



# LCF MENTORING SCHEME

*Walk, Work, Witness*



*“Therefore encourage one another and build each other up”*

1 Thessalonians 5:11 (ESV)

## LCF Walk, Work and Witness Mentoring Scheme 2024-2025

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### Introduction

The LCF Walk, Work and Witness Mentoring Scheme has been introduced to bring the benefit of godly mentoring relationships to Christian lawyers.

LCF mentoring is simply a relationship between two LCF members in which a trusted and respected member (the mentor) encourages the Christian walk, work and witness of another Christian lawyer or law student (the mentee).

Our objective is for the mentor to encourage and build up the mentee as Christians in law to be the very best lawyer for Christ that they can be, choosing the priority of God’s call and purposes for their lives.

### Who is it for?

**LCF mentoring is for everyone!** We would love Christian lawyers at all stages of their walk and professional life to be involved in the scheme as mentors and mentees.

**Are you a law student?** Then come and build a mentoring relationship with a practising lawyer who can encourage you through your studies, career choices, applications, successes and disappointments.

**Are you a trainee solicitor or pupil barrister?** Then come and be mentored by a more senior practitioner who has walked the same path or who can encourage you through the challenges and joys of training.

**Are you a junior solicitor, barrister, paralegal, legal executive or legal academic?** Then let us help you find a mentor to support you in your walk, work and witness as a Christian lawyer, whatever your field.

**Are you a senior lawyer, partner or QC? Applying for judicial roles? Responsible for leadership at work or at church?** Then why not work with a mentor (another senior lawyer) through the challenges, encouragements and disappointments of your Christian walk, work and witness.

**Are you a judge?** Then let us help you build a mentoring relationship with another Christian lawyer who has walked the same path.

**Are you concerned about access to justice?** Then we would love to connect you with practitioners who can help you to explore opportunities for delivering access to justice and serving those who might otherwise be excluded or marginalised.

## **What is the role of a mentor?**

### **Mentors are expected:**

- To support the mentee's walk, work, and witness, and so encourage them to be the very best lawyer for Christ that they can be, powerfully impacting the lives of people around them through communicating the whole Gospel of Jesus Christ in their work/studies.
- To identify and agree with the mentee their reasonable objectives for the mentoring scheme.
- To help the mentee to see their situation as God sees it, and to make wise choices about God's priorities for their situation.
- To develop a relational, trust-based, and Christ-orientated experience in which the mentor confidentially cares, listens, prays, reflects, and responds using relevant Scripture verses to help illumine the life and direction of the mentee.
- To appropriately challenge the mentee – as iron sharpens iron – asking probing and open questions, not imposing solutions, or giving advice but always pointing the mentee back to God, to hear from Him and what it is God wants of and for them.

### **Mentors are not expected:**

- To be coaches, dealing with specific measurable tasks and skills. Instead, the mentor facilitates the mentee to focus on longer-term progress and development.
- To be counsellors or therapists – the mentor does not try to 'fix' people, give advice or solve problems. The mentor's role is to enable the mentee to think through options, actions, and consequences for themselves in a Christ-centered way.

## **What is the role of a mentee?**

### **Mentees are expected:**

- To take the initiative and 'drive' the relationship.
- To identify and agree with the mentor their reasonable objectives for the mentoring scheme.
- To be open to what a mentor can share.
- To follow through on commitments.
- To be straightforward, honest, and sincere.

- To allocate time and energy for mentoring sessions.

#### **Mentees are not expected:**

- Always to know what questions need to be asked.
- To have an instant rapport with their mentor.
- To continue in the mentoring relationship if it is not proving beneficial.
- To use their mentors for directive answers to all their questions.
- To have a friendship with their mentor.
- To seek a counselling or therapeutic response from their mentor.

#### **What is involved?**

The Mentoring Scheme for 2024-2025 will run from October 2024 until July 2025.

The following is the suggested minimum commitment requested of the mentors and mentees, to allow for busy lawyers and law students to get involved.

- Once a week – the mentor prays specifically for the mentee.
- Once a month – the mentee contacts the mentor by text, message, or phone.
- Once a term (i.e., at least three times in total) – the mentor and mentee meet in person to chat, encourage and pray together.

#### **How does mentoring work?**

Following a successful pilot scheme in 2020-2021 we have chosen deliberately to leave the format and structure of individual mentoring relationships to their participants. Training (face-to-face or virtual) will be provided to mentors and mentees at the outset of the scheme, but both are expected to use their own initiative and wisdom to explore how best to develop the relationship according to the needs, interests, objectives and gifts of each.

The first mentoring meeting is, however, the most important and we recommend that mentors and mentees consider spending some time at the outset praying and discussing the following issues:

- Each other's Christian and professional back stories, in order to help get to know each other and develop mutual trust and understanding.
- The mentee's objectives for the mentoring scheme.

- Each other's availability, the time each participant is able to commit, and proposals for frequency (and mode) of contact.
- Proposals for discussion at subsequent meetings.
- How to keep in contact (text, email, WhatsApp).
- Prayer requests.

Further guidance is provided in the Appendix to this document, including:

- Discussion guidance, including suggested questions to help you if required.
- Information on what to do if things go wrong or the mentoring relationship isn't working.
- A list of resources including scripture references and both Christian and secular publications that may be helpful in exploring how to make mentoring work.

09 July 2024

## Appendix

### Discussion guidance

In order to maximise your time together, we have provided some suggested questions and guidance to help your discussion:

#### 1. 'Background' questions (to get to know one another)

- Tell me about yourself [General background]
- Tell me about your family
- Tell me about your church
- Tell me about the key relationships in your life – family, friends (both Christian and non-Christian), work colleagues
- How would you describe your personality?
- What motivates you?
- What are your strengths, and your gifts?
- What are your weaknesses?
- What are your passions?
- What brings you joy and hope?
- What has been your greatest disappointment?
- What are your hopes, plans and dreams for the future?
- When/how did you feel 'called' to the law?
- How are you? How are you really?

#### 2. Questions dealing with 'walk' issues

- Tell me about your relationship with God [how it really is, not how you feel it ought to be]
- Do you feel that your spiritual life is developing at the present time, or do you feel stagnant?
- If it is feeling stagnant, why do you think that might be?
- What helps you to keep focused on Jesus? We are so easily distracted by the heavy demands of our professional lives. How do you stay rooted in and focused on Christ?
- What experiences of prayer and scriptural meditation have you had recently?
- What spiritual disciplines/habits do you currently have that you feel help you connect with and encounter the presence of God and draw on His wisdom and strength on a regular basis? – e.g. prayer, reading/studying the Bible, fasting, worship etc.
- How do those spiritual habits/rhythms fit into your current lifestyle?
- What does your prayer life look like at its best? Tell me about some of your recent moments of meeting with Jesus.
- How is God speaking to you?
- What are you reading and studying, in addition to your quiet time, that is deepening

your relationship with God?

- What are your spiritual growth goals?
- Have you stepped out in faith in any areas of your life recently?
- Have you experienced any disappointments recently?
- Do you feel there is any hatred, bitterness, anger, resentment or unforgiveness in your heart toward another person?
- How do you deal with times of anger and frustration towards God? Life is rarely as straightforward as we want it to be, and we all get frustrated with God when things do not go as we planned. This can be frequent in the legal profession. How do you handle any feelings of frustration and anger towards God?
- In what ways do you see the enemy showing up in your life? We are fighting a spiritual battle every day, particularly in our workplaces, whether that is at home, at the office, in chambers and in court. The enemy seeks to attack us daily and tailors his approach to us individually to keep us away from God and away from our ability to fight him. How do you discern the enemy's ways and, in God's strength, fight back?
- Do you feel that you are currently walking a journey of discipleship?
- How are you currently serving others, outside the context of your work/studies?
- What is life currently like for you in your local church family? Are you regularly involved and engaged?
- What is your motive and attitude for serving?
- What are you finding that's helping you in your faith? Are there things that are distracting you?
- Do you think you procrastinate on important things in your daily life and spiritual walk that should not be put off?
- What are the greatest challenges you have been experiencing in your walk with God?
- What are the greatest joys?
- Do you feel you have a good work/social/rest/spiritual balance at the moment?
- If there are areas of your life which are currently unbalanced, why do you think this is and how do you think that the balance could be redressed?
- Are you sleeping well? And eating healthily? And exercising regularly?
- Are you spending good quantity and quality time with your spouse, children, parents etc?
- Are you taking time for rest and relaxation?
- Are you giving regularly to the Lord's work financially?
- Are you stewarding your financial resources well and in accordance with God's Word?
- Are you having regular fellowship with others in the body of Christ?
- How are your friendships going and how are you managing to maintain them?
- What areas of your life do you feel need strengthening the most?
- Does the external 'you' and the internal 'you' match?
- Do you have a 'number one' need at the moment?

### 3. Questions dealing with 'work' issues

- How are you currently finding your studies/your work in the law?
- What areas do you find easy and what do you find difficult?
- Picking up on any identified difficulties, why do you think you are finding this difficult?
- What help do you think you may need with this difficulty?
- Do you feel that you are currently working/studying from a position of grace and 'rest in God' or from human effort?
- Do you have a sense of your work/studies as worship to God/serving Christ or does it currently feel like a 'daily grind'?
- Are you spending too much time working/studying at the expense of family, friends and your spiritual life?
- Do you find it easy or difficult to approach your work/studies from a Biblical perspective, placing your Christian faith at the centre?
- How are you keeping your identity Christ-centred in the culture of the legal world?
- Do you feel that you need additional support/equipping in this area?
- What makes you most passionate?
- What are your biggest current challenges?
- Do you work/study in a particular practice area that you feel requires specific wisdom from God in order to serve Him well in this area?
- Are there any areas of your work/studies that are causing you to feel anxious or stressed at the moment?
- What do you think is causing you to feel anxious or stressed about those things?
- How are you currently coping with those feelings of anxiety or stress?
- Are you receiving any support to help you deal with anxiety and stress either within your workplace/place of study or from within your church family?
- How are your working relationships with colleagues/fellow students?
- Do you feel excited and fulfilled in your work/studies?
- Do you feel that you are where God wants you to be in this season of your life?
- What do you feel is your steepest learning curve at the moment?
- What are your aspirations for the future in your professional life and do you feel that those aspirations are God-driven?

### 4. Questions dealing with 'witness' issues

- Do you see your role in the law as an opportunity for witnessing to the whole Gospel of Jesus Christ to your peers?
- How do you feel that your work/studies bring glory to God?
- Do you feel able to bring God into your student/working life?
- What are you doing to develop relationships with not-yet Christians?
- Are you praying regularly for your colleagues/peers?
- Have you stepped out in faith recently in witnessing the Gospel to any of your peers?
- What opportunities do you feel that you currently have to communicate/proclaim the Gospel of Jesus Christ in your place of work/study?



- What obstacles do you feel you face in communicating and proclaiming the Gospel of Jesus Christ in your place of work/study?
- What do you think might help you to overcome those obstacles?
- Do you feel that you need any additional support/equipping/help in this area?

#### 5. Suggested Points for prayer

- What can I be praying about for you?
- Are there any particular issues connected with your work/studies that you would particularly like prayer for?
- What is the key personal need from our talk together for which I could pray?
- What can I pray for that's the biggest challenge for you at present?

#### 6. Suggested Follow-up questions

- How have you been since we last spoke?
- How has your walk with God been since we last spoke?
- In what ways have you stepped out in faith since we last met?
- In what ways have you sensed God's activity in your life since we last met?
- What has been your greatest disappointment since we last met? How have you handled this?
- How have you served others since we last met? What were your attitudes and motives for this?
- What have you done since we last met to enhance your relationships?
- Follow up on specific areas of previous discussions and any particular challenges, areas of need, imbalances, goals and plans that were identified

#### 7. 'Listening' questions that may arise through your discussions

- What did you find helpful/unhelpful in....? How do you feel about it?
- Why do you think that was so?
- What would you do differently? How?
- What do you think Jesus would do in a similar situation?
- Where does God fit in here?
- Have you asked what the Bible has to say on this?
- What do you think you could do about...?
- What are you basing that opinion on?
- What are your options? Let's brainstorm on it
- What are the pros and cons of the two courses of action?

#### 8. Appraising the relationship

- How are you finding our times together?
- What are you finding most helpful? Why?
- What are you finding least helpful? Why?
- Are there ways we could improve these times?

- Are there areas you would like us to concentrate more on?
- Do you think we have spent sufficient time together, or would you like to continue?

### **If things go wrong**

Mentoring only works when both mentor and mentee are comfortable with the relationship and are finding it to be beneficial. In the first instance, mentors and mentees should raise informal observations or concerns with each other by way of feedback. If this doesn't work, or if concerns are more serious, then mentors and mentees should consider contacting the LCF office (either **Jonathan Storey**, Director of Regional Ministries, on [jonathan.storey@lawcf.org](mailto:jonathan.storey@lawcf.org); or **Mark Bainbridge**, Executive Director, on [mark.bainbridge@lawcf.org](mailto:mark.bainbridge@lawcf.org)) for help or advice, and should feel under no pressure whatsoever to persist with a mentoring relationship that is not working, whatever the reason. There is, or should be, no shame or embarrassment in withdrawing from such an arrangement: while mentoring, like any relationship, requires the investment of time and effort, and while people are different and mentors and mentees are not expected to become friends, it is important that a relationship requiring some degree of openness is comfortable for both participants, subject to similar aspirations, and founded on mutual commitment, respect and trust.

### **Resources for encouraging/mentoring**

*Bible Texts for covering a variety of discipleship subjects:*

- |                            |                                     |
|----------------------------|-------------------------------------|
| • Assurance                | Romans 5.1-11, 1 Peter 1.3-9        |
| • Becoming a Christian     | Luke 15.11-24                       |
| • Christian Growth         | John 15.1-11                        |
| • Transformed Life         | Romans 12.1-2, 2 Cor 5, Eph.2.1-10  |
| • What Jesus offers        | Isaiah 55.1-11                      |
| • Spiritual devotion       | Psalms 103.1-14                     |
| • Christian humility       | 1 Peter 5.5-11                      |
| • Obedience                | Joshua 1.1-9                        |
| • Sin                      | Psalms 32 & 51, Luke 18.9-23        |
| • The Cross                | Isaiah 53, Matthew 27.39-51         |
| • The Cost of discipleship | Luke 9.57-62, Revelation 3.13-22    |
| • The Gospel               | John 3.1-17, Acts 9.1-18            |
| • Temptation               | James 1.1-15, 1 Corinthians 10      |
| • Christian Maturity       | Psalms 84, 2 Timothy 2.1-12         |
| • Trusting and Victory     | Matthew 4.1-11, Romans 6            |
| • Prayer                   | Luke 11.1-13, Ephesians 1.15-23     |
| • Witness and Service      | Mark 2.1-12, John 6.1-15            |
| • The Bible                | Psalms 1 & 119                      |
| • Guidance                 | Proverbs 3.1-12                     |
| • The Church               | 1 Peter 2.1-10, Romans 12.1-15      |
| • The Holy Spirit          | John 16.1-15, 1 Corinthians 12.1-13 |

*Books:*

- 'The Fight', John White
- 'Discipleship', David Watson
- 'Spiritual Mentoring', Keith Anderson and Randy Reese.
- 'Everyone Needs a Mentor: Fostering talent in your organisation', 4th ed, David Clutterbuck
- 'Jesus Driven Ministry', Ajith Fernando
- 'Mentoring to Develop Disciples and Leaders', John Mallison
- 'Growing Together', Melissa Kruger
- 'Mentoring for Spiritual Growth', Tony Horsfall
- 'Saints, Sufferers and Sinners', Michael Emlet
- 'CrossTalk', Michael Emlet
- 'Caring for One Another', Edward Welch
- 'Side by Side', Edward Welch
- 'Speaking Truth in Love', David Powlison
- 'Instruments in the Redeemer's Hands', Paul David Tripp
- 'The Gentle Art of Discipling Women', Dana Yeakley

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