

## Introduction to free article

This article is referred to in several of the leadership commentaries such as **John, Philippians, Philemon, 1 and 2 Corinthians, and the Titus Leadership Commentaries** which are part of the **Clinton Biblical Leadership Commentary CD** copyrighted 1999. This commentary is available from the **Clinton Resources** at <http://www.bobbyclinton.com/>. It is dealing with **Paul's essential empowering relationships as a mentor.**

### Paul—Mentor for Many

Paul was an outstanding mentor. He used mentoring as a major means of developing leaders. Mentoring is a relational experience in which one person, called the mentor, empowers another person, called the mentoree, by a transfer of resources. Empowerment can include such things as new habits, knowledge, skills, desires, values, connections to resources for growth and development of potential. We<sup>1</sup> have identified a number of mentoring functions. Usually any given leader will not be an ideal mentor and perform all of the mentoring functions. Instead a given leader will usually be proficient in three or four of the mentor functions. The set of mentoring functions that a leader uses in ministry is called his/her mentor-mix. It is easiest to demonstrate that Paul was an outstanding mentor by illustrating his mentoring relationship with Timothy.

Table 1 identifies the nine mentoring functions:

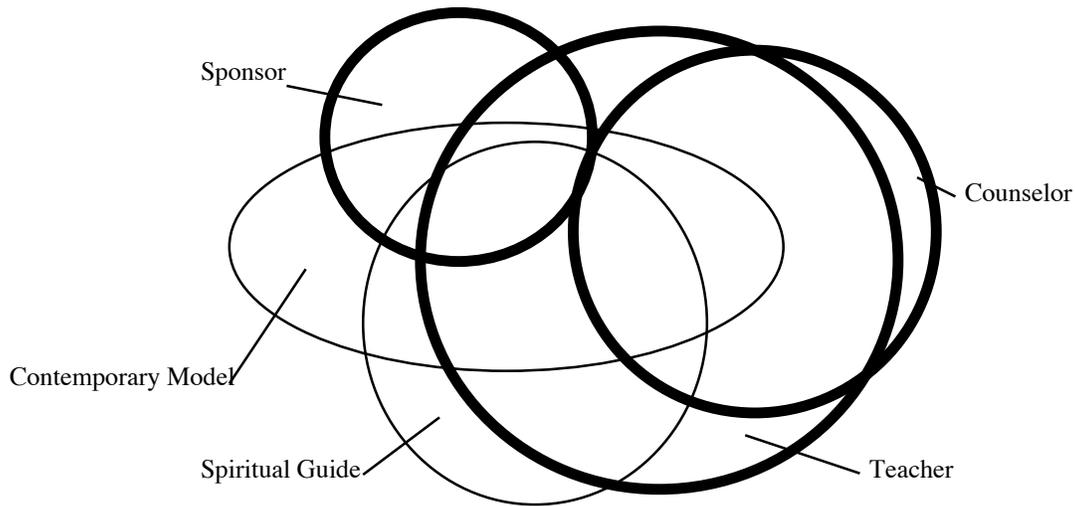
**Table 1. Nine Mentor Functions**

Type	Central Thrust
1. Discippler	Basic Habits of the Christian Life dealing with hearing from God and talking with God; operating in a fellowship of Christians; learning to minister in terms of giftedness; learning to get input from God.
2. Spiritual Guide	Evaluation of spiritual depth and maturity in a life and help in growth in this.
3. Coach	Skills of all kind depending on the expertise of the coach.
4. Counselor	Timely and good advice which sheds perspective on issues and problems and other needs.
5. Teacher	Relevant knowledge that can be used for personal growth or ministry or other such need.
6. Sponsor	Protective guidance and linking to resources so that a leader reaches potential.
7. Contemporary Model	Values impactfully demonstrated in a life that can be transferred and used in one's own life.
8. Historical Model	Values demonstrated in a life and inspiration drawn from that life so as to encourage on-going development in ones own life and a pressing on to finish well.
9. Divine Contact	Timely Guidance from God via some human source.

Paul over the course of his 30+ years in ministry demonstrated almost all of the nine functions. With Timothy, as seen in the Acts and the two epistles to Timothy, several of the mentoring functions can be seen. Figure 1 gives Paul's Mentor-Mix<sup>2</sup> in a pictorial format. This is called a Venn diagram. Each separate oval represents a mentor function. The larger the size of a symbol the more important it is. Overlap of symbols indicates some of both functions taking place. Non-overlap of a symbol with other symbols indicates exclusive manifestation of the symbol. Table 2 takes these mentor functions and indicates where the mentoring function is indicated in the Scriptures and perhaps some empowerment.

<sup>1</sup> My son Dr. Richard W. Clinton, my colleague Paul Stanley and I have all been busily researching and using mentoring in our own personal ministries.

<sup>2</sup> Mentor-mix refers to the set of mentoring functions that a leader demonstrates in his/her ministry over time—not necessarily seen at any one given time but over a lifetime.



**Figure 1. Paul’s Mentor-Mix with Timothy**

From the Venn diagram in Figure 1 it can be seen that the three most important mentor functions (indicated by the heavier lines) that Paul did with Timothy were teacher, counselor, and sponsor. He also models and gives spiritual advice for Timothy’s own growth.

**Table 2. Mentor Functions of Paul With Timothy**

Kind	Where Seen	Empowerment
Teacher	Ac 16, 17, 18, 19, 20; 2Ti 3:10 Ro 16:21; 1Co 4:17; 2Co 1:19	Timothy was familiar with all of Paul’s teaching from the Scriptures. For example, he heard the teaching on the material that was later incorporated as Romans given at Corinth; he was present for the dictation of the book of Romans. He spent hours on the road with Paul and chatted with him.
Counselor	1,2Ti are laced with words of advice	1Ti ch 1,2 Paul’s advice on major problems in the church, 1Ti ch 3 Paul’s advice on local leadership selection, 1Ti ch 5 Paul’s advice on the problem of widows and discipline of leaders.
Sponsor	1,2Ti	He is listed by Paul as co-author (a sponsoring function) of six epistles (See 2Co 1:1; Php 1:1; Col 1:1; 1Th 1:1; 2Th 1:1, Phm 1:1). The material in 1,2Ti is dominantly written with a view to the church there reading it and knowing that Paul was giving Timothy instructions for that church.
Model	2Ti 3:10-17; Php	Philippians gives Paul’s comprehensive treatment of his use of modeling.
Spiritual Guide	1,2Ti	See especially 1Ti 4 Paul’s personal advice to Timothy on How to Handle Himself.—especially maintaining the balance of developing self and developing ministry.. See also 2Ti 1:3-10 on developing giftedness.

**Five Features of Paul’s Mentoring**

Table 3 below lists five features noticeable in Paul’s mentoring or that supplemented his mentoring.

**Table 3. Five Features About Paul’s Mentoring**

<b>Feature</b>	<b>Explanation</b>
Personal Value	Paul often talked straight from the heart to those he ministered to. He illustrates one of his strongest leadership values when he does that. And this is even more true in his mentoring relationships. A <u>leadership value</u> is an underlying assumption which affects how a leader behaves in or perceives leadership situations. Paul felt ministry ought to be very personal. Stated more generally for all leaders, <i>Leaders should view personal relationships as an important part of ministry both as a means for ministry and as an end in itself of ministry.</i> In his epistles Paul names almost 80 people by name—most of whom he ministered with or to or in some way they ministered to him. Of the five dynamics of mentoring (attraction, relationship, responsiveness, accountability, empowerment) relationship was Paul’s strong suit. And with Timothy relationship is seen more clearly than any of Paul’s companions. See <b>Article</b> , <i>Timothy, A Beloved Son in the Faith</i> . <i>Principle: The development of a personal relationship between a mentor and mentoree will increase the effectiveness of the mentoring.</i>
Took People With Him; On-the-Job training.	Whenever possible, Paul never went into ministry alone. He almost always took someone with him—frequently, one he had a mentoring relationship with, one who he was developing as a leader. <i>Principle: Modeling as a major means of influencing or developing emerging leaders best happens in on-the-job training.</i>
Teams	Whenever possible, Paul took more than one person with him. He used teams of people. And he would send various team members on important errands. See <b>Article</b> , <i>Paul and His Companions</i> . Note especially the <i>we sections</i> in Acts 16 etc.. See also the number of folks around in Romans 16:20-22 (Timothy, Lucius, Sosipater, Tertius, Gaius, Erastus, Quartus) when he dictated the letter.
Little/Big; Ministry Tasks	Paul used the basic principle of the Luke 16:10 little/ big: <i>The one faithful in little things will be faithful in bigger things.</i> Give people little things to do and if they are faithful in them, give them bigger things to do. This was especially true of the ministry tasks given Titus and Timothy. A <u>ministry task</u> is an assignment from God which primarily tests a person’s faithfulness and obedience but often also allows use of ministry gifts in the context of a task which has closure, accountability, and evaluation. See Titus’ five ministry tasks (3 in Corinth 1 in Crete and 1 in Dalmatia). As the person grows the ministry task moves more from the testing of the person’s faithfulness toward the accomplishment of the task.
Goodwin’s Expectation Principle	Goodwin’s expectation principle states, <i>Emerging leaders tend to live up to the genuine expectations of leaders they respect.</i> A well respected leader can use this dynamic to challenge younger leaders to grow. The challenge embodied in the expectation must not be too much or the young leader will not be able to accomplish it and will be inoculated against further challenges. The challenge must not be too little or it will not attract. It must be a genuine expectation. Paul uses this with Timothy, Philemon, and Titus several times (see fn 1Ti 6:11 . See fn 2Ti 1:5).

The end result of mentoring is the empowerment of the mentorees. Luke, Titus, Timothy, Philemon, Onesimus, Archippus, Priscilla, Phoebe and many others attest to the power of Paul’s mentoring. And of all of Paul’s mentoring functions, probably the most effective was the modeling. Note in his mentor-mix how modeling subtly interweaves itself throughout every other mentoring function. Paul personally related to numerous leaders to develop them. He left behind a heritage—men and women who could continue to lead and carry out his life purpose and use his values in their lives and ministry.

See **Articles**: *Paul the Developer*; *Paul and His Companions*. For more detailed study see **Bibliography for Further Study**, Stanley and Clinton 1992, **Connecting**. Clinton and Clinton 1993, **The Mentor Handbook**.