

# Mentorship



SIMPLY MINISTRY

ISAAC SERUKENYA

# Mentorship



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One of the greatest and oldest challenges that have faced this world since time immemorial has been that of successful mentorship. Solomon, one of the richest and wisest men to ever live had this concern expressed as he wasn't sure how ready his successor was to handle the responsibility he would leave him when the time came. Would he be wise or would he be a fool?

In "Mentorship", Isaac Serukenya takes on the task to address the only solution for successful succession - Mentorship. He addresses those who have walked the journey and are ready to help those to come after them - the Mentors, and as well, those yet to embark on a journey in any sphere of life to take on wisdom prepared ahead for them - the Mentees.

This book is a must-read for all who intend to step out of competition-to-do-better and step into the realm of immortal legacy to-do-greater.

## ABOUT THE AUTHOR

Isaac Serukenya has been actively involved in the music ministry at Miracle Centre Cathedral for over 27 years under the Mentorship of Pastors Robert and Jessica Kayanja. He has been responsible for mentoring and leading the Miracle Centre Music Ministry composed of 5 choirs with a total of about 250 people and growing.

Born into a family of acclaimed musical talent, he started interacting with music from an early age under the mentorship of his father, Henry Wassanyi Serukenya, a renowned musical genius. In family life, his parents Henry and Edith Wassanyi Serukenya who are shortly celebrating 50 years of marriage have been strong mentors.

A Consultant Electrical Engineer by profession, Isaac is passionate about mentoring other engineers as well. Isaac is also a Director and one of the Owners of Newplan Ltd, one of the leading Engineering consultancy firms in East Africa.

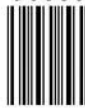
Isaac and his wife, Janet have been married for 16 years and counting. Together they have four children.

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## *Letter to you from Isaac*

*Dear Beloved,*

*I simply want to Lift Jesus higher everywhere.....In the Marketplace, in the Community and in Church (John 12:32). That is my desire and purpose and that is what "Simply Ministry" is all about.*

*Thank you for ordering for this eBook. This eBook is being sent to you for free to bless you! However, please do feel free to partner with this ministry financially or otherwise. This will be a great blessing to help me do more music, books and other products to bless you and millions more out there. I shall be grateful and God will bless you more.*

*To partner, kindly contact me via email: [serukenyamusic@gmail.com](mailto:serukenyamusic@gmail.com) / telephone +256 775 286 246. This book is one of several "Isaac Serukenya" products already available and many more to come with a focus on this mission.*

*For more product information, please see the end of the book. I look forward to hearing from you! Enjoy the book! I pray that the Holy Spirit will use what i share to help you be the best you can be in every area of your life in Jesus Christ. God bless you all.*

*Your friend,*

*Isaac Serukenya*

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# Prologue

I would like to dedicate this book to Mentors – men and women that God has given the noble assignment of raising up Generals who will determine which direction the world moves. The Mentors!



I would also like to dedicate this book to the Mentees – Men and women upon whom God places the honorable burden to pick the baton from their fore-bearers and go forth to change the world. .... The Mentees!





Through out this book I will use these terms;  
**The Mentor** – One assigned to raise up another.  
**The Mentee** – Someone being raised by a Mentor.  
**Anointing** – God given ability to achieve the extraordinary.

## Acknowledgements

Rivers converge to form large masses of water and harnessed they generate power that blesses nations. I would like to thank my mentors who have been riverheads along my journey of life; my parents Henry and Edith Wassanyi Serukenya and my Pastors Robert and Jessica Kayanja. From these men and women, I have picked up principles that I have blended to make me a blessing to many.

As the four river heads that flowed in the garden of Eden, so have these four people been to me. Thank you always. I pray that God will preserve you to see me do greater works and make you proud. As you have mentored me so I will mentor others.

I would also like to thank God who by His Holy Spirit is the perfect filter and blender of all things mentored; in whom all things make sense; who creates the uniqueness that makes me who I am- a blessing to the nations.

I would like to thank my greatest fans...my pretty darling wifey Janet Serukenya and my kids Jireh, Israel, Alpha and Omega. I love you beyond repair. Let us make history together.



## PART I: DEAR MENTOR!







## 1. *The Mentor's heart*

Behind every action there is a spirit. The foundation or beginning of all things is in the spirit. The Word of the Lord says in the book of Genesis that the earth was formless and void and the Spirit of the Lord was hovering over the surface of the deep.

*Genesis 1:1-2 (NKJV)*

*In the beginning God created the heavens and the earth. <sup>2</sup> The earth was without form, and void; and darkness was on the face of the deep. And the Spirit of God was hovering over the face of the waters.*

Whenever a new beginning is in the offing, there has to be a hovering of the Spirit in the vicinity. It is the Spirit that initiates things and it is the breath of God that gives understanding. Then with understanding, one makes sense out of chaos.

*Job 32:8 (NKJV)*

*But there is a spirit in man, and the breath of the Almighty gives him understanding.*

Everyone that comes to you for mentorship comes with a fire initiated by the Spirit. Your role as a Mentor is not to quench this fire, but to harness it for maximum effectiveness. An unharnessed fire causes chaos and collateral damage, yet if breathed upon with understanding, it can generate more than enough electricity for a city. As a Mentor, remember, you are delegated by God. Your breath is as of God. Every word that your breath carries from your mouth to the one you have been assigned to mentor must be packaged to bring understanding. It must help your mentee to understand how to maximize their potential.

Today, I want to share with you about the Spirit of Mentorship. It is the Spirit of mentorship that is responsible for ushering in new beginnings.

From the beginning of time, it has been God's plan that a generation does greater things than its predecessor.

***Haggai 2:9 (NKJV)***

***'The glory of this latter temple shall be greater than the former,' says the Lord of hosts. 'And in this place I will give peace,' says the Lord of hosts.'***

This is a divine order. Fighting it is a waste of time - what the Bible calls "kicking against the goads."

### *Acts 9:5 (NKJV)*

***And he said, "Who are You, Lord?" Then the Lord said, "I am Jesus, whom you are persecuting. It is hard for you to kick against the goads."***

One thing I have learnt about the things of God or His divine order is that you are better off cooperating with what He is doing than fighting against it because anyone who fights it will definitely lose. It is an already fixed match. The older must make way for the new. So you can either fight it and lose or ride on it and live forever. The Spirit of mentorship harnesses the wisdom of the former and the zeal and fire of the latter temple to create a place of peace and limitless potential.

The entire Bible is full of examples of God bringing people into close proximity with each other in the hope that the older shall partner with the Holy Spirit to produce a generation that does greater things than them. Unfortunately, many of those opportunities were lost, either because the older did not get the revelation and opted to suppress and enslave the younger, or the younger missed the entire opportunity.

What is mentorship? Well, according to Isaac Serukenya, Mentorship is intentionally showing others how to do better than you, so that you may obtain the crown of greatness.



Let us start from the very beginning. The story of Cain and Abel is an amazing example of the danger in not embracing the Spirit of Mentorship.

Cain was the elder brother to Abel. It is therefore possible that his parents had mentored Cain on how to prepare a good offering that is acceptable for God. He had probably done so several times before, prior to the birth of his brother Abel. He was an experienced and seasoned “offerer”.

On other hand, Abel was a new kid on the block. He was young, ambitious and eager to learn. As we all know the story goes, Cain was a tiller of the ground and Abel was a shepherd.

*Genesis 4:2 (NKJV)*

***Then she bore again, this time his brother Abel. Now Abel was a keeper of sheep, but Cain was a tiller of the ground.***

One day both of them decided to prepare an offering. Naturally each one picked out of what he had. This was expected.

As a matter of principle, you should never offer someone else’s offering as your own. That is called stealing. You can only give to God from what you have. Hold up your offering with pride and joy even if it looks small compared to that of your neighbor. Do

not fold it, but lift it up and present it with joy.

Back to our story; Cain and Abel were okay up to that point. Cain brought an offering that was the fruit of the ground he tilled and Abel brought an offering from some of his sheep. Each one brought an offering out of what God had given them.

However, when the Lord came, he accepted Abel's offering, but not Cain's.

### *Genesis 4:3-5 (NKJV)*

*And in the process of time it came to pass that Cain brought an offering of the fruit of the ground to the Lord. <sup>4</sup> Abel also brought of the firstborn of his flock and of their fat. And the Lord respected Abel and his offering, <sup>5</sup> but He did not respect Cain and his offering. And Cain was very angry, and his countenance fell.*

Consequently, Cain took offence and killed his brother.

### *Genesis 4:6-8 (NKJV)*

*So the Lord said to Cain, "Why are you angry? And why has your countenance fallen? <sup>7</sup> If you do well, will you not be accepted? And if you do not do well, sin lies at the door. And its desire is for you, but you should rule over it."*

***<sup>8</sup> Now Cain talked with Abel his brother; and it came to pass, when they were in the field, that Cain rose up against Abel his brother and killed him.***

Lets take a step back and look again.

Where did it all go wrong? It has often been supposed that Cain had presented a bad offering. However, I wish to submit to you that everyone gives out of what they have. You cannot give what you do not have. Cain's offering could not have been that bad. Stay with me here...

He was giving out of what he had. He knew good fruit because that was his profession. He could not have known what a good sheep was like, so he could not give it; Cain was giving what he felt was his best.

Hebrews 11:4 suggests that Abel's sacrifice was more excellent than that of Cain and maybe before someone else it was. The parameters that were used to draw this conclusion are a discussion for another day.

***Hebrews 11:4 (NKJV)***

***4 By faith Abel offered to God a more excellent sacrifice than Cain, through which he obtained witness that he was righteous, God testifying of his gifts; and through it he being dead still speaks.***

But let me give you an example. At a buffet, a table laden with a wide variety of food items would signify the offerings in our context. A cook who has likely specialized in preparing a specific item has presented it at the buffet table. If there are eight dishes, there may have been eight cooks.

Now when it comes to serving, a specific guest will serve from the dish of their preference. The guest will pick one and skip another item, again, because of their preference. It is not because the foods are bad, but in that precise moment, that is what the guest feels like eating. For this reason, the cook of the dish that is not the eater's choice for that moment would be out of his mind to take offence.





According to me, it was likely the same on that day with Cain and Abel. Could it be that God may have been more with a desire for mutton than for fruit salad that particular day?

What Cain should have done was be excited that God had wanted mutton that day and found it pleasing to take that which had been prepared by Abel, whom Cain had mentored in offerings. God was simply telling Abel, “You have done well. Thank you for learning from your brother.”

God expected that level of maturity from Cain as the Mentor to appreciate that God’s choice was never about who had done better than the other. It was simply about Abel having done well, Period!

### ***Genesis 4:6-7 (NKJV)***

***So the Lord said to Cain, “Why are you angry? And why has your countenance fallen? 7 If you do well, will you not be accepted? And if you do not do well, sin lies at the door. And its desire is for you, but you should rule over it.”***

When the “Do Better” mentality is active, sin lies at the door and once permitted, it opens up for strife, envy, hatred, war and so many other undesirable things. ***Every Mentor must live above the “do better” mentality and pursue the “do greater”.***

“Do Better” is competition against another while “Do greater” is a push for global influence that will last generations.

One day the disciples were debating on who was the greatest amongst them. Jesus answered that it was he who humbled himself like a little child to serve others that qualified to be the greatest.

***Matthew 18:4 (NKJV)***

***Therefore whoever humbles himself as this little child is the greatest in the kingdom of heaven.***

Serving others means you are pouring into an empty vessel so that you can bring it to your level and even more. The problem is that when Mentors approach this stage, they begin to see those they are pouring into as their competition and not as their opportunity to be greater than what they were yesterday and do greater works.

Jesus spent most of the three years of His ministry meeting the multitudes, but more time than that, He spent “pouring” Himself into the disciples. To the multitudes, He healed, fed and spoke in parables. On the other hand, for the disciples, He poured into them, explained the parables and got them to conform to His image and very likeness. This is the Spirit of Mentorship.

*Matthew 5:1-2 (NKJV)*

*And seeing the multitudes, He went up on a mountain, and when He was seated His disciples came to Him. 2 Then He opened His mouth and taught them*

Getting these guys to do what He could do is what was at the very core of His heart.

That is the beat of a true Mentor's heart! He knew that the propagation of His ministry beyond His time on earth (global influence) depended on how much of His mindset and way of doing things these disciples picked up. That is why in frustration He said, ***“Birds of the air have nests, foxes have holes, but the son of man has nowhere to lay his head.”*** -Matthew 8:20 (NKJV)

He was yearning for people that could pick up the mind and Spirit of Christ. When you study the scripture, you will actually discover that in a lot of the chapters, Jesus was talking to the disciples, not to the multitude. A case in point is Matthew 5-7. Several times He actually separated the disciples from the multitude and moved them elsewhere so that He could speak to them alone. This was because He knew that His greatness and renown all over the earth after His ascension to heaven depended on Him mentoring disciples. He knew that these men and women had to be mentored to the extent that they could do what He was doing and more.

Later in His ministry, He sent them two by two with specific instructions.

***Luke 10:1 (NKJV)***

***After these things the Lord appointed seventy others also, and sent them two by two before His face into every city and place where He Himself was about to go.***

***Mark 6:12-13 (NKJV)***

***So they went out and preached that people should repent. 13 And they cast out many demons, and anointed with oil many who were sick, and healed them.***

They later came back with testimonies affirming that they were able to do what Jesus could.

***Luke 10:17 (NKJV)***

***Then the seventy returned with joy, saying, "Lord, even the demons are subject to us in Your name."***

Jesus had mentored them not to use the power they had received against each other or the people they had gone to minister to. If two people equally loaded with power can go and come back together without "do better" tearing them apart, then their Mentor has done well.

As a Mentor, never empower your Mentee to go stir up battles, whether among the multitudes or among

the Pharisees and Sadducees. That approach will never bring results or even qualify them for authority. Power is given but authority is earned through responsible character. Mentor them to stick to the mission - Just preach Jesus!

When the disciples returned with such a report, Jesus knew He had mentored them to the extent that He could trust them to use authority not to trample on each other, but rather on serpents and scorpions.

*As a Mentor, never empower your Mentee to go stir up battles, whether among the multitudes or among the Pharisees and Sadducees. That approach will never bring results or even qualify them for authority. Power is given but authority is earned through responsible character. Mentor them to stick to the mission - Just preach Jesus!*

### ***Luke 10:19-21 (NKJV)***

***Behold, I give you the authority to trample on serpents and scorpions, and over all the power of the enemy, and nothing shall by any means hurt you. 20 Nevertheless do not rejoice in this, that the spirits are subject to you, but rather rejoice because your names are written in heaven.” 21 In that hour Jesus***

***rejoiced in the Spirit and said, "I thank You, Father, Lord of heaven and earth, that You have hidden these things from the wise and prudent and revealed them to babes. Even so, Father, for so it seemed good in Your sight.***

It was after He had brought these men to this level of mentorship that His promotion came, where all things were delivered to Him. He rejoiced in the spirit because He knew it was time for His lifting.

*Mentors never grow old. Mentors never die!*

*Develop a mentor's heart!*

***Luke 10:22 (NKJV)***

***All things have been delivered to Me by My Father, and no one knows who the Son is except the Father, and who the Father is except the Son, and the one to whom the Son wills to reveal Him.***

So, if you want to be truly great; if you want promotion, make it the passion of your heart to mentor people. Mentors never grow old. Mentors never die!

Develop a mentor's heart!





## 2. *The Mentor's heartbeat*

Dear Mentor,

God sends people ahead of others, not just so that they may develop a sense of pride, but more so that they may be able to mentor others in the path already trodden.

As one that has gone before others, do not be afraid to pour all that you know into those that the Lord gives you the privilege of mentoring. God will bring them to you empty in a particular area that needs filling.

*God sends people ahead of others, not just so that they may develop a sense of pride, but more so that they may be able to mentor others in the path already trodden.*

Your assignment is to fill them with everything that God has already planted in you. Please pour into them and keep pouring until they are at your level. After that, keep pouring until their level exceeds yours. After that, keep pouring until you are empty (with nothing more to give) and they are full to overflowing. This is the true heartbeat

of a mentor. It is what a proper mentor lives for.

Any one that comes to you that is 'already full' or thinking so is not there to be mentored. They may probably be there to partner with you and there is no value added in trying to mentor someone who is like this. This relationship is outside the scope of this book and a subject for another day.

In life, God will bring you people and place them under you for a season for mentorship. Sadly often times, a would-be mentor sees these people as competition. I pray you be different. Instead of sitting on them and seeing them as competition, teach them everything you know step by step, precept upon precept, skill upon skill.

*Isaiah 28:13 (NKJV)*

*But the word of the Lord was to them, "Precept upon precept, precept upon precept, Line upon line, line upon line, Here a little, there a little," That they might go and fall backward, and be broken And snared and caught.*

For those of you who have never mentored, let me give some insight into your journey. If you are already mentoring people, let me tell your story so that you know there is nothing new under the sun. It is normal.

If it is in music as is the case in my ministry, you will labor to polish and refine the gifting of the person you are mentoring. I promise you, if you do it well, soon they will begin to shine more than you before the multitudes. Their star by popularity will shine brighter than yours and probably to the untrained eye, you will appear as though you have faded away. In moments like these, it is easy to feel lost, unappreciated and confused. This is always the acid test of anyone given the privilege of carrying the spirit of a mentor.

These can be seemingly dark times because the multitude will not make it any easier. The shift in attention and the spot light from you is hard enough, but the sneers from the crowd will always make it harder as they pass rude comments like; ‘...you lost the anointing, you must have done something wrong, you lost your voice, you have lost the favor, the Holy Spirit has left you...’ and so much more. Also if you have an undiscerning person that you have mentored to this level, they may think they have arrived and begin to be-little you. Trust me, in seasons like these, the enemy will find every reason for you to turn this into a competition, which turns into strife and hatred and soon, you could self-destruct. Avoid this path like a plague. It may seem like the more logical path to fight back but there is a more Godly way.

***Proverbs 14:12 (NKJV)***

***There is a way that seems right to a man, But its end is the way of death.***

I have had plenty of moments like these in my more than twenty five years of ministry. I have been privileged to have many people go through my hands entrusted to me by God and my man of God. The concern that every senior pastor has is whether they can trust the person to whom they have delegated authority such as a Music Director, to pass the acid test of mentorship. This is a test to show whether you can embrace new comers and raise them up.

Passing the acid test of mentorship is in answering in the affirmative to the following questions;

1. If I gave you someone to mentor, can you recognize a gifting in your Mentee and help it shine without seeing it as a threat to your position?
2. If I gave you someone to mentor, can you teach him or her everything you know without seeing your Mentee as a threat to your position?
3. If I gave you someone to mentor, can you help your Mentee to do better than you in what you have been doing without seeing it as a threat to your position?

4. If I gave you someone to mentor, can you step back and give them space to grow without seeing your Mentee as a threat to your position?
5. If I gave you someone to mentor, can you celebrate your Mentee's success when they are doing better than you ever did?
6. If I gave you someone to mentor, can you push your Mentee's success as far as they can go in their calling without feeling you have been left behind?
7. If I gave you someone to mentor, can you let your Mentee soar without keeping a string attached to try to control them or making private or public announcement suggesting that they owe it all to you?

Every head of a corporation and senior pastor always battles with strife within the team. It always seems to linger like a monkey dancing on the shoulder.

What if the mentee is ambitious and wants to or even takes your position? Well, a mentee's ambition is a good problem. Rather than suppress it, it is best for the mentor to use it as the motivation to push the mentee to do even better. A position is temporal, but destiny is forever. Nobody can take that away from you. For example, being a Worship Leader is a position. It can be

given, taken away or delegated but being a worshipper is who you are; it is your destiny. No one can take that away from you.

Another example; Being a manager in a company is a position. It can be given, taken away or delegated. But the natural ability to manage people and resources is who you are. No one can take that away from you.

### ***Matthew 10:24-25 (NKJV)***

***“A disciple is not above his teacher, nor a servant above his master. 25 It is enough for a disciple that he be like his teacher, and a servant like his master.***

A mentor's destiny is bigger than the position. Look forward to someone taking your position because this draws you closer to the fullness of who you are destined to become.

Vision bearers cry out to God to give them a head of department that carries the Spirit of Mentorship. They desire Mentors on the team that will tend the sheep and not eat them instead. They desire Mentors that score highly on the “7 acid test.”

When Jesus was going to ascend to heaven, He asked Peter questions that echoed the anxiety of His heart. He needed to know whether the one He had handed the keys of the Kingdom to could pass the “7 acid test.”

*Matthew 16:18-21 (NKJV)*

*And I also say to you that you are Peter, and on this rock I will build My church, and the gates of Hades shall not prevail against it. 19 And I will give you the keys of the kingdom of heaven, and whatever you bind on earth will be bound in heaven, and whatever you loose on earth will be loosed in heaven.*

Jesus was thinking, “Peter, I have trusted you with so much, but can you handle the responsibility of mentoring others as I have mentored you? Will you mentor without betraying their confidence, slaughtering them and eating them up? Will you pass the 7 acid test?” This was always a genuine concern. Jesus had every reason to worry about how Peter would handle the sheep and lambs while He was away. I mean, the guy had just denied Him a few days back.

*John 21:15-17 (NKJV)*

*So when they had eaten breakfast, Jesus said to Simon Peter, “Simon, son of Jonah, do you love Me more than these?” He said to Him, “Yes, Lord; You know that I love You.”*

*He said to him, “Feed My lambs.”*

*16 He said to him again a second time, “Simon, son of Jonah, do you love Me?”*



*He said to Him, "Yes, Lord; You know that I love You."*

*He said to him, "Tend My sheep."*

*17 He said to him the third time, "Simon, son of Jonah, do you love Me?" Peter was grieved because He said to him the third time, "Do you love Me?"*

*And he said to Him, "Lord, You know all things; You know that I love You."*

*Jesus said to him, "Feed My sheep.*

Quite often, the vision bearer will be anxious about making changes to the team or bringing in a new "kid on the block" with a gifting that God wants to harness. The source of anxiety is that the vision bearer does not know how the one currently heading the team (the Mentor) will take it. Will they embrace the change or choose to strangle the life out of it, seeing it as a threat? That is always the question lingering.

So my question to you as the Mentor is, which path will you take?

Watchu gonna do?

### 3. *My Testimony*

Let me share with you my story. Many years ago, I was the “new kid on the block”. I had a lot of favor from my Senior Pastor. I became worship leader and Music Director at the Miracle Centre Cathedral. For a very long time I was leading all the praise and worship and even the special songs. Gosh!!! I was popular - as in POPULAR - before the crowd. My fame and name went far and wide as Isaac Serukenya, the heavily anointed young man that leads worship at Robert Kayanja Ministries.

Then came my 7 acid test. Some young people joined the church with a similar gifting and calling. Among them was a young man whom the Lord God had anointed greatly and he found tremendous favor before my pastor and the congregation. It was his season. Pastor felt the need under the unction of the Holy Spirit to have the young man replace me and lead the praise and worship going forward. For me, this was really uncharted territory. I was not sure exactly what this all meant. I could hear the enemy whispering in my ear, “You have lost the anointing... You must have done

something to grieve the Holy Spirit... You have been fired... The man of God is not happy with you... You have fallen out of your grace... This young man has just come and does not deserve to take your place... Fight for it... Why don't you just walk away?" etc.

The crowds were not helping either. There were whispers in every corner, mostly of ridicule, conspiracy theories, lies and speculation. How I handled this season would determine my rise or fall. It was as though everyone was waiting to see what I was going to do in response to such drastic changes. Before it had been me in the spotlight, but suddenly everything changed and it felt like I had been relegated to the shadows without explanation.

In the midst of all of this, my man of God was silent toward me - no phone call as he used to, no few minutes chat in his office as he used to, no lunch with him on Sunday after service like he used to, no pat on the back, Nothing! On the contrary, he was heaping plenty of encouragement and praise on the "new kid on the block." It was a strange and uncomfortable new world. My flesh was crying out, "WHAT IS HAPPENING???!?"

Well, I figured I had three choices;

1. To sit still and wait on God for direction.

2. Do the “let’s see how they will do without me” and withdraw. (In my modified local dialect I call this “ntondo-lytis”).
3. Fight off the “new kid on the block” and make it impossible for him to function.

Number 3 was out of the question because naturally, I am not a confrontational person. From the time that Jesus dealt with my suppressed anger management issues, I find it easier to walk away. (This is a story for another day).

Number 2 (“Ntondo-lytis”) would have come easier for me, but I am not one to see something going wrong or in which I can help make better and instead do nothing. If I can do something about it and there is no one else acting, I will get up and do it.

Due to the above reasons I levitated back to Number 1 - back to where it all started. Many years at the start of my ministry at the Miracle Centre Cathedral, I had a lot of “dark cloud” moments when I was not sure what I was doing anymore. I could not consult with anyone because I had not found a mentor or a book from someone that had been through the same. In those moments of uncertainty, I always ran back to the Holy Spirit and sat still, sometimes with only one sentence, “Holy Spirit please - please help me understand what

is going on and even if I never do, please tell me what I am supposed to do.”

One day I got a few minutes with my man of God and told him, “Pastor, the team is doing great, the young man is doing great without me. Is there something else you would like me to do?”

Pastor just smiled warmly and replied, “Just be there Isaac. Simply be there.”

I don’t think he even remembers, but that statement has paved the way for me to embrace a side of the Holy Spirit I never knew before - The Spirit of Mentorship.

The Spirit of Mentorship has a flag with the words “Just be there” clearly embossed in gold. I realized that like a water tank to whosoever has need, a mentor is a reservoir of wisdom, knowledge, counsel and understanding - the entire book of Proverbs and Ecclesiastes all in one. That was all that my man of God was asking me to do - to JUST BE THERE, not just for the young man but for so many that will ever come after him through my hands.

The Holy Spirit demanded that I make it my mission to say yes to all the questions in the 7 acid test. I made up my mind to always answer in the affirmative.

1. Will you recognize a gifting in your Mentee and help it shine without seeing it as a threat to your position? – **YES I WILL**
2. Will you teach your Mentee everything you know without seeing them as a threat to your position? – **YES I WILL**
3. Will you help your Mentee to do better than you in what you have been doing without seeing it as a threat to you? – **YES I WILL**

*The Spirit of Mentorship has a flag with the words “Just be there” clearly embossed in gold. I realized that like a water tank to whosoever has need, a mentor is a reservoir of wisdom, knowledge, counsel and understanding - the entire book of Proverbs and Ecclesiastes all in one*

4. Will you step back and give your Mentee space to grow without seeing it as a threat to you? – **YES I WILL**
5. Will you celebrate the success of your Mentee when they are doing better than you ever did? – **YES I WILL**

6. Will you push the success of your Mentee as far as they can go in their calling without feeling you have been left behind? – **YES I WILL**

7. Will you let your Mentee soar without keeping a string attached and demanding that they pay you back as owing you their life? – **YES I WILL**

I must admit, it was not as easy as typing those three “**YES I WILL**” words. It never is. I had to die daily, every minute of the day and ask the Holy Spirit to help me. Without Him, there is no way I could have handled. Sometimes I did make mistakes, but I repented and got back up again. I had made up my mind to help the young man be the best he could be. The devil was not going to let me have it any easier. I remember it came to a point where I was not even coming close to singing at the lead microphone for nearly a year because the season had changed. I could feel that I was under a “spiritual restraining order” from the microphone. On top of that, my singing voice deteriorated drastically to the point that I was unable to sing without straining. It was stress through and through. However, I held on to the flag of the Spirit of Mentorship waving it high and telling myself, “Just be there, Isaac. Just be there.”

In this season, I sat in with the rest of the choir and attended the rehearsals as the young man directed them.



I attended the choir prayer meetings and fellowships with the young man directing. Where there was need, I played the bass guitar as he directed the band rehearsal and also in the services as he sang under such a powerful anointing. Where there was need, I made sure I backed him up and made sure that he had the best background vocalist selection on the team. I made input through him in case I felt a harmony was not right. I actually ceased to address the team directly and channeled my contribution through this young man. I also guided him where need was. All of this was with a desire to help him be the best he could be. I took a back seat and waved the banner of the Spirit of Mentorship, just to be there and pour into him and the team, even when the enemy was telling me that my position had been taken and I had been “fired and rejected” by God.

As months went by, it became easier and easier. There was less friction between the Spirit of Mentorship and myself as the Holy Spirit taught me this side of Himself. Over the years, we became more and more at ease with each other – The Spirit of Mentorship and I. I confess, I don’t know everything as yet. I am still His student, but I am glad I am not where I used to be when I first started.

Well, the young man soon felt that God was leading him to do something else and we blessed him and he left. He has since moved on to do great ministry elsewhere. As for yours truly, I had passed the 7 acid test and received a grace that no formal education could ever give. It was the grace that creates a permanent habitation for the Spirit of Mentorship which sets the stage for a journey toward global influence. It is only by this Spirit that God has permitted me to successfully influence so many from near and a far. Some of these, I have never even met, but they send messages of such encouragement by mail and social media, or even when we meet randomly on the street. It is amazing that many of these messages come in right when I am feeling really low. Yes, even I get many moments of discouragement and feeling drained. But God sends these testimonies to tell me that it is not all in vain. Somebody is standing because you mentored him or her. I just stand in awe and say, "Thank you Holy Spirit! This is all because of you."

*Passing the 7 acid test gives you access to greatness. Forget about doing better than someone else, which only leads to strife. Focus on greatness that gives you everlasting life; access to a legacy that lasts forever.*

I feel that my man of God knew when the young man came, that he does not have to worry about me developing an attitude every time there is a new kid on the block. I could be trusted by God to sit the 7 acid test of mentorship and pass without stress. I am glad I did not disappoint him because that opened up the door for so much more that I could not elaborate here because of space.

Passing the 7 acid test gives you access to greatness. Forget about doing better than someone else, which only leads to strife. Focus on greatness that gives you everlasting life; access to a legacy that lasts forever.

God's act of love (Himself) in giving His Son, Jesus Christ, mentored us who believe in Christ in the way of love. It is that love (God Himself) that we pass on back to God, to our neighbours and from generation to generation, that causes us to have everlasting life both in heaven and on earth through a legacy that lasts forever.

In the next chapters I will expound on how this comes about.



## 4. The Rule of engagement

Dear Mentor,

The rule of engagement as a mentor is that you are assigned to correct the mindset of your Mentee. It is all about the mind.

*Ephesians 4:20-24 (NKJV)*

*But you have not so learned Christ, 21 if indeed you have heard Him and have been taught by Him, as the truth is in Jesus: 22 that you put off, concerning your former conduct, the old man which grows corrupt according to the deceitful lusts, 23 and be renewed in the spirit of your mind, 24 and that you put on the new man which was created according to God, in true righteousness and holiness.*

Jesus mentored by speaking and teaching the truth to His Mentees, so that the spirit of their mind was renewed. In so doing, they put off their old selves and became new men that went out and ‘turned the world upside down.’

***Acts 17:6 (NKJV)***

***But when they did not find them, they dragged Jason and some brethren to the rulers of the city, crying out, "These who have turned the world upside down have come here too.***

Quite often, you are not certain what your Mentee will turn out to be. It is a battle against a mindset modeled by their history.

***Romans 12:2 (NKJV)***

***And do not be conformed to this world, but be transformed by the renewing of your mind, that you may prove what is that good and acceptable and perfect will of God.***

Most times, Mentees come with “holes” in their vessel. In other words, a lot of what you pour into them will end up leaking out. Usually it is because of baggage from their background and the things that they have been through. You may find difficulty seeing progress with them as you mentor them. Do not give up on them; they are your assignment. If a vessel is leaking, you will never know until you take the risk and pour water into it, then the leaks will show you which areas to plug.

I know it might be discouraging for you when you do not see progress in someone but in seasons like

these, keep pouring and ask the Holy Spirit to give you direction in how to plug the holes. Also fuel your resolve with the willingness of the individual to sit down and be mentored. In other words, as long as your mentee is willing to keep on learning, you should remain motivated to continue mentoring.

*If a vessel is leaking, you will never know until you take the risk and pour water into it, then the leaks will show you which areas to plug.*

There is very little you can do for someone who is “leaking” but is not willing to sit down and be mentored. But do not let their continued leaking be as a result of your not trying.

Remember in this relationship, you are a Mentor, not a friend. You as a Mentor are one commissioned by God to make your mentee what he or she is supposed to be. You should be more interested in your Mentee’s future than in their present. Your task is to drive the Mentee to excellence in their gifting. Now driving is not as simple as it sounds. A car, for example, is driven by its engine. The engine ‘forces’ the wheels to keep turning against all resistance. The rest of the car, body and wheels may creak and complain all the way but in the end, it is the



engine's job to get them all to the desired destination. You are your Mentee's engine. Your Mentee may creak, complain and cry all they want but if they keep it all together with your encouragement (and this you must do), they will get there and thank you later.

*As a Mentor, remember that your Mentee draws strength from you. You are their engine. Even as you drive your Mentee to excel, encourage them daily to keep it all together, walk the journey and refuse to fall apart. Your Mentee needs to feel that you believe in them. You are their "prophet." If you do not encourage them, nobody will. You are the one most interested in their success because, yes, you love them, but also because your appraisal before God who gave them to you to mentor depends on their success.*

### ***John 17:11-24 (NKJV)***

***While I was with them in the world, I kept them in Your name. Those whom You gave Me I have kept; and none of them is lost except the son of perdition, that the Scripture might be fulfilled.***

Purpose not to lose anyone that God has brought to you to mentor.

## 5. *The Mentorship Strata*

Dear Mentor,

There are five stages in the mentorship strata that I will now dwell on.

1. **The Empty–Full**
2. **The twin level**
3. **The Full–Empty**
4. **The “Let go”**
5. **The Overflow**

It is important that I highlight these so that you know where you are and what to expect on your journey as a mentor.

Come with me!

### 5.1 **The Empty – Full**

I call this “Empty-Full” because at this stage, you as the Mentor are “full” of wisdom, knowledge and skill, but the Mentee is “empty.”

The Empty-Full is the stage where God brings the Mentor someone new onto the team who is empty

(The Mentee). This Mentee may barely know anything, but the important thing is that they are really yearning to be taught by or to be as good as you. By and large, they could be classified as “raw.” At this stage, you will begin to pour into them what God has deposited inside you.

For the insecure Mentor, in terms of “job security”, “empty-full” is a very comfortable stage. The Mentor does not see the Mentee as a threat, so there is likely to be no strife between the two.

At this stage the Mentee is vulnerable and tender. The moment you begin to pour into them as a result of their obedience and teachable spirit, the holes - inadequacies and skill-gaps of the Mentee will begin to be plugged. The more they are plugged, the more the Mentee gains confidence in whatever they are doing as the anointing and grace keeps increasing, because the vessel can now contain it. The Mentee’s popularity ratings will begin to rise.

### **5.2 The Twin level**

As the Mentor continues to pour into the Mentee, there comes a time when the brightness of the Mentee’s spotlight begins to increase. Soon, the popularity ratings and the brightness of the spotlight of the Mentor and the Mentee become equal.

This is a critical stage in the relationship between the

two. This was the Cain-Abel scenario that we discussed earlier. They got to the twin level where God's attention could shift to pick an offering from either one because the offerings were equally good. This is critical because the balance in attitude could tip in any direction for both parties.

For the Mentee, he or she can easily begin to think they have arrived. They could begin to belittle their Mentor and simply stop listening to instruction. The problem is that every vessel has holes in it from top to bottom.

If your Mentee begins to act this way, do not give up on them. Keep pouring into them and plugging the leaks by correction and instruction based on the word of God. Always remember, they may have grown, but you are more mature and they are still your baby. Do not act like them. No matter how big they grow, they will always be your baby. Correct them with love and shield them from the wine of popularity in the best way you can.

***Romans 3:23 (NKJV)***

***for all have sinned and fall short of the glory of God,***

Your Mentee will never see all the leaks in their vessel if you stop pouring into them. Half full is not good enough. Your Mentee needs more. You need to be able to present them before God as complete with no leaks. Only you can reveal those leaks to them. Do not let the

multitude do it for you. Only you can do it in love and tenderness as a parent does for their child.

You can only do this by continuing to pour into and working with your Mentee to plug the holes. If your Mentee does wrong, take them aside and tell them in love. Do not pamper it. Show them snares and don't toy with it. If you don't do this, they will never go beyond the twin level.

On the side of the Mentor, the twin level is critical because then all hell breaks loose. The enemy will begin to flash red alerts day and night saying, "Your Mentee is going to replace you. Your star is fading." Even the multitudes around will start comparing the two of you, drawing conclusions that the Mentee is more anointed than the Mentor. Multitudes being who they are will always go for the new thing in town.

In one story, the multitudes were cheering Jesus all the way into Jerusalem.

### ***Luke 19:36-37 (NKJV)***

***And as He went, many spread their clothes on the road. 37 Then, as He was now drawing near the descent of the Mount of Olives, the whole multitude of the disciples began to rejoice and praise God with a loud voice for all the mighty works they had seen, 38 saying: "Blessed is the King who comes in the name of the Lord! Peace in heaven and glory in the highest!"***

Four chapters later when it came to choosing between Jesus and Barabbas, they did not even debate before they chose Barabbas.

***Luke 23:18 (NKJV)***

***And they all cried out at once, saying, “Away with this Man, and release to us Barabbas” —***

In another story, the multitudes chose that Saul should be king.

***1 Samuel 10:24 (NKJV)***

***And Samuel said to all the people, “Do you see him whom the Lord has chosen, that there is no one like him among all the people?” So all the people shouted and said, “Long live the king!”***

Eight chapters later, they chose to cheer David over Saul.

***1 Samuel 18:7-8 (NKJV)***

***So the women sang as they danced, and said: “Saul has slain his thousands, And David his ten thousands.”***

People will always cheer the new kid on the block. Get used to it! Since you cannot do anything about the feelings and emotions of the multitudes, it is best that you focus on your own mission - Mentorship.

Saul and David came to the “twin Level.” Saul who was meant to mentor David chose the “Do better” path. He chose to strive and compete against his Mentee.

***1 Samuel 18:7-8 (NKJV)***

***Then Saul was very angry, and the saying displeased him; and he said, "They have ascribed to David ten thousands, and to me they have ascribed only thousands. Now what more can he have but the kingdom?"***

Jesus on the other hand at this critical stage chose the "Do Greater" path.

*"Do better" makes you history; "Do greater" makes you eternal.*

***Luke 23:34 (NKJV)***

***Then Jesus said, "Father, forgive them, for they do not know what they do." And they divided His garments and cast lots.***

He focused on the mission of salvation and redemption of mankind.

That is why we confess that Jesus is Lord and King forever but we only know Saul as a king that once was.

"Do better" makes you history; "Do greater" makes you eternal.

So Whatchu gonna do?

The twin level, if mishandled can easily cause friction, tension, discomfort and insecurity between Mentor and Mentee, so be careful how you handle it.

From my experience, the one who sets the atmosphere and makes the final call in what happens thereafter is the Mentor. It is assumed that the Mentor is the more mature of the two. You as the Mentor need to make the Mentee feel as comfortable as they can be at the twin level. Show him or her that you are proud of the level to which they have come. Encourage them at every opportunity. Use every opportunity to show them that you have no problem with them having a spotlight as bright as yours, or shining as brightly as you do. Publicly celebrate the rise in your Mentee's popularity ratings. There is nothing that breaks the back of the enemy that wishes to create a wedge between you than you as the Mentor acting contrary to what they learnt in "Evil Secondary School" as an expected result.

If it is singing, let the Mentee lead and you the Mentor join the background vocals team. Be intentional in your resolve to make the stage as comfortable for him or her as it can possibly be. This confuses Satan and people around you. While they expect a war, drama and a soap opera, you instead display love, affection and good will as a Mentor. Since this is a delicate stage, the Mentee needs as much protection and encouragement



as a mother does when she is preparing to give birth. The multitude can easily destroy the Mentee by puffing them up with temporal salutations.

A lot of people fail at this stage. I will not lie to you. It is not easy for the Mentor. It goes against our human nature. The natural thing when you see someone become as good as you at something is to feel that your existence is threatened. That is why when kids grow up, they come to a stage where they must leave their parents' home and go off to 'start their life' somewhere else.

Also because the parents feel they want to have their space, the grownup kids exit is often a "halleluiah!" moment for the parents as well.

For this reason, at the twin level, you as the Mentor need to make a decision to die daily until it comes naturally to you to do as I have advised so as to nurture the relationship with your Mentee. This will earn you respect before the multitude, the team(s) you are heading and the Mentee. Most importantly, the Holy Spirit will feel comfortable to have found an ally He can trust for the next stage of mentorship in the life of this precious soul.

Once you pass the twin level, you have graduated to the next one.

### 5.3 The Full – Empty Level

As a Mentor, your assignment here is to pour into the Mentee everything else that they should have in terms of principles, skill, knowledge and so much more until you as the mentor have nothing more to teach.

It is hard enough accepting that the cub you have raised in your own backyard has now become a lion like you (The twin level). Now, at the “Full-Empty” you have to push them to do even better than you. That’s a tough one.

A lot of Mentors crack at this level. They are more likely to cunningly ignore the leaks on their Mentee and wait for them to fall, or to withhold information from them simply because the next stage could allow the Mentee to shine brighter than the Mentor. The bad news is that one would NOT be deceived to think that it will go that way, because that is exactly what will happen: That is how it is meant to be. The glory of the latter shall be greater than the former.

***Haggai 2:9 (NKJV)***

***‘The glory of this latter temple shall be greater than the former,’ says the Lord of hosts. ‘And in this place I will give peace,’ says the Lord of hosts.’***

So if it is going to worry you, then prepare for a worry party. The alternative I recommend is that you handle it in the way of the Spirit of Mentorship.

God wants to lift you higher than ever before, but he needs you light and empty in preparation for the lifting. He loves to deal with mentors. They are right at the centre of his plan for mankind and nature. The mission of Jesus Christ was largely about mentorship. Without mentorship, there is likely to be no growth or expansion of the gospel to all the nations of the earth. For this reason the heartbeat of God is to raise Mentors and trust them with the raising of Mentees who will also later on be mandated with the assignment of mentorship.

So my dear Mentor, if you want a lifting, pour everything there is left in you after the twin level into the Mentee, withholding nothing.

I must warn you, the more you do this, the brighter the Mentee's star will shine, and you will probably begin to fade more into the background. The multitudes will not just sing David's (the Mentee's) praises but will crown him king and declare Saul (the Mentor) an under-achiever, although they loved him. That is just how it is with crowds. In moments like these, you must continue to conduct yourself with self-respect and dignity as the Mentor. Remember that while you empty yourself, you still have royal blood flowing in your veins, and you are God's fountain of honor in this relationship.



Your mentee needs you to pick up your strength and keep pouring into them until you have nothing more to give. I know that there is a Mentee peeking in on this section. Don't hide; I have already seen you, so you might as well continue reading. At this time, I would like to chip in some nuggets here that sit on both sides of the fence for balance.

As the Mentee, you must continue to honor your Mentor even when you seem to be shining brighter than them. Learn from David, who even when he became the de-facto king, he refused to kill Saul despite the clear opportunity he had and the support from the crowd.

There is that crowd thing again!

Dear Mentee, **BEWARE OF THE MULTITUDE!** **BEWARE OF THE CROWD!** Their praises are like wine, intoxicating, but they leave you with a hangover

and drop you in an instant.

***Proverbs 23:31-35 (NKJV)***

***Do not look on the wine when it is red, When it sparkles in the cup, When it swirls around smoothly; 32 At the last it bites like a serpent, And stings like a viper.***

I am glad David did not follow the crowd. Dear Mentee, BEWARE OF THE CROWD!

*As a Mentee you must resist the temptation to kill Saul.*

***1 Samuel 24:3-5 (NKJV)***

***So he came to the sheepfolds by the road, where there was a cave; and Saul went in to attend to his needs. (David and his men were staying in the recesses of the cave.) 4 Then the men of David said to him, "This is the day of which the Lord said to you, 'Behold, I will deliver your enemy into your hand, that you may do to him as it seems good to you.'" And David arose and secretly cut off a corner of Saul's robe. 5 Now it happened afterward that David's heart troubled him because he had cut Saul's robe.***

As a Mentee you must resist the temptation to kill Saul.

At the Full-Empty level, your Mentor is mentally and physically vulnerable. Therefore, beware of attacking them because in their weakness, the Spirit of Mentorship is their strength, shield and defender. He will fight for them and keep them as the apple of his eye. The best thing that the Mentee can do for their Mentor at this stage is to partner with the Spirit of Mentorship and cover their Mentor with encouragement and defense. Do not permit or be in the company of anyone that speaks ill of your Mentor. Do not entertain anyone who tries to puff you up, comparing you to your Mentor.

### *Psalm 1:1-3 (NKJV)*

*Blessed is the man Who walks not in the counsel of the ungodly, Nor stands in the path of sinners, Nor sits in the seat of the scornful; 2 But his delight is in the law of the Lord, And in His law he meditates day and night. 3 He shall be like a tree Planted by the rivers of water, That brings forth its fruit in its season, Whose leaf also shall not wither; And whatever he does shall prosper.*

In so doing, the mentee shall be able to concentrate and mature that which they have received to the extent that it lasts for generations.

Mentors do not grow on trees. They grow like trees. They form the roots and the trunk, the branches and leaves, probably over decades. The loss of one may take decades to replace.



The Mentees are the fruit. A Mentee that desires to live should not send an invitation to the axeman because the cutting down of the tree means the premature death of the fruit and probably the destruction of a generation.



When the Mentee is fully ripe, he will be free to fall away from the Mentor so that they can be planted elsewhere.

Dear Mentee, if you feel you are “ripe”, fall off the

tree; don't call for the axe man.

Okay, I felt a need to bring that out clearly for the Mentee reading this... And now, let's get back to Mentor.

*Mentors do not grow on trees. They grow like trees. They form the roots and the trunk, the branches and leaves, probably over decades. The loss of one may take decades to replace.*

Dear Mentor,

The Spirit of mentorship keeps a constant watch over your "Mentor-Mentee gauge", looking to see that it has reached empty and that you have nothing more to teach that Mentee. Every Mentor must look forward to that moment. Every Mentor must work hard toward that moment because when it comes, your exceedingly great reward draweth nigh.





## 6 *The Let Go!*

Dear Mentor,

When parents raise children, it is only natural for them to feel more attached at every stage. Sometimes, you even fight off the thought that one day they will leave your nest and go away to live on their own.



As a parent, I do not even want to imagine when my

kids will leave but as I watch them grow taller and more mature, with some of them heading off to boarding school, I realize that this defining moment is drawing nearer and nearer.

Then my girls... I get nostalgic about the day they will come up to me and say “Dad, I am in love with a young man and he is requesting to come and ask you for my hand in marriage.” Actually, I stop short of “googling” for small handguns to shoot any guy that even looks in my girls’ direction.

However, I know that whichever way it goes, that moment will come. It is a natural phenomenon. (Sigh!) I wish I could hold on to my kids forever.

Even in mentorship, that defining moment will always come when the Mentee comes of age and the Mentor needs to let them go. Sometimes the Mentor’s anxiety is based on their uncertainty of the Mentee’s readiness.

If your anxiety as a Mentor is the feeling that the Mentee is not ready to launch out on his or her own, let me help you. Trust me, you can never make your Mentee fool-proof from every possible challenge they will face. Instead trust that you have equipped and trained them to make good godly decisions at every crossroad of life.

***Proverbs 22:6 (NKJV)***

***Train up a child in the way he should go, And when he is old he will not depart from it.***

The Mentor's role is not to insulate the Mentee from war but rather, to give them principles which enable them to learn how to insulate themselves and hone their own sword swinging technique.

Like it is with your own child, there needs to be a moment when you let go, trusting that you have equipped them well with principles that will enable them to win wars. They may lose some battles, but what is important is that they win the war. God intentionally left some adversaries in the land of promise so that the next generation of the children of Israel would be learn how to fight, over and above the principles that had been taught to them by their predecessors.

*The Mentor's role is not to insulate the Mentee from war but rather, to give them principles which enable them to learn how to insulate themselves and hone their own sword swinging technique.*

***Judges 3:1-3 (NKJV)***

***Now these are the nations which the Lord left, that He might test Israel by them, that is, all who had not known any of the wars in Canaan 2 (this was only so that the generations of the children of Israel might be taught to know war, at least those who had not formerly known it),***

So dear Mentor, LET GO!!!

Teach a child in the way he should go and when he grows, he will not depart from it.

*Remember, as a Mentor, you are only a steward. Everyone that God brings to you to mentor belongs to Him. Every Mentee belongs to God. The Mentee DOES NOT owe you any loyalty. You should not expect them to be indebted to you for life*

***Proverbs 22:6 (NKJV)***

***Train up a child in the way he should go, And when he is old he will not depart from it.***

This scripture worked then and still works even in mentorship. You need to learn to let go. The Mentee will definitely go out there and make his or her own mistakes

and successes. In case of mistakes, be there as a confidant, a shoulder to cry on and a counselor. **JUST BE THERE!** Chances are that everything they will be going through, you will have been through already and the Mentee will need you as a place of rest and refreshment.

Another sentiment that the mentor must fight is that the Mentee owes the Mentor anything or everything. I call it the “If it was not for me” attitude.

For this reason, the Mentor with such feelings will either hold on to the Mentee with the intention of never letting them go or he will let them go but with strings attached. As a Mentor, you must never attach strings like “you must bring me half of your proceeds, you must never talk to so and so, you must report here twice a month before you go anywhere, you must put my name on every CD, you must never sing with that group, if you don’t follow these instructions, you will have betrayed me and will never succeed” etc. A Mentor can make demands of the Mentee that literally strangle the life out of them. This can easily undo the hard work of the previous levels and create lifelong enmity. Do not go down that road!

Remember, as a Mentor, you are only a steward. Everyone that God brings to you to mentor belongs to Him. Every Mentee belongs to God.

The Mentee DOES NOT owe you any loyalty. You should not expect them to be indebted to you for life. Any loyalty or gifts is of the Mentee's own free will and should not be demanded by the Mentor. I know this goes against the natural feeling that if you have poured your all into someone, they should come back to you always to 'pay royalty,' but I differ. I submit to you that your being a Mentor was an assignment from God, not from the Mentee. If you had not obeyed, God would have found someone else. For this reason, your reward as a Mentor comes from God, not the Mentee. Besides, your Mentee cannot afford the costs of paying you. Once your work as a Mentor is done, please bless your Mentee and let them go. Your reward is from the Lord God who assigned you.

### *Matthew 6:1-4 (NKJV)*

*“Take heed that you do not do your charitable deeds before men, to be seen by them. Otherwise you have no reward from your Father in heaven. 2 Therefore, when you do a charitable deed, do not sound a trumpet before you as the hypocrites do in the synagogues and in the streets, that they may have glory from men. Assuredly, I say to you, they have their reward. 3 But when you do a charitable deed, do not let your left hand know what your right hand is doing, 4 that your charitable deed may be in secret; and your Father who*

*sees in secret will Himself reward you openly.*

What if the Mentee feels it is time to go yet you do not feel they are ready?

Even then, only express your reservations and if they still feel they should go, please, please my dear Mentor, DO NOT CURSE YOUR CHILD! Bless your Mentee, wish them well and let them go. If it does not work out where they are going, keep the door open as it was with the prodigal son and his father and just be there to hold them tight with love's embrace when they come back home.

*Luke 15:20 (NKJV)*

*“And he arose and came to his father. But when he was still a great way off, his father saw him and had compassion, and ran and fell on his neck and kissed him.*

Every Mentor must learn to let go!

That was Pharaoh's problem. Egypt was well advanced in various aspects of civilization because God had allowed it. God permitted events that saw the children of Israel move to Egypt, not just so that they would be in slavery, but so that they would be mentored for a period of time in which they would pick up skills. Pharaoh did not get this revelation. Instead, when the



season of mentorship reached the Full-Empty stage, Pharaoh saw them as a threat and **WOULD NOT LET GO.**

In desiring to keep a string attached to his Mentees, he converted the children of Israel from inhabitants and potential allies of Egypt into slaves.

*Exodus 1:9-10 (NKJV)*

*And he said to his people, “Look, the people of the children of Israel are more and mightier than we; 10 come, let us deal shrewdly with them, lest they multiply, and it happen, in the event of war, that they also join our enemies and fight against us, and so go up out of the land.”*

My dear Mentor, you should not turn your Mentee into a slave. If Pharaoh had treated them well and let them go peaceably, Egypt would have overflowed with blessing and would have had a permanent ally in Israel, a people that God called His own; what a force to reckon with they would have been!

Instead, he held on to them even as God kept on telling him through Moses, “LET MY PEOPLE GO.” In so doing, he created an enemy that no one wants to have - the God of Israel.

Every Mentor must remember that you do not own a Mentee. Every Mentee belongs to God, so when the time comes and they must go, LET THEM GO.

Pharaoh tried to keep a string attached by saying they could go, but had to leave their herds and livestock behind.

*Every Mentor must remember that you do not own a Mentee. Every Mentee belongs to God, so when the time comes and they must go, LET THEM GO.*

***Exodus 10:24 (NKJV)***

***Then Pharaoh called to Moses and said, “Go, serve the Lord; only let your flocks and your herds be kept back. Let your little ones also go with you.”***

God was not having that. He wants the Mentor to let go with no strings attached. If the Mentee comes back with a thanks giving offering or cheque, PRAISE THE LORD! If the Mentee never returns with anything, still, PRAISE THE LORD! You will have done your work.

The Mentee does not owe the Mentor anything. It is for the Mentee's good that he or she maintains respect for where they are coming from and represents their

Mentor well. However, the Mentor should never haunt the Mentee for it or rub it in their face. Terms like “If it was not for me, you would not be where you are today” should not be heard out of the mouth of a Mentor. That is called blackmail.

As a Mentor even if you never demand it, your mark shall always be evident on the pages of your Mentee’s life; if you need some kind of accolade, that in itself should suffice. A seed never dies. A mango tree’s satisfaction is that everywhere the mango goes and the seed grows, the fruit will always look and taste like a mango. It does not need to keep a branch attached to the seed to make that happen. The mango tree never demands that the mangoes always return to it to pay tribute or allegiance. Whenever the “parent-tree” sees another tree from a distance also bearing fruit, it waves a halleluiah with joy, knowing that its legacy lives on. As a Mentor, your word to your Mentee must always be that “THE WORK MUST GO ON.” In my line of work, I travel a lot. But every time I am going to be away, I tell the people that I am mentoring that “THE WORK MUST GO ON, EVEN BETTER IN MY ABSENCE THAN WHEN I AM HERE. THAT IS MY SATISFACTION.” I say it over and over again until it becomes part of their DNA. Consequently, even while I am away, I am not missed, and that is how it should be.

To summarize this issue, every Mentor must have the guts to let go of and bless the Mentee, and never demand allegiance, payback or loyalty from them. These are within the freewill of the Mentee and should never be demanded.

The tree does not look to its fruit for its reward, but rather the ground that commissioned it to bear fruit. The fruit cannot afford to repay the tree that mentored it. Similarly, a Mentor should not look to or demand a reward for his labor from those he mentors. They cannot afford to pay him. If the Mentee concedes and scampers for a payment, believe me, you will have been underpaid compared to what God has in store for you. If you go that way, your Mentee will always see you through the eyes of manipulation, intimidation and fear instead of love and inspiration. Do not fight for crumbs yet God is preparing a bakery for you.

*The tree does not look to its fruit for its reward, but rather the ground that commissioned it to bear fruit. The fruit cannot afford to repay the tree that mentored it.*

If you mishandle the “let go”, you can easily abort an otherwise powerful baby, or produce a deformed one.

God rewards every Mentor when they successfully pass this stage. A Mentee that has been let go of is the Mentor's report card before God who gave him the assignment. It is payday. It is time for the Overflow!

## 7. The Overflow

Dear Mentor,

The Bible says,

***Luke 6:38 (NKJV)***

***Give, and it will be given to you: good measure, pressed down, shaken together, and running over will be put into your bosom. For with the same measure that you use, it will be measured back to you.”***

This is a biblical principle that cannot change. It applies even in the Mentor–Mentee relationship. Whenever the Mentor has emptied himself into the Mentee and has gone through the previous stages successfully, it is then time for overflow!

Congratulations! Yei!!!!!! It is payday!

The Spirit of Mentorship under the auspices of the Holy Spirit is then content that you can be trusted to handle more. He pours Himself into the graduate Mentor, not just to the brim as before, but this time to overflow.

At this stage, all limits come off. Anything becomes possible. Your seeds begin to multiply and abound and with the rain of the Holy Spirit, one that was once a sole tree becomes a forest. This is the greatness that God intends for everyone that makes up their mind to be a Mentor.

*A mango tree became immortal when it produced seed – mentored others. Right now we have mango trees all over the world thousands of years since the first one because it decided to become a Mentor.*

***John 12:24 (NKJV)***

***Most assuredly, I say to you, unless a grain of wheat falls into the ground and dies, it remains alone; but if it dies, it produces much grain.***

As I have expressed, it is not an easy journey but when you choose to walk the 5 level path of a Mentor you are destined to attain an almost immortal form of existence. You literally never die because your mark remains in all the lives you touched and mentored from near and far.

## *Mentorship*

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A mango tree became immortal when it produced seed – mentored others. Right now we have mango trees all over the world thousands of years since the first one because it decided to become a Mentor.



Make the decision today to consciously walk in the way of a Mentor to someone. It may be difficult at the onset but when you make it a habit, it will soon become a part of who you are.

Today I challenge you to find someone around you and be a blessing to him or her by mentoring them



where they fall short. Do not just walk the cycle that I have described once or with just one person. Keep going. The ripple effect of having many people you are mentoring that are at different stages of the cycle will ensure that you are always full and overflowing. Only then shall you walk into your overflow.

## 8. *Remaining evergreen*

While the journey of mentorship is rewarding, it can be emotionally and spiritually draining as well.

Science has it that the amount of water in the human body ranges from 50-75%. For this reason, every human being must keep on taking water often to ensure that the body is replenished and all its systems are functional.

*What you did to get you where you are, you must continue to do, even much more with understanding so as to remain evergreen.*

Similarly for a tree, it must keep its roots in the ground to continually draw water and nutrients so as to keep on supplying the leaves and the fruit. What the mango tree did to get to the height at which it is, is exactly what it should keep doing to avoid drying up – keep taking in water.

What you did to get you where you are, you must continue to do, even much more with understanding so as to remain evergreen.



### *Jeremiah 17:7-8 (NKJV)*

*“Blessed is the man who trusts in the Lord, And whose hope is the Lord. 8 For he shall be like a tree planted by the waters, Which spreads out its roots by the river, And will not fear when heat comes; But its leaf will be green, And will not be anxious in the year of drought, Nor will cease from yielding fruit.*

To remain evergreen, you need to do two things;

(1) Trust in the Lord.

(2) Hope in the Lord.

Firstly, you need to trust that the Lord has not brought you to this stage on the mentorship journey to dump you.

God does not use and dump. Only Satan does that. God uses, promotes and re-assigns.

Where there is promotion in the offing, there has to be someone that will take your previous place. And who else can, but the one you have mentored to be able to do what you are doing even better than you.

*God does not use and dump. Only Satan does that. God uses, promotes and re-assigns*

Secondly, you need to hope in the Lord. Hope is a feeling of expectation and desire for a certain thing to happen. It causes you to let go of familiar ground and reach out for universal conquest. You stop camping where you are, reinvent yourself and move on. Hope keeps you alive and young, even as your hair goes grey. When your hope is rooted in the Holy Spirit who

knows all, there is no limit to what you can become. He will show you how to reinvent yourself to address a unique global and universal challenge. Instead of local influence, you start thinking global and universal.

*Acts 1:8 (NKJV)*

*“But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to Me in Jerusalem, and in all Judea and Samaria, and to the end of the earth.”*

On the day of Pentecost, the disciples let go of being ‘disciples’ and were rooted in the Holy Spirit, and in so doing became apostles who were NOW making disciples of all men. They picked up a mandate whose mission statement was up to the end of the earth.

*Acts 2:1-4 (NKJV)*

*When the Day of Pentecost had fully come, they were all with one accord in one place. 2 And suddenly there came a sound from heaven, as of a rushing mighty wind, and it filled the whole house where they were sitting. 3 Then there appeared to them divided tongues, as of fire, and one sat upon each of them. 4 And they were all filled with the Holy Spirit and began to speak with other tongues, as the Spirit gave them utterance.*

From the day they received the Holy Spirit, they reinvented themselves. In Acts chapter 1, all they had was hope of being apostles. That hope was only known among those that were in the room.

### *Acts 1:15 (NKJV)*

*And in those days Peter stood up in the midst of the disciples (altogether the number of names was about a hundred and twenty)*

### *Acts 1:24-26 (NKJV)*

*And they prayed and said, "You, O Lord, who know the hearts of all, show which of these two You have chosen 25 to take part in this ministry and apostleship from which Judas by transgression fell, that he might go to his own place." 26 And they cast their lots, and the lot fell on Matthias. And he was numbered with the eleven apostles.*

They started Acts chapter 2 as disciples who only had hope of occupying a previously unoccupied territory called "Apostleship" so as to remain relevant to the new assignment. To remain relevant and evergreen, they needed to mentor (to pass on the "disciple" baton to) others and hope in the Holy Spirit to teach them how to reinvent themselves.

Nobody else called them apostles until the Holy Spirit came and gave them the power to reinvent themselves. They that started Acts Chapter 2 as aspiring apostles, by the power of the Holy Spirit were re-invented into actual apostles only thirty seven verses later. That is what the Holy Spirit does.

*To remain relevant and evergreen, they needed to mentor (to pass on the “disciple” baton to) others and hope in the Holy Spirit to teach them how to reinvent themselves.*

### ***Acts 2:37 (NKJV)***

***Now when they heard this, they were cut to the heart, and said to Peter and the rest of the apostles, “Men and brethren, what shall we do?”***

My point is that to remain evergreen, you must be constantly hoping to reinvent yourself by digging for what more God placed inside you, and by working with the Holy Spirit to teach you how to be the best you can be.

### ***John 14:26 (NKJV)***

***But the Helper, the Holy Spirit, whom the Father will send in My name, He will teach you all things, and bring to your remembrance all things that I said to you.***

As a Mentor, you must keep yourself in fellowship and filled with the Holy Spirit. He is your source of living water and that must never change. He is your counselor and helper. You cannot do without Him. Acknowledge Him in all you do and He shall direct your paths.

### ***Proverbs 3:5-6 (NKJV)***

***Trust in the Lord with all your heart, And lean not on your own understanding; 6 In all your ways acknowledge Him, And He shall direct your paths.***

Spend time in prayer! And no, I do not mean the “closet” as we know it. Prayer is simply talking to God as you would talk to a friend. The closet is good too, but you cannot limit your time and conversation with God to a ‘closet.’ You have to talk to God every time, everywhere.

I have learnt that it is possible to be alone with God, in a crowd. This truth has taught me that He and I can have a discussion anytime, anywhere and together we can get results. This means you can pray (talk to God) constantly. This will keep you constantly supplied and drinking from a source of living water that never runs dry.



***John 4:14 (NKJV)***

***“...but whoever drinks of the water that I shall give him will never thirst. But the water that I shall give him will become in him a fountain of water springing up into everlasting life.”***

Trees that are close to the water remain evergreen regardless of the season. Talk to God, walk softly with Him, listen to the Holy Spirit, study the Word of God and walk in obedience to God; love God and love people.

Keep yourself constantly drawing from the Holy Spirit - the fountain of water that gave you the calling and the gifting that you have. If you do this, you will know where next to place your feet to reinvent yourself and remain evergreen.

You will indeed become a Mentor that never runs dry, bearing fruit (Mentees) in season and out of season, and your fruit will remain.

***John 15:16 (NKJV)***

***You did not choose Me, but I chose you and appointed you that you should go and bear fruit, and that your fruit should remain, that whatever you ask the Father in My name He may give you.***

## 9. What next?

Nothing!

Freely you have received, freely give.

***Matthew 10:7-8 (NKJV)***

***And as you go, preach, saying, 'The kingdom of heaven is at hand.' 8 Heal the sick, cleanse the lepers, raise the dead, cast out demons. Freely you have received, freely give.***

Do not hold back. Go and mentor someone else.

Go on, get out of here! All the best and may the Holy Spirit be your guide. 😊

## **PART II: DEAR MENTEE!**



## 10. *The Mentee's heart*

Dear Mentee,

Let me now spend sometime with you as well. I hope you have been reading my insight into being a Mentor.

The question that always lingers in the mind of some people is, “Do I really need a Mentor?” Let us start right there.

Have you ever wondered why we are not born adults? Why are we not born speaking? Why don't we start walking as soon as we are born? They seem like trivial questions – maybe even silly, but when you actually get to think about it, you actually fumble to get an odd answer. Likely, you are already laughing at the possibility of it being any other way. You are likely to concede and say, “It is like that because that is how it has always been.” Anything different would likely send terrified doctors and birth attendants running for dear life at such an abnormal occurrence.

The point here is that everything comes from something. There is nothing that comes out of nothing; whose beginning you cannot explain, except for God. Unfortunately, there is only space for one of His kind and that is Himself. The rest of us must come out of something.

***John 1:3 (NKJV)***

***All things were made through Him, and without Him nothing was made that was made.***

That is just the way it is. This scripture reminds every created thing that it is a Mentee. Everything that we are is a result of us submitting as Mentees to be mentored in that thing, whether knowingly or unknowingly. By nature, every Mentee is as a sponge that sucks in stuff, good or bad.

The Bible says;

*Everything that we are is a result of us submitting as Mentees to be mentored in that thing, whether knowingly or unknowingly.*

***Proverbs 4:23 (NKJV)***

***“Keep your heart with all diligence, For out of it spring the issues of life.”***

Somewhere somehow, someone or something is mentoring you. I pray that whoever is mentoring you is good and is of the Holy Spirit.

Your heart is as a sponge. Whatever you open it up to, it will suck in, good or bad. Who you allow to mentor you determines the quality of what enters your heart and eventually, what kind of issues of life you will be dealing with for a long time. It also determines what you become.

You may not choose who your parents are but you have a choice on who mentors you. You may not have a choice in who speaks to you, but you do have a choice in who Mentors and speaks into your life. Your Mentor speaks into your heart and therefore can influence the issues in your life. Therefore, do make your Mentor choice carefully.

As I have said before, if you do not like the fruit, do not accept the seed.

A Mentee is one who allows a genetic seed to be planted inside them so that they may reproduce according to the DNA of the seed planted in them.



## 11. *Mentee genetics*

Dear Mentee,

The process of being made into the likeness of another is the whole essence of being a Mentee. You are not being made into the “sameness” of your Mentor. You can never be him or her. In being a Mentee, you are being conformed into the image of your Mentor. You are not your Mentor, but you pick up traits that create a striking resemblance. I call this “Mentee Genetics.”

Genetics bring forth traits of those that came before you. Even Peter was recognized as one who walked with Jesus because of the way he carried himself. His sitting posture, gestures and mannerisms gave him away to have been with Jesus.

*Luke 22:56 (NKJV)*

*And a certain servant girl, seeing him as he sat by the fire, looked intently at him and said, “This man was also with Him.”*



***Matthew 26:73-75 (NKJV)***

***73 And a little later those who stood by came up and said to Peter, "Surely you also are one of them, for your speech betrays you."***

In hanging around Jesus, he picked up the Mentee genetics that made it obvious whom he had been with. The more you spend time with someone, the more you will begin to walk, talk and act like them even without trying. That is why you need to be very careful whom you choose to mentor you. Peter in being mentored by Jesus picked up some of His mannerisms.

So the choice is yours. Please take your time, pray about it to ask for the guidance of the Holy Spirit and choose wisely. Your decision could be the difference between life and death. Again I say, choose wisely.

***Deuteronomy 30:19 (NKJV)***

***I call heaven and earth as witnesses today against you, that I have set before you life and death, blessing and cursing; therefore choose life, that both you and your descendants may live;***

## 12. *Choosing a Mentor:*

Dear Mentee,

Every tree has markings, which I call fault lines, along its bark. There is no smooth tree.



Similarly, every Mentor has glitches. They are not perfect. If you are looking for a faultless Mentor, don't bother. You will not find one.

A smooth body leaves no room for retaining moisture and therefore no points of tenderness for protrusion of branches and nodes that eventually produce fruit. The best Mentor you can find is one that has made mistakes and recovered from them to become an even better person, and is willing to share his experiences without prejudice, having succeeded in some things or experienced others by being mentored by another.

One of the things that make Jesus Christ such a powerful Mentor in every situation is he experienced everything that we humans go through but overcame.

*Mentorship is a “climbing” business. The Mentor is a tree. The Mentee literally climbs up the trunk to get to the branches.*

### ***Hebrews 4:15 (NKJV)***

***For we do not have a High Priest who cannot sympathize with our weaknesses, but was in all points tempted as we are, yet without sin.***

Mentorship is a “climbing” business. The Mentor is a tree. The Mentee literally climbs up the trunk to get to the branches. The intensity and depth of fault lines you see along the trunk will tell you if the tree can bear weight. A bleeding tree trunk suggests that the

tree is still healing and probably should not be carrying any more weight and should not be climbed. Someone cannot Mentor another in an area where he/she is still bleeding. For example, one cannot teach another to forgive when they themselves are still walking in unforgiveness. Do not choose someone to mentor you that is still bleeding.

Have you ever stepped on the wound of a really gentle person? When you do they immediately become violent. The impulse immediately is for them to yell at you and push you away. Sometimes you can even earn yourself a slap. My point is that a bleeding Mentor will sooner or later unintentionally push you away and sometimes in a not so gentle way.

The person that you choose to mentor you must be one that has walked the path you desire to walk and prevailed.

Pray and ask God to show you what genetic traits you need in order to become what He has placed in your heart. Thereafter ask Him to show you who has those genes and when you find them, attach yourself to them for mentorship.

*The person that you choose to mentor you must be one that has walked the path you desire to walk and prevailed.*



### 13. Positioning yourself for mentorship

Dear Mentee,

Let us go back to “Mentee genetics.” It is absolutely critical once you choose your Mentor that you position yourself to receive the “gene” that you desire. The prime requirement is for you as a Mentee to have a teachable spirit.

Before Jesus commenced His ministry, He had to position Himself to receive the “gene” called the Holy Spirit.

*Matthew 3:13-15 (NKJV)*

*Then Jesus came from Galilee to John at the Jordan to be baptized by him. 14 And John tried to prevent Him, saying, “I need to be baptized by You, and are You coming to me?” 15 But Jesus answered and said to him, “Permit it to be so now, for thus it is fitting for us to fulfill all righteousness.” Then he allowed Him.*

Having a teachable spirit is a free will decision that you make - allowing to be baptized by another. You do not have to, but you do it anyway. It positions you to receive the gene or DNA of heaven called the Holy Spirit, who determines the quality of your tomorrow.

### *Matthew 3:16-17 (NKJV)*

*When He had been baptized, Jesus came up immediately from the water; and behold, the heavens were opened to Him, and He saw the Spirit of God descending like a dove and alighting upon Him. 17 And suddenly a voice came from heaven, saying, "This is My beloved Son, in whom I am well pleased."*

The Holy Spirit whom Jesus received on that day set the stage for the rest of His ministry.

### *Luke 4:18 (NKJV)*

*"The Spirit of the Lord is upon Me, Because He has anointed Me To preach the gospel to the poor; He has sent Me to heal the brokenhearted, To proclaim liberty to the captives And recovery of sight to the blind, To set at liberty those who are oppressed;*

Being taught or mentored is a combination of watching, listening and doing.

As a Mentee, throughout your transformation, watch and study the notches along the branches of your tree (your Mentor). In other words, remember that your Mentor is human and susceptible to making mistakes. Even during this relationship, your Mentor will continue to make a cocktail of successes and mistakes. What you need to do is hold onto the branch and study the notches formed and healed after mistakes and crevices formed as trophies of success. You are a fruit of this tree. All that a fruit does in its growth process on the branch is watch the stem and study the notches and crevices. According to me, that is the reason why it takes so long for them to ripen; they are studying.

A Mentee must study the notches and wrinkles on their Mentor and see them as symbols of beauty and strength instead of ugliness.

### ***Proverbs 23:22 (NKJV)***

***Listen to your father who begot you, And do not despise your mother when she is old.***

The Bible also says,

### ***Isaiah 51:1 (NKJV)***

***“Listen to Me, you who follow after righteousness, You who seek the Lord: Look to the rock from which you were hewn, And to the hole of the pit from which you were dug.***



It may look ugly and unsmooth but look to it anyway. Watch as the lines, notches, crevices and cracks interweave with each other. As they do, each one tells its own story. They tell stories of forest fires, pressure from uplifts and downturns, floods, constant dripping of raindrops, wind and hailstones. Whichever way it is, the end of their story is that “I am still here!” Your mission in this relationship is to learn the “how come your mentor is still here?”

It is the same thing at your tree. Do not only see - watch! Seeing is for those that come to visit. Watching requires that you stay and listen to the whisper of the tree as the wind moves through the branches and leaves. In so doing, you listen to the story of how all that you see, that drew you to your Mentor, came to be. In staying connected, you then observe as new notches and wrinkles appear caused by mistakes and scars of victory as faith stretches the tree to the limit. Each storm, each battle with the wind that the tree vends off with resolve will open up new notches and wrinkles but also show you how to weather your own storms when the time comes. So as a Mentee, please listen and learn.

That is why the Word of God says,

***Proverbs 23:26 (NKJV)***

***My son, give me your heart, And let your eyes observe my ways.***

I am a Master of Science in Engineering graduate from University of Kwazulu Natal, South Africa. One of the greatest skills I picked up from the MSc programme is that of observation and independent thinking with a view of adding to knowledge for future generations.

Observation is a place where you study your object and take notes. Thereafter, you make your analysis of strengths and weaknesses and finally draw your own conclusions on what could be done better. Mentorship is the very soul of advancement in quality of life of humanity. It is people mastering the craft of their predecessors and pushing the boundaries with a view of doing it in an improved way.

Therefore as a Mentee, observe the ways of your Mentor and apply your lessons learnt to yourself. Thereafter, proceed to build on the successes of your Mentor, avoid their mistakes and write your own story. However, you are definitely going to make mistakes of your own, even as you now write your own story, so be ready.

If you are wise, you will become a tree as well and open up your life to Mentor others as you too have been mentored. This is the secret to immortality – the Spirit of Mentorship.

## 14. *Maximizing your mentor*

Dear Mentee,

Let me speak to you about maximizing your Mentors. The scripture said “my son, give me your heart” in the book of proverbs

***Proverbs 23:26 (NKJV)***

***My son, give me your heart, And let your eyes observe my ways.***

Then the scripture also says guard your heart with all diligence for out of it spring the issues of life.

***Proverbs 4:23 (NKJV)***

***Keep your heart with all diligence, for out of it spring the issues of life.***

The heart is a very sensitive organ. That is why muscles and ribs protect and shield it jealously.

To maximize your mentorship, the person that you choose to mentor you must be one that you know you can trust with your heart. One that you know you can

trust with the issues of your life. Please be choosy. When you have found a Mentor and the Holy Spirit has endorsed the relationship, open up and lay your life out before your Mentor. This is called having a teachable spirit. It is the key to maximizing your Mentor.

*To maximize your mentorship, the person that you choose to mentor you must be one that you know you can trust with your heart. One that you know you can trust with the issues of your life.*

Nobody can inscribe wisdom into a closed book. As a Mentee, may your life be open to correction, redirection, impartation and encouragement. Your Mentor wants to release everything and pour it out into your life to drive you to excellence, but you must let him in and be yielded and flexible. Mentorship is a place of vulnerability and many Mentees struggle with that. Yet it is at that place that you receive your vaccine from “diseases” that have destroyed your predecessors, which you will be exposed to in your future.

Did you know that the process of vaccination is one where the very thing that you are being immunized against is introduced into your body? It is a place of vulnerability.

According to the Cambridge dictionary, a Vaccine is a substance containing a virus or bacterium in a form that is not harmful, given to a person or animal to prevent them from getting the disease that the virus or bacterium causes.

As an individual, once you come to that place where you are ready to be mentored, then you are ready to come out of the “node.” With everyday that passes by, you blossom and grow bigger and then greener and then shinier and more colorful.

Your Mentor might turn out to be the most complicated, difficult, quarrelsome, temperamental, impatient and obnoxious person you have ever met. He may drive you to the limit and stretch you in all kinds of ways. If not him, your Mentor may drag you through situations or environments where you meet and interact with people such as these and you have to learn how to deal with them without you going crazy. This is what I earlier called Vaccination. When you hold on and pass this test, you will come out a much stronger kind of person that can handle bigger responsibilities which bear similar challenges.

So, is your Mentor being difficult and always seemingly looking to pick a battle with you and sometimes accuse you of what you have not done? Keep smiling and keep a good attitude. You are being vaccinated.



## 15. *My Testimony*

When I was applying for my Masters programme at the University of Kwazulu Natal, I asked God to give me a good Mentor. Well, I guess I got more than I bargained for.

My supervisor on the Masters programme was a really complicated guy... well, so I thought at the beginning of the programme. Dr. Leon Chetty. He always seemed to pick up on anything I did as a mistake and was very tough on me. At some point I even thought he had something personal against me. Right from the word go, he warned me saying, "Isaac, I will not lie to you that it is going to be an easy road. Please do not expect compromise from me." That was on day 1. Well so much for a warm welcome!

He never gave me a breather. If I made even a small error in time keeping, in a paragraph, in punctuation, in presentation, he would come down on me so hard as though I had committed murder. He barely seemed to give me any help. He always told me, "Isaac, I am not here to babysit or spoon feed you. I am here to



point you in the right direction.” I often left his office to go back to my room and would cry and sink into depression. I was in a foreign country so far away from family and I had an impossible Mentor. What had I gotten myself into?

It also did not help that he was actually younger than me, though a brilliant PhD holder. Actually, he had been among the first people to complete his PhD in record time at UKZN and scored highly.

### *Isaiah 35:3-5 (NKJV)*

***Strengthen the weak hands, And make firm the feeble knees. 4 Say to those who are fearful-hearted, “Be strong, do not fear! Behold, your God will come with vengeance, With the recompense of God; He will come and save you.” 5 Then the eyes of the blind shall be opened, And the ears of the deaf shall be unstopped.***

So I prayed about it and believed the Word of the Lord. I pulled myself together and said, “You know Isaac, your attitude is not helping. Pick yourself up and show him you are not quitting. Show him you are bright and absolutely genius (which I am by the way 😊) He wants perfection? Let’s show him double perfection!”

The moment I started down that road, I never turned back. He mentored me into such a perfectionist that

I always volunteered to correct my work even when he did not ask, or thought it was already excellent. We became such excellent friends that he could rely on me for any task, knowing that he would expect the same work ethic and quality of work he would have done himself. He did not have to double-check my work at all. My yes was a yes and my no was a no! I had been reinvented into his likeness.

I took on a research topic that saw me dare to venture into chemistry and material science and finally into high voltage engineering in which I am specialized at the moment. Dr. Leon Chetty was always daring to venture into new areas with no guarantee of success, yet pushing for nothing less than the best. As he was, so had I become.

Every year of my Masters programme and even after I had graduated, the quality of my publications was so good that it took me to do presentations before the smartest academics in high-voltage engineering. This was at the International Symposium of High Voltage Engineering (ISH) in Germany, and then the following year again in South Korea. Another of my papers was also published in the South African Journal of Science. I am sure if you check the internet you will find my publications.

It was in South Korea as I was stepping down from the podium after speaking that God gave me the song called “Amazing” which has blessed so many people all over the world.

*Being mentored and refusing to quit will equip you for greatness that money cannot buy and open up doors for you everywhere.*

I could not believe that I, Isaac Serukenya, a boy from Bunamwaya whose ancestral home is deep in the village of Bugoye, Kyaggwe, Mukono, was standing and imparting knowledge and wisdom to scientists from all over the world. There were Chinese, Koreans, British, Americans and representatives from so many other countries. All these Doctors, Professors and seasoned researchers were sitting there listening to me. Amazing the things the Lord does. I sang,

*“The things you do no man can do,  
Jehovah you’re so amazing.”*

Then Dr. Chetty submitted my thesis for review. Being the perfectionist he was, he was not taking short cuts. He threw me into the deep end! He sent my thesis

to be critiqued by a seasoned expert in chemistry and another in high voltage insulation. They both returned my assessment with extremely high acclaim and ratings. I graduated among the top 15% high academic achievers at the university that year in 2013 under the Golden Key International Honor Society. This is a lifetime membership. That was my Mentor. I am forever grateful to Dr. Leon Chetty for his zero tolerance for mediocrity. This attitude has rubbed off on me through his mentorship and opened doors for me everywhere. I can still hear him say, “No shortcuts Isaac, No Shortcuts!”

Dr. Leon Chetty and I remain good friends up to today.

My point is that, being mentored and refusing to quit will equip you for greatness that money cannot buy and open up doors for you everywhere.



## 16. *Knowing when to exit*

Dear Mentee,

Just like it is for every fruit on a tree, there will always come a time when you have to leave and go multiply. It is a biblical principle. This time can and will be a really confusing one for you.



It is never easy walking into the unknown, away from the comfort of being shielded from the wind and rain by leaves under the covering of your tree (the Mentor). However, the season of restlessness inside of you will

be ushering you towards the exit direction. When this time comes, pack your bags but please, do not rush for the door. Take your time. Nobody gets out of bed in the morning and rushes off to work in their pyjamas.

You must have a destination, which can only be made clear by the Holy Spirit. Ask him where exactly he wants you to set your feet next. When you know, still, do not rush for the door. Put on and double check your armor to be sure that you have all the essentials that you will need for your journey to your next location.

***Proverbs 24:27 (NKJV)***

***Prepare your outside work, Make it fit for yourself in the field; And afterward build your house.***

It is in moments like these that as a fruit, you begin to smell really nice and look so attractive that inspectors begin to come to you. This is the make or break moment. There is nothing wrong with inspectors because they open your perspective to a whole new world of possibilities out there, both good and bad.

In moments like these, you as the Mentee need to look into the genetics of the tree from which you come. What does the story of your tree tell you about the offer that is before you?

Your Mentor may not have all the answers for your

next location and you will not have a “silver bullet” for everything you will find when you launch out. However, the beacons to guide you are in the genetic code already grafted in you during the process of your mentorship. Believe and trust the Holy Spirit who is responsible for your journey and who is sending you to wherever it is you are going as you launch out into the deep. If He sent you, He will be with you to supply and make a way and to keep you from falling.

*You must have a destination, which can only be made clear by the Holy Spirit.*

### ***Jude 24-25 (KJV)***

***Now unto him that is able to keep you from falling, and to present you faultless before the presence of his glory with exceeding joy, 25 To the only wise God our Saviour, be glory and majesty, dominion and power, both now and ever. Amen.***





## 17. *Knowing how to exit*

The departure of a fruit from the tree seldom has anything to do with the fruit or the tree. It instead has a lot to do with the wind. It is the wind of the Holy Spirit that delinks the Mentor from the Mentee.

Those born of the Spirit are like the wind; no body knows where it comes from or where it goes.

***John 3:8 (NKJV)***

***The wind blows where it wishes, and you hear the sound of it, but cannot tell where it comes from and where it goes. So is everyone who is born of the Spirit.”***

As it is that the fruit does not leave because it had a fight with the tree, so it should be between you and your Mentor. When the time comes, the Holy Spirit will orchestrate events that move you to your next location.

No matter what you do, do not fight your Mentor to let you go. If you have to fight or run away, likely you are not ready. Please, if you feel you are being drawn in

a direction that requires relocation, as the fruit respects the tree, be respectful to your Mentor. Make sure your Mentor knows your intentions. In the market place, it is only good manners and honorable to serve notice to your employer.

*No matter what you do, do not fight your Mentor to let you go.  
If you have to fight or run away, likely you are not ready.*

Do not act like you have arrived and do not need your Mentor anymore. I have said it before and I will say it again, no matter how big you grow, you will always need your father. Even after he is dead and buried, his voice of instruction will always speak within your spirit to shield you from making grave mistakes.

Have you noticed that even a fruit does not just get up and leave just because it is ripe? With every breeze and blow of wind, it will respectfully and gently swing back and forth on its branch. What is it doing?

It is talking to its Mentor. It is saying “Thank you for the mentorship. Anytime now, I will be leaving so please, release me with a blessing.” By the way, it does not surprise any good Mentor that you as the Mentee have to leave. Your Mentor expects this because many

have gone through his/her hands before you. You are not the first one. A good Mentor should actually have been looking forward to the moment all through the mentorship process.

The more you talk to your Mentor, the more he will prepare you for your launch into the unknown. Soon the time comes and yes, you have to step out into uncharted territory.

Suddenly the wind of the Holy Spirit will cause the separation and carry you to new ground. This is the proudest moment for any good Mentor; that moment when they see their baby leave and be planted in new ground to stand tall and shine.

It is a moment for the Mentor to watch from a distance as their Mentee reproduces their success and grows to do even greater works. A tree does just that - stand at a distance and watch with pride as its fruit grows to amazing heights into a mighty tree in new territory, but on the same earth (the Mentor's foundation of truth), to produce fruit just like it had been mentored.

*your task as a Mentee is to represent your Mentor well. Carry your Mentor's scent and show it off everywhere for that is their legacy, and generations will depend on it.*



### **What a moment!!**

So your task as a Mentee is to represent your Mentor well. Carry your Mentor's scent and show it off everywhere for that is their legacy, and generations will depend on it. Some species cease to exist because nobody wants to plant them. For some, it is because they attract mosquitoes and other pests and parasites, or they just smell bad. Purpose to carry your Mentor's good scent and to preserve their legacy.

## 18. *Handling sticky exits*

Dear Mentee,

What if in your heart of hearts you are convinced that it is time to exit but your Mentor will not let you go for some reason?

Well, at the end of the day, your life is in your hand. You can leave, but please, do not slam the door on your way out. In such a situation, your staying will not help. It will instead hurt your relationship with your Mentor. Your leaving gently on the other hand will maintain it.

The Bible says;

***Psalm 119:109 (NKJV)***

***My life is continually in my hand,***

***Yet I do not forget Your law.***

Without sarcasm, respectfully thank your Mentor for all the things that you have learnt from him or her because they are a part of your success and who you have and will become. Thereafter, exit gracefully

without fighting. Your life is continually in your hand. Make a decision and move on. This way, if things do not work out as you would have expected, you will always have a home in your Mentor to retrace your steps to. If things turn out right, you can return with a good harvest - either way, you win.

In case your Mentor brings the fight to you after you leave, you must do everything possible to avoid war with your Mentor. Do not even sit in the counsel of those that would lead you that way. Instead, pray for your Mentor and maintain peace. Do not fuel or start a war with your Mentor! Treat him or her with respect as David did to King Saul. If you do this, it will be well with you before your Mentor and you will always have a “Jonathan” to speak in your defense. You will never need to defend or explain yourself to your Mentor because time and the testimony of your conduct will reveal the innocence of your actions.

*you must do everything possible to avoid war with your Mentor.*

***1 Samuel 18:1 (NKJV)***

***Now when he had finished speaking to Saul, the soul of Jonathan was knit to the soul of David, and Jonathan loved him as his own soul.***

*1 Samuel 19:1-6 (NKJV)*

*Now Saul spoke to Jonathan his son and to all his servants, that they should kill David; but Jonathan, Saul's son, delighted greatly in David.*

*2 So Jonathan told David, saying, "My father Saul seeks to kill you. Therefore please be on your guard until morning, and stay in a secret place and hide.*

*3 And I will go out and stand beside my father in the field where you are, and I will speak with my father about you. Then what I observe, I will tell you."*

*4 Thus Jonathan spoke well of David to Saul his father, and said to him, "Let not the king sin against his servant, against David, because he has not sinned against you, and because his works have been very good toward you.*

*5 For he took his life in his hands and killed the Philistine, and the Lord brought about a great deliverance for all Israel. You saw it and rejoiced. Why then will you sin against innocent blood, to kill David without a cause?"*

*6 So Saul heeded the voice of Jonathan, and Saul swore, "As the Lord lives, he shall not be killed."*



*7 Then Jonathan called David, and Jonathan told him all these things. So Jonathan brought David to Saul, and he was in his presence as in times past.*

That is how you qualify to be a king after you have been anointed as king.

## *19. Growing up*

My father's name is Henry Wassanyi Serukenya. Unlike my siblings who only carry one, I am proud to carry two of his names; Wassanyi and Serukenya. I am proudly Isaac Wassanyi Serukenya.

My Dad always says, "Son, protect and keep the Serukenya name flying high." And I always respond with pride "Yes Dad! That I promise you. And for me, it is not just the Serukenya name. I have three names to protect and fly high; Serukenya, Wassanyi and the third which is the most important, the name of Jesus Christ." And he always replies with a really cool smile, "That's my boy!"

As often as you can, do send your Mentor an offering once in a while. It is the honorable thing to do, and it grants you access to long life. Although it is not the principle thing, it is a fraction of the giant word that "honor" presents.

***Exodus 20:12 (NKJV)***

***“Honor your father and your mother, that your days may be long upon the land which the Lord your God is giving you.***

According to the Cambridge dictionary;

Honor is “a quality that combines respect, being proud, and honesty”

More than silver or gold, this is the greatest reward you can give to your Mentor - to carry the Mentor’s scent so that everyone who looks at you, hears you speak or sees the things you do will know where you are from.

***Acts 4:13 (NKJV)***

***Now when they saw the boldness of Peter and John, and perceived that they were uneducated and untrained men, they marveled. And they realized that they had been with Jesus.***

Carry your Mentor’s scent - represent him or her well everywhere and speak proudly of them. Just as a tree never demands anything of its fruit, a good Mentor will not demand material things of you. But as a matter of honor, acknowledge where you come from by the aroma that comes from you. The aroma does not tell the story of your Mentors’ scars but the glory of their victories.

David had had a good share of mistakes in his reign. Solomon, his Mentee knew of these very well because he himself was a product of one of them. Solomon himself was a son of the woman whose husband David had set up to be killed in order to have her for himself. However, when God asked Solomon what he wanted, Solomon started by capitalizing on his Mentor's strengths and covered his short comings.

*In your speech, cover the weaknesses and capitalize on your Mentor's strengths and principles.*

### ***1 Kings 3:5-6 (NKJV)***

***At Gibeon the Lord appeared to Solomon in a dream by night; and God said, "Ask! What shall I give you?" 6 And Solomon said: "You have shown great mercy to Your servant David my father, because he walked before You in truth, in righteousness, and in uprightness of heart with You; You have continued this great kindness for him, and You have given him a son to sit on his throne, as it is this day.***

Dear Mentee, in your speech, cover the weaknesses and capitalize on your Mentor's strengths and principles. That is what I call a beautiful aroma. The more you talk about your Mentor's principles, the more you regurgitate them and the quicker it will be for you to apply them so that you grow even faster. If you do not do that, you will experience slow or stunted growth.

The beautiful aroma that radiates from you will open doors not just for you but for your children for generations to come. If you present an aroma which capitalizes on your Mentor's weaknesses, nobody will ever offer you ground on which to plant the children that come after you. Your scent will be as one that attracts mosquitos. Consequently, you will not live long in the land because your legacy will be cut off.

No young mango tree carries a scent of its own. You cannot say this seedling has the scent of a young mango, can you? Instead, the moment it arrives at your nose, you will declare in a loud voice, "This scent is definitely that of a MANGO!" In other words, you acknowledge the Mentor of the seedling. If you want to live long, grab your Mentor's scent and radiate it everywhere.

***Proverbs 4:20-22 (NKJV)***

***My son, give attention to my words; Incline your ear to my sayings. 21 Do not let them depart from your eyes; Keep them in the midst of your heart; 22 For they are life to those who find them, And health to all their flesh.***

The satisfaction of a Mentor is that when he cannot sing anymore, he will always sing through you. Where he can no longer go, he will go and even further through you. When he can no longer shine as bright, he will shine even brighter through you.

With every victory you get, your Mentor will look from afar and like my dad, will say with pride to the other trees in the forest, “That’s my boy!” “That’s my girl!”



## 19. What next?

Nothing! Go and find a Mentor today. In fact, go now.

Also, freely you have received, freely give.

***Matthew 10:7-8 (NKJV)***

***And as you go, preach, saying, 'The kingdom of heaven is at hand.' & Heal the sick, cleanse the lepers, raise the dead, cast out demons. Freely you have received, freely give.***

When you have been mentored, go and mentor someone else.

Go on, get out of here! All the best! 😊



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# Mentorship



ISAAC SERUKENYA

One of the greatest and oldest challenges that have faced this world since time immemorial has been that of successful mentorship. Solomon, one the richest and wisest men to ever live had this concern expressed as he wasn't sure how ready his successor was to handle the responsibility he would leave him when the time came. Would he be wise or would he be a fool?

In "Mentorship", Isaac Serukenya takes on the task to address the only solution for successful succession - Mentorship. He addresses those who have walked the journey and are ready to help those to come after them - the Mentors, and as well, those yet to embark on a journey in any sphere of life to take on wisdom prepared ahead for them - the Mentees.

This book is a must-read for all who intend to step out of competition-to-do-better and step into the realm of immortal legacy to-do-greater.

## ABOUT THE AUTHOR

Isaac Serukenya has been actively involved in the music ministry at Miracle Centre Cathedral for over 27 years under the Mentorship of Pastors Robert and Jessica Kayanja. He has been responsible for mentoring and leading the Miracle Centre Music Ministry composed of 5 choirs with a total of about 250 people and growing.

Born into a family of acclaimed musical talent, he started interacting with music from an early age under the mentorship of his father, Henry Wassanyi Serukenya, a reknowned musical genius. In family life, his parents Henry and Edith Wassanyi Serukenya who are shortly celebrating 50 years of marriage have been strong mentors.

A Consultant Electrical Engineer by profession, Isaac is passionate about mentoring other engineers as well. Isaac is also a Director and one of the Owners of Newplan Ltd, one of the leading Engineering consultancy firms in East Africa.

Isaac and his wife, Janet have been married for 16 years and counting. Together they have four children.

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