connected to your own recovery and set boundaries to protect your well-being.

3. Relapse:

- o **Solution:** Respond with compassion, offering support but also encouraging them to re-engage in their recovery process.

Conclusion: Pointing to Jesus

Ultimately, mentoring isn't about you—it's about leading your mentee closer to Jesus. You're not responsible for their outcomes, but you are responsible for being faithful.

1 Corinthians 3:6-7 (NIV): *"I planted the seed, Apollos watered it, but God has been making it grow. So neither the one who plants nor the one who waters is anything, but only God, who makes things grow."*

Whether your mentee finds immediate victory or struggles for a season, remember that God is the one doing the work—you're simply His vessel.

Final Leadership Takeaways

- **Mentoring is Discipleship:** It's a calling, not a suggestion.
- **Stay Rooted in Christ:** You can't give what you don't have.
- **Celebrate Every Win:** Even the smallest step forward matters.
- **Lead with Compassion:** Empathy builds trust and connection.

Galatians 6:9 (NLT): *"So let's not get tired of doing what is good. At just the right time we will reap a harvest of blessing if we don't give up."*

Let's Pray:

Father, thank You for the gift and responsibility of mentorship. Equip us to lead with humility, grace, and wisdom. Strengthen us when we grow weary, and remind us that the ultimate victory belongs to You. Help us to be faithful guides, always pointing others to the hope and freedom found in Jesus. In Your name, Amen.

Forever Free Mentor Training Handout

How to Become a Confident, Effective Mentor

Step 12: Having had a spiritual awakening as a result of these steps, we carry this message of hope and healing to others and practice these principles in all our affairs.

1. The Call to Mentor

Matthew 28:19-20 (NLT):

“Therefore, go and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit. Teach these new disciples to obey all the commands I have given you. And be sure of this: I am with you always, even to the end of the age.”

- Mentoring is a response to Jesus’ call to make disciples.
- It’s not about having all the answers—it’s about sharing your story and pointing others to Jesus.
- Your spiritual awakening is meant to help others find freedom in Christ.

Reflection Question:

Who has God placed in your life that could benefit from your recovery journey?

2. The Mission of Mentoring

Romans 10:14 (NLT):

“But how can they call on him to save them unless they believe in him? And how can they believe in him if they have never heard about him? And how can they hear about him unless someone tells them?”

- Our mission is to **carry the message** of hope, freedom, and restoration.
- Mentoring is about helping others discover the transforming power of Christ in recovery.

Reflection Question:

How can your story of recovery help someone else take their first step toward healing?

3. Non-Negotiables of Being a Mentor

- **Victory in Recovery:** Only mentor in areas where you've found freedom.
- **Gender-Specific Mentoring:** Women mentor women, men mentor men.
- **Active Recovery Participation:** Stay committed to your own recovery.
- **Growing Relationship with Jesus:** Lead from a place of spiritual growth.

Tip: Stay rooted in prayer, Scripture, and fellowship so you can pour into others.

4. Key Qualities of an Effective Mentor

1. **Integrity & Authenticity:** Be real about your journey—both victories and struggles.
2. **Accountability:** Encourage honesty and consistency.
3. **Spiritual Guidance:** Pray with and for your mentee, and point them to Scripture.
4. **Active Listening:** Listen deeply and without judgment.
5. **Healthy Boundaries:** Avoid codependency; you're a guide, not a savior.
6. **Empathy & Patience:** Understand that recovery is a process, not a race.
7. **Celebration:** Acknowledge all victories—big or small.

Reflection Question:

Which of these qualities comes naturally to you? Which ones need growth?

5. Setting Expectations: Mentor Agreements

- **Goals:** What does the mentee hope to accomplish?
- **Boundaries:** Establish clear communication expectations.
- **Accountability:** Agree on meeting times and how you'll track progress.
- **Exit Strategy:** Discuss how and when the mentorship will conclude.

Pro Tip: Use a written Mentor Agreement to clarify expectations and goals.

6. Common Mentoring Challenges

- **Lack of Commitment:** Set clear expectations early and reinforce accountability.
- **Emotional Burnout:** Prioritize self-care and stay connected to your own support system.
- **Difficult Conversations:** Approach with grace and truth, focusing on growth.
- **Mentee Relapse:** Respond with compassion, encouraging re-engagement in recovery.

7. Practical Mentoring Tips

- **Pray Together:** Begin and end meetings with prayer.
- **Stay Consistent:** Regular check-ins build trust and accountability.
- **Challenge with Grace:** Confront denial or unhealthy patterns lovingly.
- **Model Healthy Habits:** Show your mentee what balanced living looks like.
- **Celebrate Growth:** Recognize spiritual and emotional milestones.

8. Leadership Takeaways

- **Mentoring is Discipleship:** It's not optional—it's a calling.
- **Stay Rooted in Christ:** You can't pour from an empty cup.
- **Celebrate Every Win:** Progress, not perfection, is the goal.
- **Lead with Compassion:** Empathy is often the bridge to healing.

Galatians 6:9 (NLT):

"So let's not get tired of doing what is good. At just the right time we will reap a harvest of blessing if we don't give up."

Personal Action Steps

1. **Pray:** Ask God to guide you in becoming an effective mentor.
2. **Reflect:** Are you in a healthy place to mentor?
3. **Commit:** Take the next step to start mentoring someone.

Prayer

Father, thank You for calling me to mentor and disciple others. Help me lead with integrity, compassion, and wisdom. Strengthen me when I feel weak and remind me that this work is for Your glory. Guide my steps as I pour into others, always pointing them back to You. In Jesus' name, Amen.

Mentor/Sponsor Agreement

CONTACT INFORMATION	
Mentee/Sponsee Name:	Mentor/Sponsor Name:
Phone:	Phone:
Email:	Email:
Address:	Address:

What Mentee/Sponsee will do:

- Work the 12 Steps by starting, attending, and ultimately completing a Process Group. Also attend a weekly Share Group. These are minimum requirements and are non-negotiable. Additional meetings are encouraged.

Together we have committed to the following:

- Working the 12 Steps
- Anonymity and Confidentiality
- Rigorous Honesty
- Continued Growth

Method of communication (phone/email and scheduled meetings (frequency/length):

How we will end the relationship if either party chooses (closure clause):

Additional commitments, boundaries, or comments:

Mentee/Sponsee Signature _____ **Date** _____

Mentor/Sponsor Signature _____ **Date** _____