THE MENTORING MANIFESTO

A RADICAL PLAN TO CHANGE THE WORLD A FEW MEN AT A TIME

Regi Campbell

author of About My Father's Business and Mentor Like Jesus
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INTRODUCTION

If you don’t read anything else in this book, read this:

Helping younger men find the peace, purpose and fulfillment of living God-centric lives gives me unparalleled peace, purpose and fulfillment in my life.

I LOVE being a mentor.

I will be a mentor until I die.

It’s the most fulfilling thing I’ve ever done.

It might just be the most fulfilling thing you’ll ever do.

Your calling is calling!

A few months back, we hired this internet/social media brainiac to “listen in” on the internet. We asked “When you look for the word “mentoring”, what other words are being used in the same context? What are men talking about in their blogs? What are they talking about on Facebook? What are they “tweeting” about?”

What he came back with was stunning. Shocking. Totally unexpected. I expected something like “networking” or “coaching”….words from the “take” side of the equation. But the most prevalent word was from the “give” side.

The word was calling.

Men feel a calling to give back. To build into other men. To pay it forward.

Now as an old Baptist dude, the word calling brings up a bunch of stuff, most of it not very good. The preacher would resign because he was called to another church. Fair enough, except they seemed to always be called to a bigger church and more money.
And then there’s the interminable search for a job & career that satisfies. “What do you feel called to?” At 22, who knows? I felt called to the highest salary and the most days off. A lot of the conversation around calling is pooh, but that’s off the subject.

I’ve learned that calling is connected to design. God is so cool, so systematic, so utilitarian…He “wires” us for certain things as He grows us, and then He calls us to those things when we’re open to follow Him into them. His timing is always perfect.

I believe God is calling men to be mentors to younger men. And I think the calling has been there for a while; we’re just beginning to pay attention. When Jesus instructed us to “go make disciples”, I think He meant it. It was a direct, personal, “not later but now” instruction to His disciples. All His disciples. Then and now.

As mature Christian men, we’ve learned that loving Jesus and following Him is the secret to life. If we’ve truly experienced walking with Him, we want to share that knowledge and experience with others. Mentoring is simply that…sharing what we’ve learned about living life with guys who are a few steps behind us on the path.

Just look at how Jesus made His disciples. He picked them, walked through life with them, teaching them what He knew along the way. He challenged them, prayed for them, loved them individually and collectively, and then He “graduated” them and sent them out to “pay it forward” to others. He gave them assignments and then debriefed them when they returned. Sometimes He took over situations and finished them when His disciples couldn’t. Jesus “rubbed off” on his guys. Sounds like a mentor to me.

Come on, it’s 20 pages for crying out loud!

This book is intended to inspire you to become a mentor or a more effective mentor.

Will you step up? Will you accept the call?

Our first “blink” is often “Someone else would be better at this than I would. I’m not worthy, I’m not ready, I’m not trained, I’m not competent, I don’t have a great story to tell, I’m not”.…fill in the blank. And our second “blink” is “I don’t have time. I’m already up to my armpits in business, family, church, ministry, community”…again - fill in the blank.

Before you say no, acknowledge that this isn’t the first time you’ve thought about it. Nor will it be the last. There’s an unction, a latent desire, a gravitational pull to connect with younger men and help them. I believe it’s God’s design in you….His calling. I believe He wants to use you in the lives of some younger guys in ways you can’t even imagine. He doesn’t want you to miss out on the joy, fulfillment, and FUN of connecting with younger Christ-followers and adding value to their lives.
In this short book, I’m going to cast a vision for a personal mentoring ministry that you can do for the rest of your life. I’m going to challenge your thinking and maybe even agitate you a little.

It’s time to stop buying into the lie that you don’t have anything to offer, that you can’t be a good mentor to the next generation. It’s time to get off the couch, and reach out to young men who are spiritually hungry and need a mentor.

It’s time to start living the most fulfilling, rewarding and meaningful life available – that of a sold-out, all-in, Christ-follower. And it’s time to take a few younger men with you.

So please read on. Please consider the *Mentoring Manifesto*. 
This is personal. Just between you and me, okay?

Let’s get a few things out of the way up-front.

You love God; I know that.

You’re a follower of Jesus. No quarrel there.

You’re already mentoring.

Whoa. Wait a second. I have to ask you a few questions before I nod on this one. Try this on:

Young guys in your church think you’re successful. Maybe even a few in your community or your industry. In fact, they think you’re pretty smart. Every once in a while, one of them will call you up with the following request: “Hey, I’ve got some stuff going on with my job right now, and I was wondering if I could buy you a cup of coffee and get some advice?”

You meet with them, help them out with a little wisdom drawn from your experience, and they’re on their way. And you’re on yours.

Sound familiar?

News flash: there’s more to mentoring.

That’s friendship (sort of). If that’s the extent of your involvement with younger men, and you call that mentoring, both you and they are missing out.

How do I know? Because I did the same thing for years. I was available to younger guys, spending hours in coffee shops dispensing advice like McDonald’s pumps out Big Macs. They’d call me their “mentor,” which felt good to my ego.

But in reality, I wasn’t a mentor. I was a friend.
I can’t tell you when or where I got the wake up call, but at some point almost twelve years ago, I finally got around to asking the one question I was afraid to face:

**What’s the Fruit?**
Where’s the fruit from all these meetings, all this “mentoring”?

Try as I might, I couldn’t see any real difference, no real impact from what I’d been doing. I had some good younger friends; that was it.

The truth was I had been a mentor to a certain degree, but not to the degree to really create life change. In terms of spiritual growth, there was little to show for the time I’d spent. Worse, I’d been feeding my ego, thinking I was a good mentor when I wasn’t. I knew God wanted to use me. I knew I was called to give back – to “make disciples” and invest in the next generation of leaders – but I didn’t have a clue how to do that well. I knew the “verse by verse” approach wasn’t for me, but I didn’t have another one.

Before I unpack what I’ve learned, let me ask you a really big question.

**Are You in the Game? Will you seriously consider intentional mentoring?**
A friend once told me about the intersection of two roads – where ignorance meets apathy.

If you didn’t care, you wouldn’t be reading this. I’ve spoken with enough men to know there’s something God is doing here. He has placed something inside of us that calls us to mentor younger guys.

Maybe it’s as simple as compassion...a desire to help others avoid the pain we experienced through the maturing process. Maybe it’s just knowing that we can help – that we have something valuable to offer. Maybe it’s our version of the “salmon” instinct. Instead of swimming upstream to spawn and die, we want to engage with younger guys and teach them what we’ve learned.

All I know is there is a deep-seated desire in us to help younger guys find their way. I also know there are heavy-duty influences working against us.

Here’s what you’re going to hear as you read this book and think about becoming a mentor:

“If someone needs your help and advice, they’ll tell you. Don’t go messin’ in someone else’s business.”
“What do you have to offer? You’re not that smart or gifted. Why bother?”
“Where are you going to find the time to mentor a group of guys? You have enough to do already!”
“Just what would you do? What would you say? How do you really mentor someone?”

Those are all lies.
In the pages of this short book, I'm going to give it everything I have to show you what mentoring really is. And more importantly, the approach I've stumbled into happens to be the approach Jesus used as he mentored his disciples. Think about what Jesus did.

He was **purposeful**. It's all about the Father and Kingdom building. Jesus was on a mission and mentoring was the key strategy to fulfill His mission.

He was **selfless**. Jesus mentored out of obedience to the Father. He got nothing out of it personally. He simply responded to God's call on His life and did what the Father led Him to do.

He started in a **group** context, not one on one. Jesus knew the value of interaction of group members with each other. The group became a community, inextricable from each other. Jesus also accepted and even promoted the “group within the group” which invariably develops. He had favorites, and He didn’t hide it or apologize for it. Yes, there was powerful one-on-one interaction. But it started in the context of the group.

Jesus **hand-picked** His mentees after prayer. The group was made up of lay people, not “church people”…diverse….anything but a holy huddle.

Jesus mentored for a **short, intensive period of time**. Jesus' mentoring program began and ended. It was not a lifetime engagement. There was a clear graduation day when His mentees were commissioned and “launched”.

**Scripture** was at the core. Jesus and His mentees knew the Scriptures by heart. The Word guided their decision making. Jesus helped His guys understand and apply God's word.

**Prayer** was huge; public and private. Jesus modeled a prayerful life; He taught the disciples how to pray, prayed with them and for them.

Jesus **modeled** his faith in a transparent way. Jesus lived out His life in front of His mentees. They became like family to Him. They saw how He applied His faith, how He struggled, how He handled stress, and how He handled dying.

Jesus **taught along the way** of life. He was practical, yet spiritual. Jesus helped His guys with practical situations….everything from taxes to work place issues; from goal setting to family relations. He was far more practical than hypothetical. They discussed the “law” for sure, but Jesus taught from His knowledge and experience.

There was a **mutual commitment**. Jesus never gave up on them, even when they failed and ran away. Ultimately, they never gave up on Jesus, giving their lives, not for His memory or His teachings, but for His Kingdom.
Jesus **required multiplication.** His was a “pay it forward” model that changed the world. It produced evangelists and disciple makers. Multiplication was a part of what everyone signed up for from the beginning. No one was excluded from the task of investing in others as Jesus had invested in them.

These are the elements of mentoring...mentoring like Jesus did it…**radical** mentoring!

If you do what Jesus did, you’ll replace your occasional, sporadic, but well-intentioned efforts with a confident, intentional, and fruitful approach that will transform lives. In fact, it just might **transform** yours in the process.
Most mentoring relationships start with a young buck and a burning question. It’s usually job-related, since that’s what we have that they don’t: experience.

Sure, there are exceptions. I’ve had guys who wanted advice on dealing with mothers-in-law, problem children, bad investments, and church-building campaigns. I’ve had men approach me about spiritual things, wanting advice on certain doctrinal issues or Biblical interpretations. And then there’s the marriage questions like, “Why doesn’t she want to have sex as often as I do?”

The common denominator is that all these conversations are about what they want to talk about. I call this “IOD” mentoring. “I want you to help me with the issue of the day,” they say, whether it’s strategic or tactical, important or urgent, whether we have experience with it or not.

These men seek you out for answers to their questions. And if you’re not careful, you can find yourself making up answers to questions nobody knows, just to give them something – not a place you want to be.

The mentee’s motivation is to get his “fire” put out. Although he may not even realize that sometimes, he’s the arsonist who keeps setting his life aflame. He’s looking for advice on his terms, his priorities, and his timeframe. You’ve just become a fireman, not a mentor.

You pick ‘em
In this new/old form of mentoring, the mentor seeks out and selects the men he wants to mentor. He looks for high potential, teachable, next-generation leaders and then asks them if they’d be interested in being mentored. He has them fill out an application, which requires them to truly want to be mentored. Going into the relationship, they know that the mentor is going to take them on a journey, talking about issues that are critical to their success. The protégé has to trust the mentor’s judgment as he decides what to read about, discuss, and practice.

This is a whole different deal than what most people have experienced when it comes to mentoring. The mentor chooses whom he is going to mentor. The mentor chooses what he’s going to pass along to his protégés. And the mentor decides what’s important and what’s urgent.
This is not to say that a radical mentor doesn't respond to a crisis with his mentees. If a guy has an issue he's really struggling with, the mentor can change directions, shift things around, even change the whole direction, if he senses God leading him.

The Radical Mentoring approach is people-centric, not curriculum-centric. However, I've learned that if you don't lay out a plan – a track to run on – you won't get very far. We want the mentor to make a plan, while having the gumption to change when the situation warrants.

In my very first mentoring group, I laid out my plan for the year, neatly ordering books and printing out Scripture memory cards. Locked and loaded. Ready to go.

In our third session, one of the guys walked in with news that his sons had been involved in a sports program where the adult leader had been sexually molesting the young boys.

The plan went out the window.

In an instant, we were talking about how to deal with anger, emotional wounds, and ultimately, forgiveness. The energy shifted from leading men through a discussion group to walking with a friend through one of the most horrific events he had ever experienced. Having a mentor – someone who knows you and loves you – is invaluable in a crisis, but the value of a mentoring group can be even greater. The men in the group could relate; they had young children, too. This was personal; it was real. They rallied. They prayed. They loved.

It was beautiful to watch.

We eventually returned to the plan. But we were all changed through the process.
Chapter 3

A Team Sport?

Once you get over the shock that what you’ve been doing isn’t the best form of mentoring, you’ll hopefully make an important decision: to start intentionally mentoring.

The first issue is this: “Who am I going to mentor?”

Most of us know at least two or three guys who might be interested. But six? Or eight? You may need some help. But who do you ask?

Reach out to your pastor or men on the pastoral staff of your church. They know a lot of people in your church and community. When you describe the kind of guys you want to connect with, they can reach out to those whom they know and encourage them to apply. The kind of guys I talk about HERE.

A few months ago, I started thinking about my next group. I only had the names of two guys that I thought might be interested. I reached out to one of our pastors, sending him an email with a description of what I planned to do. He forwarded that email to about twenty young men, and twelve of them expressed interest. The group of eight is full, and four guys are waiting for next year. Now even the lead pastor is connected to the group!

One caveat before you read on. What you’re about to read is about my calling, not yours. I mentor late 20’s/early 30’s guys. It’s just where God has led me, probably because that’s when I ran out of myself and surrendered to Christ. I understand those guys…the pressures of small kids, heavy work demands, conflict between family and job, marriage vibrations at home and the temptations of the workplace.

The age of guys God calls you to mentor may be totally different. From what I’ve seen, mentoring seems to be most effective when the mentor is a couple of “seasons of life” ahead of the guys he’s investing in. My quick and dirty on “seasons” are high school, college, single/first job, engaged, newlywed, married/small kids, married/teenagers, married/empty nest, mentor.

Here’s that email string, beginning with your email to the staff pastor…
Hi (Pastor’s name)

As you already know, I love our church. I’ve decided to intentionally invest in a few younger men who will help lead it into the future. But I need your help.

I know several of these future leaders but not as many as you do. I’d like you to identify younger guys who might be interested in being mentored for a season. Then I’d like you to forward this email explaining what I have in mind and ask them to email me and let me know if they’re interested. The men will apply for the group, I’ll read their applications, pray over them, and pick the guys I feel led to invest in.

This won’t take any of your time. If you’ll “open the door” and introduce me and my interest in mentoring to these young men, I’ll take it from there. My email address is __________@__________. I appreciate your help.

Here’s the message to forward to guys you see as good candidates to be mentored…..

Dear ______

As a potential future leader, we’re inviting you to express your interest in being mentored for a season beginning this fall. I want to invest in up to 8 hand-picked men for a year. This will be a special type of men’s small group made up of high potential young men facilitated by a more senior, (hopefully) more mature business man. The vision is to help these younger men live God-centric lives, fulfill their God-given potential, and to then “pay it forward” by investing in others.

It is my goal to impact the lives of younger men in a way that points them toward an integrated Christian life. I believe that we can have successful businesses and business careers AND be learners and followers of Jesus Christ AND be great husbands, fathers, church members, sons, civic leaders, disciple makers and friends…ALL at the same time. During 2011-2012, I will endeavor to share what I have learned about success in these areas, most often focusing on what I have screwed up on….hopefully, so that you can avoid the same mistakes that I made along the way. We will spend significant time understanding who we are in God’s eyes and how we can excel in our work and in our communities. But this is not the primary focus of the year. We will spend even more time on listening skills, relating to our wives, and raising children…..and even more time on getting to know what it means to have a vibrant, living relationship with Jesus Christ.

The requirements to be considered for the program are as follows:

- Married guys who are in their late 20’s to early 40’s
- If already fathers, children not yet teenagers
- Self-objective men: guys who are willing to take direct, pervasive feedback without being defensive; a willingness to look themselves in the mirror and make changes to improve
• Broken men; hungry for personal growth
• Passionate commitment to the Lord Jesus Christ
• Willingness to replicate the process at least once with eight other guys sometime in the future

The “program” involves a monthly meeting (7:00 p.m. to 10:00 p.m.), two weekend retreats, significant reading assignments, memorizing scriptures (one or two per month), and meeting one on one with your mentor and with others in the group. We will begin in August or September. In the second month, there will be an overnight outing and we will end with a retreat in May of 2012... a Thursday night to Sunday afternoon deal. We may do some other outings together, but that will be up to the group.

The meetings aren’t optional...the group will settle on a schedule and stick to it. At or before the first meeting, we’ll plan our meeting nights and retreat dates so that there are no conflicts. Then we’ll all have to protect those scheduled meeting dates. A premium is placed on timeliness, preparation and respect for everyone else in the group. We can almost assure you that you will have to make some tough business and family decisions in order to honor your commitment to your mentor and to the group to be at each meeting...and be there on time. Everyone attends every meeting and shows up on time, every time.

If you are already overextended in other commitments; then you probably would be well served to pass on this opportunity. Although not onerous, the requirements are consistent and they will take focused time, both to attend the sessions and to do the reading and memory work.

So, here’s the drill. There are 8 slots. Those 8 slots will not be filled first come, first served. I will take applications from those who are interested ________ and I will review the apps, pray over them, and select the 8 men I feel led to invest in.

I need to know if you are interested in pursuing this. Really, really think about this...pray about it...talk to your wife. If you are lukewarm, don’t pursue it. You will be taking a slot that someone else might really want and need.

If you conclude that you are interested, then reply to this email and say so. When you apply, your wife will need to check her concurrence and support, so go ahead and confirm that now.

Understand that applying does NOT guarantee acceptance into my program. And even though you may have been nominated to apply by a pastor or friend of mine, there are no guarantees that you’ll be selected.
Also, please feel free to forward this email to other guys you think might be good candidates for the group. You can't make promises, but please invite them to email me and express their interest.

Please reply with a “Yes, I'm interested” or “Not interested this time.”

My email address is __________@__________.

I’d like to get your “expressions of interest” by March 31st

.................................................................

He’s busy, so make sure he does it!

Hopefully, your pastor friend will forward the email to younger men whom he thinks may be good candidates. Here’s an actual “cover” email that was sent to some younger men by a pastor...

Hi ______________

I’m sending this to you b/c I think you’re a godly man and I want you to continue becoming all God dreams of you becoming. There’s a fantastic opportunity for you to be mentored starting this fall.

Will you please read the email below and prayerfully consider this opportunity? I need you to express interest or say “no thanks” within the next 10 days please. Thank you!

______________, Lead Pastor

Another key team member….the wife!

One of my biggest surprises, and one of the amazing blessings that’s come to me out of mentoring has been the way these guy’s wives respond. They are so freakin’ grateful to have a happily-married, older man connect with their husbands and show them what they’ve learned about life and marriage. There aren’t many places where a young man is trained to love his wife as Christ loved the church (one of the verses guys memorize). There aren’t many places where a young man is trained to honor their wives (from another verse) as a weaker vessel, learning the scripture word that describes a weaker vessel is the word used to describe fine porcelain…beautiful in every detail, but to be handled with great care. What wife wouldn’t want their husbands taught such truth?

Most wives want their husbands to grow. And with our deal, the wives need to be committed to the process, too. Three hours a month, these men are going to be with me. They’ll participate in a couple of retreat weekends, too. And they’re going to be reading a lot. This means time not spent with their families.
If the wife understands the goal of helping their husbands become better men, great husbands and Godly dads, they’ll be supportive. And their watchful eye can even help their husbands get more out of the process.

**We all do better when somebody’s watching. It’s a principle.**

The most important members of your team may be the guys in your group. A mentoring group raises the bar on “accountability.” These men are accountable to each other through their lives; by being truly connected to each other for a season. It’s better than checking off a “to-do” or a “to don’t” list. You’ll see the peer pressure the guys put on each other as they do life together, calling each other out when someone’s “off” and encouraging each other when they get it right.

Throughout the course of a mentoring season, my guys will *really* get to know each other. They love each other and want to do well by one another. And it keeps going after the mentoring season…. maybe for the rest of their lives.

So in a way, mentoring in a small group creates an audience and/or the awareness of audiences.

The guys are watching each other. The mentor is watching the guys. The guys are watching the mentor. The guys’ wives are watching the guys. Everybody’s watching. And most importantly, we’re learning to live our lives before an audience of One.
Most of what we've called mentoring isn’t. It’s honorable, and it’s helpful for the younger generation. But rarely is it intentional. Rarely does it have a statement of what it looks like in the end. Rarely is there a plan, with a defined start and end, and a list of things to talk about in between.

Usually, it becomes social. The result is a ton of time being spent, but little life change.

Over the years, I decided that if I’m going “on record” for having mentored someone, I’m going to get after it. I’m going to ask tough questions. I’m going to make them face the lies they’re telling themselves and others. There’s going to be homework. It’s going to mean something.

When I started intentionally mentoring guys eleven years ago, I began with the truth I knew; with what I had experienced. The guys in my group can get conceptual stuff anywhere. But real-world stuff backed up by valid experience is rare.

Make a plan man…

1. Choose a topic. Every mentor has areas of competence and calling. Start there.

Pick topics, themes, and subjects with which you are familiar. Choose what you know – where you’ve experienced God’s truth in a powerful way. Pour your cup into theirs with these truths. You’ll be surprised how much you know when they start asking you questions.

What makes mentoring so powerful is authenticity. You have a real-world person with real-world experience saying, “Do this” in your marriage, and, “Never do that”, all based on God’s plan for marriage. Or he might say, “Have you thought about the real downside of that decision? Let me tell you what happened to me…”

If you pick truth that God has worked into your life, most often painfully, then you can speak that truth with authority into your protégés’ lives.

Don’t worry about what you don’t cover. Be intentional about covering what you know.
2. **Give homework assignments.** Make them read, write, meet with other guys, practice what you tell them, and come back to give a report.

We all do better when somebody’s watching. Give assignments, and watch what they do.

3. **Lay out a schedule.** Pick one night a month and put it on the calendar. This is when you will meet. Make it matter that everyone shows up every time.

Stretch out the number of months to match the number of topics you want to dive into with your guys. Be sure and work in a retreat or two. This is a time to get away for a night and hang out. Put these on your calendar. Make them happen. Be intentional.

Mentoring is important enough to warrant some thought and prayer. We have to make a plan. We have to execute. If not us, then who? If not now, then when?
The most amazing discovery I made as a mentor was stumbling on this idea of mentoring in a group. *Duhs*.

Jesus figured it out 2000 years ago. Yet, most mentors (including me for a long time) don't get it. We stay in our comfort zone – getting together for coffee and letting some young guy treat us like a sage. Show me when Jesus ever did that!

I'm going to talk about my selfish reasons for mentoring in a group in the next chapter. But here, I want to hit on why it's more powerful for the mentees to be mentored in a group.

**Symbiosis….remember that?**

**Definition 1:** Interaction between two different organisms living in close physical association, typically to the advantage of both.

**Definition 2:** A mutually beneficial relationship between different people or groups.

Have you ever sat in a coffee shop with a group of people and have the caffeine kick in all at the same time? Remember how one person would say something that stimulated a thought from another person who added that to the dialogue? On and on, energized conversation would build on itself. Time flew by. You didn't want it to end.

Well that's never happened in one of my mentoring groups! (But it could.)

The point is that we stimulate each other intellectually. We stimulate each other spiritually.

When one man comes clean with something he's been holding back, everyone in the group connects with him, because they’re battling the same things. When one guy “poses” and keeps a game face on, rather than face up to a truth about himself, the other guys see through that and call him out. That never happens when mentoring is one-on-one.

Men who've been through mentoring small groups together tell me they found friends there who will go with them for the rest of their lives. Peers loving peers. Iron sharpening iron.

Sound familiar?
I got started mentoring one-on-one. One day, I was telling my faith story to one of my mentees in a coffee shop. I was pouring it all out – tears, snot, the whole enchilada. I looked around to see who was watching this aging Bozo weep, only to see two empty seats in our booth.

“Wow” I thought. “I just left it 'all on the field' for this one guy. I could have had two other guys sitting here and tripled the Kingdom impact.”

We mentors often find ourselves in that situation – where we’re doing something all by ourselves when we realize that one of our younger mentees could be gaining something from being there with us.

Coupled with Tim Elmore’s quote, “more time with fewer people, equals greater Kingdom impact,” those empty chairs sparked me to discover this marvelous thing called small group mentoring.

Now, you may be asking, “Fewer people could mean one guy, right?”

Answer: yes.

A big part of the life change my mentees’ experience comes from one-on-one conversations. Small group mentoring isn’t a replacement for that, it’s an accelerator for it. Before a man is going to be vulnerable...i.e. willing to look at himself and allow God to change him, he's got to be transparent. That happens when he trusts...when he's become convinced that the environment and the people he's with are safe.

If you're mentoring a guy one-on-one, you've got to reach that same point. He's got to trust you enough to open up to you. Before he's likely to do that, you're going to open up to him....tell him your story....earn his trust. Once you're there, you'll make suggestions to him, offer him books to read, assignments...e.g. things to try and report back to you on. Over time, as he responds to your guidance and suggestions, you'll see God begin to change him, and that's way cool. But what I’ve discovered is that these steps happen so much quicker in a group setting.
**Further faster in a group**

When you tell your story in front of 6 or 8 guys, they all start to trust you. When they tell their stories, they feel safe, not just with you but with each other. In reality, they will open up faster and more completely in a group of their peers than just with a mentor. Maybe there’s safety in numbers, maybe it’s misery loves company, I can’t really explain it. But the degree of transparency and vulnerability in these small mentoring groups exceeds anything I’ve experienced in one-on-one mentoring by a large margin.

Guys listen to their mentor and to each other. Often what they aren’t ready to hear from their mentor they’ll hear from their peers. And when they start helping each other with “Hey, have you tried this?” and “I went through that a few years ago. Here’s what I did.”, the group just takes off!

One more point, from one mentor to another.

Mentoring in a group takes most of the pressure off you. When you’re one-on-one with a guy and he asks you a question you don’t know the answer to, all you can say is “I don’t know” or make something up. In a group, you’ll turn to the table and ask “What do you guys think?” And amazingly, God will often speak through one of the other guys with an insight that you’ll wish you’d come up with.

So group up a few guys, and get going.

If you’re mentoring a guy individually, tell him you’re changing the rules – that it’s going to be a group now, and that he’s going to have to kick it into gear to stay with you.
Chapter 7
The Magic
of Multiplication

You may remember when you were a kid, someone gave you a penny and said, “Hey, go home and ask your daddy to give you another penny. When he does, get him to commit to giving you just twice the amount every day for a month.”

My dad was too smart to agree to that. He went to his calculator and showed me that would amount to $10,737,418.23 – all from a penny and multiplication.

While I never started out with a grand vision for mentoring big numbers of guys, I’ve come to see that the potential impact can be huge.

Since I started these groups eleven years ago, eighty-eight men have been mentored. They have all signed a covenant committing to mentor eight other guys when God lets them know they’re ready.

If just half those men follow through on their covenant commitment, and then half their mentees follow through, and so on, five generations of mentoring later, there will be over 90,000 mentored men. Think about it….90,000 men will trace their disciple-making back to just one person – one ordinary businessman who was sold out to Jesus Christ and simply opened himself up to a few guys a year.

Imagine what would happen if every man who reads this e-book committed to mentoring eight younger guys a year. And what if those guys agreed to mentor eight more? Marriages would be saved. Children would feel more loved. Churches would be started. The “least of these” would be reached and helped.

God could change the world. Through us. Through you.

So whatchu gonna’ do?

There is really only one question you have to answer. Only one:

Will you be selfish, lazy and scared as you come to the stage of life when you know you’re called to “give back”? Will you stay in your comfort zone, doing the random breakfast or lunch meeting?
Or will you step up?

You have nothing to lose. Mentors can’t fail. Not really. Not like you’re thinking.

Since we aren’t responsible for outcomes, we only fail by not trying.

We’re responsible for pouring what we have from our cups into the cups of young leaders. We aren’t responsible for filling up their cups. Nor are we responsible for what they do with what we give them.

Can’t you give up one night a month for a while? Is 7:00 p.m. to 10:00 p.m. too much to ask?

If I could give you a money back guarantee, I would. Because I know that once you start leading mentoring groups, you’ll do it for life.

You can do this. It won’t rob you of your lifestyle or your free time. You’re not adopting anyone. You’re just spending some time with some sharp young guys – guys who look like you when you were younger.

Scared?

Good. It means you’re taking this seriously. But it doesn’t mean that you’re not ready.

Let me put it to you this way.

No, let me quote C.S. Lewis:
“*If Christianity is true, it is of ultimate importance. If it is not true, it is of minimal importance. What doesn’t exist is the possibility that Christianity is of moderate importance.*”

If your faith is of ultimate importance, then how can we not respond to the instruction of Jesus himself when He told us to “go, make disciples” with radical action?

**Try it once**

I’ve told you why you should mentor. I’ve cast a vision for what to do, how to do it and why it’s important. I’ve shown you how Jesus went about it. And I’ve even given you emails you can send to pastors or friends to help you recruit mentees.

Don’t make this more complicated than it needs to be. In it’s essence, the *Mentoring Manifesto* says “Pick a small group of guys and love them. Be intentional. Pick men who love God and want to learn how to live God-centric lives. Meet together once a month, read some specific books on specific topics and help them apply those truths to their lives. Memorize some key scripture verses...
verses that God has used to help you in your own life. Give them homework assignments and then debrief them next time to see what they learned. Encourage them to “pay it forward” to replicate the faith in other men.” That’s it.

You can do this on your own. But if you want to leverage my experience and that of another hundred or so guys who have started mentoring this way over the last 4 years, then go to www.radicalmentoring.com and subscribe. You’ll get access to tools for every step of the process. Recommended books, scriptures to memorize, homework assignments, meeting agendas, conversation guides with questions to ask….it’s all there. And as a subscriber, you’ll receive a weekly “mentor to mentor” insight….a tool or tip to help you go further faster as a mentor.

We’ve put all these tools out there to equip you to mentor, not to make money. We’re a 501-C3 “not for profit” movement who wants to see men, families, communities, nations and the world changed for God’s glory. And we believe mentoring has a key role in making that happen.

So come on. Join in. God will use you. Your “itch” will get scratched. You’ll find that thing you were made to do when you become a mentor.
Instead of more words from me, let me share words from guys who’ve been mentored, not by me, but by guys like you and me...

“The biggest blessing has been the invaluable Godly perspective interjected in my life, and the ability to have someone that I can speak with, without prejudice, and receive honest wisdom.”

“I have learned to be much more intentional about how I live my life as a reflection of God. This is by far the best experience I have ever been through.”

“God has done major pruning in my life this year and through this mentoring experience, He has shown Himself incredibly faithful and His love unconditional. As He has systematically stripped me of my former dependencies on stuff and money and performance and self (and it’s still a work in progress), He has helped me fall to my knees and depend upon Him more and more. And, He has used the program to be His precious voice of love, conviction, encouragement, wisdom and guidance for His glory and my good.”

“(My mentoring experience) saved my marriage.”

“He pulled me forward in my roles as a husband, father and son. He also helped me bridge the gap between the concept of a personal relationship with Jesus and being indwelled by the Holy Spirit.”

“This group opened my heart to listening to God’s will. It made me a better husband, father, son, and man. I’m much more caring and have a better understanding of what is important in my life.”

“God clearly spoke to me and showed me how I had been living for myself and had given up on becoming the person he intended me to be. I had settled for being a defeated frustrated believer who was being ineffective in my walk. I don’t believe I will ever be the same or go back to that person that I was prior to this.”

“This program provided me with an enhanced understanding of my role and responsibility as a husband, father, and follower of Jesus. I’m glad to have had the opportunity to go through this program with a group of men and grow in my knowledge and practice of my faith.”

“He gave me a renewed passion for my wife and the tools to show her how much I love her. I think I am much better equipped to lean on God for my needs and to live in gratitude.”
“God has renewed my confidence in leading my family, making decisions and being more open with my faith. I will bear more spiritual fruit as a result of processing the content of these books with an excellent role model in my mentor and an engaged group of guys.”

“He taught me that it is not about me, it is about Him, my wife, and my daughter. I need to be much more intentional in making sure the important areas of my life are priorities and not just things that I fill my non-work free time with. I need to ensure that I am growing closer to God, my wife, and my daughter every day. Most importantly I learned that I can do it through His help and strength.”

“God introduced me to a level of intimacy with other men I never felt comfortable and able to experience. This experience has made me more comfortable with being intimate with God. I know now that I share the same struggle with sins as my brothers from the group. Before Radical Mentoring, I had never finished a book from cover to cover and the study of verse and Scripture was absent. Now I look forward to it. I can say without concern I am a D on an IMAP. I have grown closer to God more in the past months with Radical Mentoring than my entire life prior sense accepting Christ as my Savior.”

“He worked through my life to bring me closer to Him and as a result changed the way I looked at and treated those around me. From God, to wife and children and those I come into contact with daily. God revealed to me His way and that I can follow His way and most importantly, I can trust His way. His way is LOVE and His way is the ONLY way.”

“God gave me a clear sense of who he is, how I need to be more honest with him and with myself, how I need to be more intentional in my relationship w/ him, my wife and my family.”

“Opened my eyes to what my responsibilities are as a child of God, a husband and father”.

“I am not sure I have room or time to capture everything. As I told a friend the other day, I thought, no I knew, I had a good marriage, I was a good dad & I had a personal relationship with Christ. This course deepened and strengthened those three relationships more than I could have imagined. The letter from God was amazing. My life has changed, and my family and friends see the power of a changed man. I thank God daily for orchestrating the lives of 8 other men simply to change me and draw me closer.”

“Taught me to be bold and courageous without second-guessing His will. Rekindled my deep passion for maturing in Christ and helping others do the same. Revealed the power of a group of spiritually mature brothers to grow with.”
“God has done so many things during the last 10 months. My relationship with God is closer and more intimate than before. My marriage was good but is even better now because I truly value and love Kathy more than ever before. I started becoming more selfless and less selfish. My character and priorities have been improved to reflect a more Christ-centered life.”

“The changes that God has brought to me in the course of this group have been like nothing I could have fathomed in their depth or their future fruits.”

“I wanted to give you all a mid month update on my homework. I am a late night person and my wife is not. Last night I was exercising when she came in to tell me good night. As she walked away, she stopped and came back in and said "something is different". I smiled and said “different good or different bad”. She said “good”. She noted that I have been more positive with her (I have a critical spirit) and much more intentional with the entire family. I praise God for this. It was a bit of a surprise because I spent last week in Texas so the “5 x 5” has been a bit of a challenge but I can tell God blessed the efforts I made from several states away.”
About Radical Mentoring

Radical Mentoring is produced by the Next Generation Mentoring Foundation, which is a 501(c)(3) non-profit organization. The content and resources are provided to you at no charge through gifts from partners and supporters. If you would like to make a donation to further this mentoring movement, we would be so grateful and it can be done HERE.

To hear about Radical Mentoring from a mentee's perspective, please view our Mentee Video.

To learn about Radical Mentoring from the point of view of a mentor, please view our Mentor Video.

Mentoring younger men in the faith isn’t optional. Jesus told us to “go make disciples”. That’s not hard to understand….but maybe you think it’s hard to do.

What Radical Mentoring has done is made it easy to do. And it’s all available on our website. Here’s the basics:

- We’ll show you how to put together a group
- We’ll give you 20+ topics to choose from, and each one includes everything you need to work through that topic with your protégés.

Topics include…

- Theology – Who is God? How do you see Him?
- Identity – How does God see you?
- Prayer – How do you and God communicate with each other?
- Marriage – How would God have you treat your wife?
- Fatherhood – How would God have you “father” your kids?

…and more. You choose what YOU want to dive into with your mentees.

We’ll give you each meeting plan, agenda, homework handouts, Scripture verses…everything you need to conduct a mentoring conversation with almost no preparation required.

We’ll show you how to partner with your church to select young men who can become the next generation leaders that your church needs.

Click here to visit www.radicalmentoring.com and learn more.