

# Guiding Souls: The Christian Approach to Coaching, Mentoring, and Teaching



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### Introduction

With mentorship (and in fact, leadership), I've always believed that it's not about the titles we hold or the accolades we receive, but the genuine connections we forge and the lives we touch.

Throughout my journey in senior leadership within the secular world, I've faced a variety of challenges and triumphs. Each one has been a learning experience. My studies at Christian Leaders Institute have added depth to my understanding. Here, I discovered the beautiful tapestry where biblical teachings intertwine with secular leadership principles.

While I don't claim to be an expert in mentorship, this blend of hands-on leadership and Christian studies has given me a unique view of mentorship. It's a perspective moulded by both the business hustle and the quiet reflections on Scripture.

Faith, Hope & Love Ministries (FHLM) is built on a vision: to cultivate a community where faith is more than just a belief—it's a way of life. Our mission is to inspire and guide individuals to not just talk about their faith but to truly live it in every aspect of their lives.

Now, I'm not one for jargon or over-complicated terms. I believe in the essence of simplicity and directness. So, I'll try to be as straightforward and as brief as I can be in this explainer document.

Something close to my heart is this – don't put off mentoring or being mentored, because you don't think you have the required qualifications, titles, or skills. If you have a genuine love of Jesus Christ and a genuine love of others, you could be a great mentor and/or mentee.

Let's embark on this journey together, not as experts, but as fellow travellers seeking understanding and connection in Christian guidance.

In faith, hope, and love,  
Ashley Deutschmann, DipDiv, DipMin, OrdMin, EM





### Brief Explanations

Here's a quick snapshot in case you don't want to read the rest of this document:

- **Coaching:**

In the journey of life, sometimes we need a guide to help align our personal goals with God's plan. A coach does just that. While they might not always have theological degrees, many are trained to integrate faith into their approach. They're there to help you navigate, using trust and Scripture as guiding tools, ensuring you're on the right path.

- **Mentoring:**

A mentor is like that trusted friend who's a few steps ahead on the faith journey. They don't necessarily have formal qualifications, but they've got real-life experiences and lessons learned from their walk with God. They're there to share, guide, and support, using Scripture as a foundation.

- **Teaching/Training:**

Teachers in the faith help us delve deeper into the Bible and Christian principles. Many have theological backgrounds, but it's their genuine passion for sharing knowledge that makes the difference. They break down complex doctrines, making them understandable and applicable to our daily lives.





### Breakdown

So, to make it easier to understand, I'll give a breakdown of Coaching, Mentoring, and Teaching/Training.

Here's a guide to help you navigate the information:

- **Qualifications:** This section outlines the educational or certification requirements for each role. It answers the question: "What formal training might someone in this role have?"
- **Experience:** Delve into the personal and professional experiences that enrich each role. It's about the journey and milestones that shape their expertise.
- **Training/Education:** Beyond formal qualifications, this highlights any additional training or courses that might be beneficial for the role.
- **Titles/Positions:** This gives you an idea of the range of titles or positions someone in this role might hold within a Christian context.
- **Relationship:** Understand the depth and nature of the relationship in each role. Some biblical examples are provided to illustrate the essence of these relationships.
- **Objective:** What's the primary goal of each role? This section sheds light on the core mission.
- **Duration:** Get a sense of how long these relationships or roles typically last, be it short-term, long-term, or somewhere in between.
- **Type of Relationship:** This dives into the dynamics of the relationship, whether it's one-to-one, one-to-many, or more personal.
- **Method:** How do they operate? This section offers insights into the techniques and approaches used.
- **Focus:** Understand the main areas of emphasis or concern for each role.
- **Expertise:** This highlights the foundational knowledge or skills essential for each role.
- **Subject Matter Expertise:** Discover if expertise in a specific area is necessary or just a bonus.



### 1. Coaching:

- **Qualifications:** While formal theological qualifications aren't typically required, certifications from Christian coaching institutes can be beneficial. As John C. Maxwell emphasizes in "Good Leaders Ask Great Questions," understanding oneself is the first step to guiding others. These certifications ensure that coaches are equipped to integrate faith effectively into their coaching practices. A good place to start is with the "Life Coaching Ministry" course offered by Christian Leaders Institute.
- **Experience:** A Christian coach should have a rich personal faith journey, having navigated various spiritual challenges and milestones. Their experience in guiding others through their spiritual paths is invaluable. Proverbs 27:17 (NIV) says, "As iron sharpens iron, so one person sharpens another."
- **Training/Education:** Beyond general coaching techniques, a Christian coach might undergo training that emphasizes integrating faith into coaching. This doesn't necessarily mean theological degrees like M.Div but could include specialized Christian coaching courses. "Life Coaching for Dummies" highlights the importance of tailored approaches in coaching, which for Christian coaches means integrating faith.
- **Titles/Positions:** Coaches aren't typically tied to church titles. They can range from ordinary people passionate about helping others grow in their faith, to church leaders who offer coaching as part of their ministry.
- **Relationship:** Very Important. Trust, understanding, and open communication form the foundation of effective coaching. A biblical example might be Barnabas who encouraged and supported Paul in his early ministry (Acts 9:27 NIV).
- **Objective:** The primary goal is to facilitate both spiritual and personal growth, helping individuals align their lives with God's purpose and achieve specific goals they set. As highlighted in "Be a People Person" by John C. Maxwell, effective leadership, and coaching stem from genuine relationships.
- **Duration:** Coaching relationships are usually short- to medium-term, focusing on achieving set goals.
- **Type of Relationship:** While the relationship is professional, it's deeply personal due to the spiritual component, often blurring the lines between professional and personal.
- **Method:** Coaches use questioning and reflective techniques, grounded in Scripture, to guide individuals towards self-discovery and decision-making. As mentioned in "Good Leaders Ask Great Questions," the right questions can unlock potential and drive change.
- **Focus:** The primary focus is on aligning one's life with God's will and achieving specific spiritual or life goals.
- **Expertise:** A deep personal faith is essential. Additionally, expertise in coaching techniques, especially those tailored for Christian coaching, is beneficial.
- **Subject Matter Expertise:** Not always necessary. While expertise in a specific area might be beneficial, the emphasis is on the coaching process and integrating faith.



### 2. Mentoring:

- **Qualifications:** Formal theological qualifications aren't typically required for mentoring. The mentor's life experience, faith journey, and personal relationship with God are more crucial. As Paul writes to the Corinthians, "For though you might have ten thousand instructors in Christ, yet you do not have many fathers..." (1 Corinthians 4:15 NIV), emphasizing the unique role of a spiritual mentor. A great course to help you be more effective is "Multiplying Disciples" by Christian Leaders Institute.
- **Experience:** A rich personal faith journey and experience in walking with God form the foundation for effective mentoring. The relationship between Elijah and Elisha (2 Kings 2:1-15 NIV) exemplifies the depth of a mentor-mentee bond.
- **Training/Education:** While formal theological education isn't necessary, mentors might benefit from discipleship training or courses that enhance their mentoring skills. Francis Chan's "Multiply: Disciples Making Disciples" underscores the importance of discipleship, which is at the heart of Christian mentoring.
- **Titles/Positions:** Mentors can range from ordinary people to church leaders. Titles aren't as important as the mentor's ability and willingness to guide and support the mentee.
- **Relationship:** Extremely Important. The mentor-mentee relationship is deeply personal and spiritual, built on mutual trust, respect, and shared faith. Paul's relationship with Timothy, as described in 2 Timothy 1:2 NIV, is a classic biblical example of mentorship.
- **Objective:** The primary goal is to provide spiritual guidance, discipleship, and support, helping the mentee grow in their faith and navigate life's challenges. As highlighted in "The Cry for Spiritual Mothers and Fathers" by Larry Kreider, the next generation deeply yearns for spiritual guidance.
- **Duration:** Mentoring relationships are often long-term, focusing on holistic spiritual growth over time.
- **Type of Relationship:** The relationship is deeply personal and spiritual, often evolving over time as both mentor and mentee grow in their faith.
- **Method:** Mentors share personal testimonies, experiences, and insights, often using Scripture as a foundation for guidance. The Apostle Paul's letters to various churches serve as timeless mentoring guides.
- **Focus:** The primary focus is on spiritual growth, character development, and deepening one's relationship with God.
- **Expertise:** A deep personal faith and rich life experience are essential. The mentor's ability to guide, support, and share insights is more important than formal qualifications.
- **Subject Matter Expertise:** Beneficial but not always required. A mentor's value often lies in their life experiences and spiritual journey. (See page 10.)



### 3. Teaching/Training:

- **Qualifications:** Beneficial to have theological qualifications, especially for deeper doctrinal teaching. As Paul advises Timothy in 2 Timothy 2:15 NIV, "Do your best to present yourself to God as one approved, a worker who does not need to be ashamed and who correctly handles the word of truth." (Completing the two Theology classes at Christian Leaders Institute will be beneficial.)
- **Experience:** Experience in teaching or training, especially in a Christian context, is crucial. This ensures the teacher can effectively impart knowledge and facilitate discussions.
- **Training/Education:** Formal theological education, such as an M.Div or similar degrees, can be beneficial, especially for in-depth biblical teaching or when teaching at higher education institutions.
- **Titles/Positions:** Teachers can range from Sunday school teachers to seminary professors, depending on the depth and complexity of the subject matter.
- **Relationship:** Moderately Important, especially in smaller group settings where personal interactions and discussions are frequent. Priscilla and Aquila's guidance to Apollos in Acts 18:24-26 NIV is a testament to the importance of teaching in the early church.
- **Objective:** The primary goal is to impart biblical knowledge, Christian principles, and doctrines to believers, helping them grow in their understanding of the faith.
- **Duration:** The duration is defined by the course, workshop, or training program.
- **Type of Relationship:** Often one-to-many but can be more personal in smaller group studies.
- **Method:** Teachers use structured lessons, curriculum, and discussions to impart knowledge. This often includes studying Scripture, exploring commentaries, and facilitating group discussions.
- **Focus:** The primary focus is on understanding the Bible, Christian doctrines, and applying these teachings to daily life.
- **Expertise:** A deep understanding of the Bible and Christian doctrines is essential. Formal theological training can enhance the depth and breadth of teaching.
- **Subject Matter Expertise:** Essential. Teachers should have deep knowledge of the subject they're teaching.



## **Here's a sample for a "Mentorship Agreement":**

### **MENTORSHIP BOUNDARIES AGREEMENT**

#### **Introduction:**

This agreement outlines the boundaries and expectations for the mentorship relationship between [Mentor's Name] and [Mentee's Name]. Both parties agree to respect and adhere to these boundaries to ensure a productive and healthy mentorship experience.

#### **1. Duration and Frequency:**

The mentorship relationship will begin on [Start Date] and is expected to continue until [End Date]. Both parties will meet [e.g., once a month] for approximately [e.g., one hour] per session.

#### **2. Communication:**

- Preferred Mode: [e.g., Face-to-face, Zoom, Phone calls]
- Response Time: Both parties agree to respond to each other within [e.g., 48 hours].
- Emergency Contact: In case of emergencies, [Mentor/Mentee] can be reached at [Emergency Contact Number].

#### **3. Confidentiality:**

Both the mentor and mentee agree to maintain the confidentiality of all discussions unless there's a risk of harm to oneself or others.

#### **4. Boundaries:**

- Personal Space: Both parties will respect each other's personal space and avoid any form of physical contact unless mutually agreed upon (e.g., handshake).
- Emotional Boundaries: Both parties will be respectful of each other's emotions and avoid topics or discussions that may be triggering or uncomfortable.
- Time Boundaries: Both parties will respect the agreed-upon duration of each session and avoid contacting each other outside of the designated mentorship hours unless previously agreed upon.
- Professional Boundaries: The mentorship relationship is professional in nature. Both parties will avoid discussing or engaging in any activities that are not related to the mentorship objectives.

#### **5. Topics of Discussion:**

The mentorship will focus on [Specific Topics or Areas of Growth]. Any deviation from these topics should be mutually agreed upon.

#### **6. Termination:**

Either party can terminate the mentorship relationship with [e.g., two weeks'] notice. Reasons for termination should be communicated clearly and respectfully.





### 7. Feedback:

Both parties agree to provide constructive feedback at the end of each session to ensure continuous improvement in the mentorship process.

### 8. Dispute Resolution:

In the event of any disagreements or disputes, both parties agree to communicate openly and seek a resolution through dialogue. If necessary, a third-party mediator can be involved.

### 9. Commitment:

Both the mentor and mentee are committed to the growth and success of the mentee. Both parties agree to invest time, effort, and respect into this relationship to achieve the desired outcomes.

### Signatures:

[Mentor's Name] \_\_\_\_\_ Date: \_\_\_\_\_

[Mentee's Name] \_\_\_\_\_ Date: \_\_\_\_\_

*This document serves as a guideline and can be adapted based on the specific needs and preferences of the mentor and mentee. It's essential to review and update the agreement periodically to ensure it remains relevant and effective.*



## **Some Final Thoughts to Consider:**

As I've journeyed through the pages of the Bible to research this, I've been struck by the number and significance of the relationships that echo the spirit of mentorship. While the term "mentorship" might not be explicitly used, the essence is unmistakably there. Here's what I found:

### **Elijah & Elisha:**

- **The Connection:** Elijah, the seasoned prophet, took Elisha under his guidance, showing him the depth of prophecy and service to God.
- **The Takeaway:** Elisha's desire for a "double portion" of Elijah's spirit (2 Kings 2:9) speaks volumes about the depth of their relationship and the essence of mentorship.

### **Moses & Joshua:**

- **The Connection:** Moses, leading with experience, prepared Joshua to take on the mantle of leadership after him.
- **The Takeaway:** This dynamic duo emphasizes the significance of preparation and succession, ensuring the next generation is equipped and ready.

### **Paul & Timothy:**

- **The Connection:** Paul's relationship with Timothy was rich and multifaceted. Through letters and shared journeys, Paul imparted wisdom, guidance, and encouragement.
- **The Takeaway:** Their bond, as reflected in 1 & 2 Timothy, showcases the mentor's role in providing both spiritual and practical insights.

### **Jesus & His Disciples:**

- **The Connection:** Jesus, in His divine wisdom, nurtured and prepared His disciples, teaching them about the Kingdom of God and the essence of service.
- **The Takeaway:** Their relationship is a testament to the transformative power of mentorship, emphasizing guidance, support, and empowerment.

### **Barnabas & Paul:**

- **The Connection:** Before Paul's rise, Barnabas recognized his potential, introducing him to key figures and partnering with him on missions.
- **The Takeaway:** This highlights the mentor's role in seeing and nurturing potential, providing growth opportunities.

### **In Essence:**

- Christian mentorship transcends mere knowledge transfer. It's deeply spiritual, focusing on growth, character formation, and aligning with God's calling.
- The early church, described in Acts, was a vibrant community where believers uplifted each other, embodying the spirit of mentorship.
- These biblical narratives underscore the mentor's pivotal role in recognizing potential, guiding journeys, and nurturing the next generation.

In wrapping up, these biblical tales aren't just historical accounts. They're timeless lessons, reminding us of the depth and beauty of mentorship. As Maya Angelou once said, people will forget what you said and did, but they'll never forget how you made them feel. And that, in essence, is the heart of mentorship.



## **Resources & Reference Materials**

- "The Cry for Spiritual Mothers and Fathers The Next Generation Needs You to Be a Spiritual Mentor" by Larry Kreider
- "Be a People Person. Effective Leadership Through Effective Relationships" by John C. Maxwell
- "Good Leaders Ask Great Questions. Your Foundation for Successful Leadership" by John C. Maxwell
- "Helping People Change. Coaching With Compassion For Lifelong Learning And Growth" by Richard Boyatzis
- "Life Coaching for Dummies" by Jeni Purdie
- "The Life Coaching Handbook" by curly Martin
- "The Pastor and Counseling The Basics of Shepherding Members in Need" by Jeremy Pierre & Deepak Reju
- "The Bible." New International Version, Zondervan
- ChatGPT by OpenAI

## **Important Notes**

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