

## Forum Mentor Criteria: Who is a Forum Mentor?

The following guidelines are intended to facilitate the process of selecting appropriate mentors for Forum One-on-One Mentoring. There are four main characteristics that are necessary for a European Leadership Forum mentor:

### 1) Maturity in Christ

In order for Forum mentors to lead others to maturity in Christ, they must be mature themselves. While it can be difficult to gauge another's walk with the Lord, we are looking for characteristics of maturity in mentors such as a deep love for God, a love for people, and evidence of the fruit of the Spirit.

### 2) Experienced Mentor

Forum One-on-One Mentoring only recruits mentors who are already actively mentoring others. The Forum looks for leaders who have experience in helping leaders to develop in maturity and use their gifts for God's glory.

### 3) Adaptability in Leadership

Forum One-on-One Mentoring is broadly defined in that participants may be seeking various outcomes, ranging from specific directional advice to more of a listening ear. While some leaders are seeking specific skills-based advice or strategic input, others are isolated and seeking someone who will speak empathetically into their situation and pray with them. Because of this, Forum mentors should have the ability to listen, recognize what is needed from the leader in a particular area, and adapt.

### 4) Knowledge and Skills

Finally, the mentor should be knowledgeable and gifted in their particular area(s) of ministry so they are able to answer questions from the mentee to the best of their ability. See a detailed list of the various types of Forum One-on-One Mentoring. Because many of the mentoring categories are skills-based, this area is crucial for the session to be effective.



## Forum Mentee Criteria: How do we grow as Jesus' disciples?

The European Leadership Forum (ELF) seeks to invest in leaders who are eager to learn and grow to maturity and to be used by God. In the Parable of the Sower in Luke 8:4-15, Jesus describes the good soil as *"those who, hearing the word, hold it fast in an honest and good heart, and bear fruit with patience"* (v. 15). There are four characteristics that Jesus identifies as being necessary to grow as a disciple:

**Teachability**, or having a "good heart," involves having the desire to learn and seek after the truth and wisdom of God with humility. In the gospels, we see that Jesus honors the requests of those seeking growth and rebukes those who are not teachable (have a hard heart). Being teachable means pursuing opportunities to learn and grow and being willing to accept criticism and feedback.

**Honesty** in heart means seeing ourselves as we are and acknowledging our sinfulness. Fear of being found out and the stress caused by hiding from others, God, and even oneself results in profound brokenness. What marks a mature believer then is not the absence of failure, but the ability to admit mistakes and the desire to learn from them. Honesty involves godly sorrow that leads to repentance, forgiveness, and faithfulness. It is a determination to recognize and tell the truth to yourself, God, and other people.

**Faithfulness** is essential for effective ministry - if someone isn't faithful, they will never be fruitful regardless of how teachable they are or how much they acknowledge their weaknesses. Jesus describes those who are faithful in the parable of the wise man, who faithfully built on a solid foundation and as a result was able to survive the storms. Without faithfulness, someone never puts into action specific plans or strategies to grow. Our faithfulness needs to flow from love and thankfulness that we are saved by faith alone. But biblical faith is not alone, it flows into faithfulness.

**Perseverance** is patience, steadfastness, and endurance in response to pain, difficulties, and opposition. Endurance is a trust in God through a situation which cannot be changed. Perseverance is a long courage. In Philippians 3:10, Paul says, *"That I might know him and the power of his resurrection and the fellowship of his suffering becoming like him in his death."* Paul is speaking of a desire to show forth the Lord's character -- to glorify God -- and because of this he is willing to endure difficulties. It is only when we value something outside ourselves (maturity in Christ) that we are able to persevere. Pain and suffering are a part of the Christian life as we persevere and are refined. As the old hymn explains, we are to *"trust and obey, for there is no other way."*

While no one is perfect, we hope that these criteria will provide a helpful framework for Forum mentors to evaluate mentees' desire to grow in Christ and will continue to help Forum One-on-One Mentoring be a fruitful experience for both mentors and mentees.