



**OVERSEAS
FELLOWSHIP OF
NIGERIAN CHRISTIANS**

MENTORING SCHEME: IMPLEMENTATION PROGRAMME

**Approved by The National Executive Council of the Overseas
Fellowship of Nigerian Christians (OFNC) [12th July, 2020]**

Introduction

A good study of the Bible will reveal to us that one of the reasons that accounted for the success and survival of the early church is effective mentorship. Jesus Christ our Lord is the most qualified mentor that ever lived. His effectiveness in mentoring came through in the way a group of “unschooled ordinary men” that He mentored, withstood the stiffest and greatest opposition the early Christian church witnessed.

The Bible records in Acts 4: 13 “When they saw the courage of Peter and John and realized that they were unschooled, ordinary men, they were astonished and they took note that these men had been with Jesus.” Today, we are benefiting from and enjoying the result of the effective and successful mentoring activities of the early Christians.

Mentoring is a positive developmental partnership, which has the primary aim of building capacity and self-reliance in a mentee by offering a reflective space where the mentee can take responsibility for and discuss their development. It is a process that helps and supports people to manage their own development in order to maximise their potential, develop their skills, improve their performance and become the person they desire to be.

A mentor is simply an experienced person who guides a less experienced person by building trust and modelling positive behaviours. A mentor primarily plays three roles in the mentoring process:

- The Guide
- The Challenger
- The Role Model

The success of a mentoring programme is based on the voluntary engagement of a mentee with a mentor, in a confidential relationship that is built on trust and mutual respect, employment of a non-directive approach and empowerment of mentee to take responsibility.



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A good mentor possesses some qualities that ensure successful and effective mentoring activity that is beneficial to the mentee primarily but also to the mentor. These qualities include but not limited to the following:

- Caring attitude
- Consideration for others
- Constructive in criticism
- Communicates effectively
- Accessible and available
- Exemplary behaviour
- Successful in their field
- Respected by others and respectful of others
- Willingness and ability to teach and learn from others

Background

OFNC Anchor Men's Group has been working very closely with the 18-30s group to develop a very effective mentoring programme which, we hope, will provide mentees with a reflective space, a sounding board and opportunity for challenge and support; whilst enabling mentors in development of leadership qualities and habit of continuous learning and personal development.

We recognised that mentoring is important to our 18-30s group. They need support and challenge in developing personal, spiritual and professional life, and in building resilience and self-esteem, as they progress through a complex and changing adult life.

Objectives

The broad objective of OFNC Mentoring Scheme is to create a safe place or opportunity for establishment of trusting relationship with accountability and responsibility from the mentor and mentee. This, we believe would help OFNC demonstrate its commitment to ensuring its goal of making everyone a faithful disciple of Christ.

Mentoring Programme Design

The following is a proposed plan for implementing this very important scheme within the OFNC:



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MENTORING SCHEME: IMPLEMENTATION PROGRAMME

A. The OFNC will appoint a Mentoring Scheme Coordinator, whose duty will be to oversee and coordinate the mentoring scheme.

Roles of Mentoring Coordinator include:

- Supervise the process of registration of mentors and mentees
- Match mentees to mentors as appropriate
- Support the mentoring relationships once they are established
- Handle difficulties between pairs should they arise
- Rematch and refocus relationships when required
- Ensure participants complete the appropriate evaluation at the appropriate phase of the relationships
- Communicate and publicise results and feedback.
- Liaise with the OFNC NEC via the National Chairman on all issues relating to mentoring

B. Potential mentors and mentees will be invited to register their interest in participating in the scheme. Separate registers will be provided for mentors and mentees. Before anyone can be accepted as a mentor, the following steps will need to be completed:

1. A formal expression of interest in mentoring to the Mentoring Scheme Coordinator.
2. Complete a recognised mentoring training programme facilitated by the OFNC.
3. Submit a profile statement highlighting skills, abilities, expertise, qualities, leadership style and other attributes that may be helpful to a potential mentee.
4. Be able to obtain DBS clearance
5. Obtain OFNC approval to be a mentor through a review of submissions and a discursive appraisal by the Mentoring Scheme Coordinator and one other trustee of the OFNC.

Prospective mentees will be required to register for the mentoring scheme.



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MENTORING SCHEME: IMPLEMENTATION PROGRAMME

- C.** OFNC will provide a platform (web-based) which will facilitate visibility of mentors and mentees, allowing a mentee to choose a suitable mentor based on the mentor's profile. Both mentor and mentee must agree to work together; no mentor or mentee will be forced on the other.
- D.** Once a mentee/mentor relationship has been established, OFNC Mentoring Scheme Coordinator will log this relationship with no further involvement until the conclusion of the mentoring process when mentors shall be required to forward a summary of the mentoring activities (details and confidential discussion shall be excluded). This will enable OFNC to appraise the effectiveness of the mentoring scheme. It will also help in further development of the scheme.
- E.** The Mentoring Scheme Coordinator will facilitate the initial introductory communications between mentors and mentees.
- F.** The Mentoring Scheme Coordinator will facilitate conflict resolution should the need arise.
- G.** The Mentoring Scheme will make regular reports to the OFNC NEC on the progress of the scheme