



ESTHER INITIATIVE

Global Advance Esther Initiative Mentoring Track

1. Mission/Vision

- Raising up godly mentors for women in leadership

2. Our Values (and those of our prospective mentors)

- Personal commitment to prayer and a personal relationship with God
- Personal commitment to studying God's Word (able to disciple believers)
- Servant leadership
 - Teachable
 - Humble
 - Good listener
 - Willing to serve others wherever needed
 - Passionate to help themselves and others grow
- Committed to the following:
 - Wisdom (to discern the options, not told the answers)
 - Honesty (wisely correct and affirm others)
 - Integrity (emotional wholeness)
 - Transparency (no façade in good times and bad)
 - Trustworthiness (respected and trusted by others)
 - Building community, sharing life experiences
 - Accountability to authority (respectful, responsible)

3. Our Goals:

- **Objective 1: Provide leadership training to potential mentors through twelve 1.5 hour sessions either online or in person.**
 - Identify 5 women for each group
 - Women who share our values (listed above)
 - Common language
 - Access to internet or in person meetings
 - Available at mutually agreeable meeting time
 - Pastoral referral or referral of someone you know well
 - Committed to 3 years minimum participation
 - 1 year of personal training
 - 1 year of training 5 others
 - 1 year of mentoring support for the people they train

- Leadership training modules
 1. My Identity in Christ
 2. Walking in the Spirit
 3. Mapping My Life
 4. Dealing with My Past
 5. Nurturing My Relationship with God
 6. Servant Leadership
 7. Values, Priorities, Balance
 8. Communications, Personalities, Relationships
 9. Leading Where God Has Placed You
 10. Teamwork – The Key
 11. Called to Follow
 12. Reflecting, Celebrating, Commissioning
- **Objective 2: Provide mentoring training through four 1.5 hour sessions either online or in person.**
 - Mentoring training modules
 - Mentoring – A Relationship
 - Getting Started, Building Community
 - Facilitating a Small Group
 - Dealing with Difficulties
- **Objective 3: Launch sustainable mentoring groups.**
 - During mentoring training, each member of the group will identify and recruit 5 mentees with whom they will meet regularly for leadership and mentoring training for 12 sessions. (approx. 1.5 hours per session)
 - These mentors will continue to meet with their “coach” while they are conducting their 12 mentoring sessions.
 - Ongoing support for mentors will be available on a continuing basis.

4. Time Commitment (sample)

- **Phase 1: Training**
 - Online sessions for RUMDE: 12 x 1.5 hours = 18 hours
 - Pre-class Reading/Reflection (1.5 hours per lesson) : 18 hours
 - Mentoring sessions: 4 x 1.5 hours = 6 hours
- **Phase 2: Mentoring small group of 5 women**
 - Online or in person sessions: 12 x 1.5 hours = 18 hours
 - Pre-class preparation and prayer 12 x .5 hours = 6 hours
 - Coaching sessions: 3 x 1 hour = 3 hours
- **Phase 3: Coaching 5 mentees**
 - Meet 3 times with women who are mentoring – 3 hours
 - Provide support and encouragement as needed