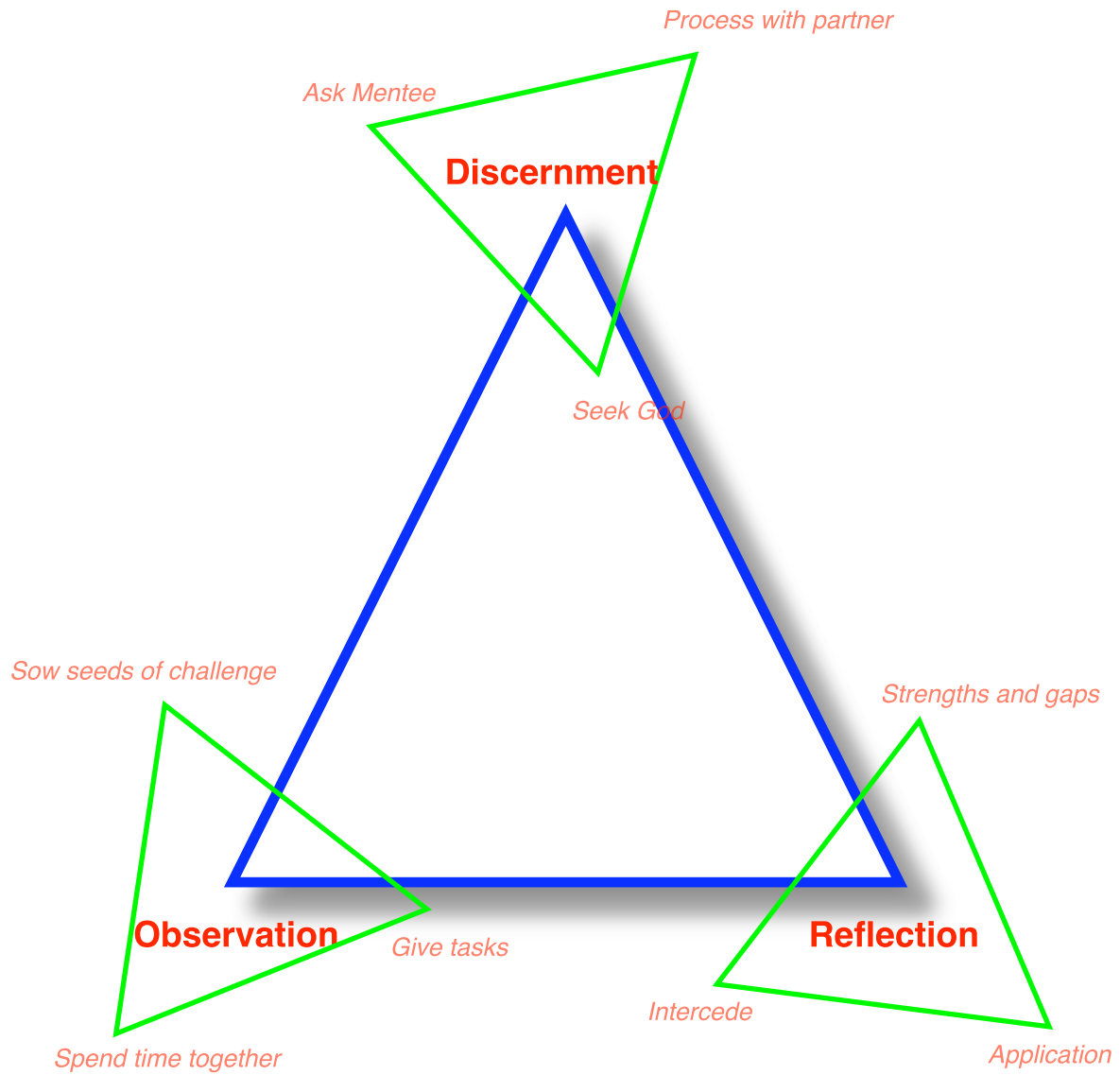


Developing vision for people's spiritual growth



Definition and explanation to grid:

There are several values and practices that interplay when we consider our role in helping people grow in their faith and spirituality.

Discernment: We need to get a sense of where people are at in their faith and how they need to grow. This is aided by

- **Processing with a partner or supervisor** to insure an accurate read of the person's needs.
- **Praying and asking God** for a word or direction in the person's life.
- **Asking the Mentee** how they would like to grow. The mentee may not necessarily have the self-awareness, but asking them can help us gain a better understanding of their needs and gifts.

Observation: We need to gather data as we facilitate growth in people. Though some people can rely on having mentees self-report, direct data will give us better perspective on how to proceed in our mentoring. Observation is aided by

- **Spending time together**--whether in ministry or in relationship. Nothing beats seeing someone relate with others or lead within a task.
- **Sowing seeds of challenge** is the process of exhorting people and challenging them to take more courageous steps of faith. When we challenge them, we can observe their response to that challenge, which will give us a read on where they may be.
- **Giving them tasks** would allow us to see how they handle certain tasks in ministry or discipleship.

Reflection: The more time we spend in reflection, the better equipped we are in leading people. This process is aided by reflecting on

- **Their strengths and gaps.** This process will give us a sense of where they are strong, where they are lacking and how to help them grow in both areas.
- **Intercession**, which differs from the prayer in the Discerning stage, is the process where we know where they are at and we ask God to deepen His work in their lives.
- **Application.** This stage should now equip us to know exactly what they need and how we need to be a part of that process. It's not enough that we pray that God would do a work in their lives. We need to lead in helping the person grow.

There is no particular order for these practices. They must interplay with one another. I suppose, in the beginning stages of the relationship, it may naturally follow from Discernment to Observation to Reflection, but for the most part, we need to be good at paying attention to the various aspects needed to vision for people's growth.