



No, the idea of mentorship is not a new discovery. You might think so with its recent emphasis in magazines, books and in business practice. Over 800,000 sites on the internet alone contain the word "mentorship."

"Rediscovery" would be a better label for the trend.

Not everything that goes around and comes around again is to be shunned, however. In other words, an old idea is not necessarily a poor idea. Neither should mentorship be rejected by churches because it once was common practice. There must have been good reason for Paul to take young and timid Timothy under his wings: to model, instruct, guide, encourage and correct him so he would become "...a good minister of Jesus Christ." That may be the clearest biblical example of a mentoring relationship. Jesus and his twelve disciples illustrate an expanded concept of mentorship. Usually we think of a one-to-one relationship with mentoring. Jesus

## Is Mentoring a New Fad?

"And the things you have heard me say...entrust to reliable men who will be qualified to teach others" (II Timothy 2:2)

- Pastor Don Krause

often breaks through our categories and so he does here, as well. The life together of Jesus and his closest disciples, illustrates what such a ministry should be about: the mentee observing the life of his/her mentor, receiving teaching, getting encouragement, and learning from correction.

The times appear to be ripe for the resurrection of mentorship. The idea has never completely died. It functioned all along but only under different labels like discipleship. Artistic and specialized vocational mentorship in many cultures never waned. Both the mentor and potential mentee found each other quite naturally. That has not been nearly as natural and easy in church settings.

Hesitancy on both sides - the potential mentors and mentees - resulted in them not finding each other. The older generation in churches often felt no responsibility to equip the next generation. Nor were they encouraged in this. Some felt unqualified. Perhaps they were. But not all. Our own North American churches have so adulated the younger generation because of their penchant for change and creativity that they concluded for many years that the old members of churches had anything worthwhile to offer them.

This prideful attitude appears to have shifted to a more teachable trend in the past decade. And that is good.

An obvious concern for the next generation springs forth in the Chinese culture when the immigrant Chinese speaking parents insist that an English service must be in place for their children and children's children. Commendable. Yet the initiation of the older generation to invest in the younger generation personally, has lagged. That is not unlike other cultures. The same scenario can be found among Filipino and Vietnamese church congregations for example. Nonetheless, we are not exempted from training up young leaders for Kingdom work. Sadly, we have relegated that to Sunday School teachers, youth workers, and pastors - the professional Christians.

Paul, in Titus 2:3-4 says: "likewise teach the older women to be reverent in the way they live...Then they can train the younger women to love their husbands and children, to be self-controlled and pure..." In II Timothy 2:2 Paul says, "And the things you have heard me say in the presence of many witnesses entrust to reliable men who will be qualified to teach others." Scriptures clearly hold the older generation responsible for

equipping the next generation. The Biblical mandate is our motivation. The joy of seeing young women and men blossom into effective servants of the Lord is what fans the flame of participating in more mentorship.

How many mentees should a lay man or woman take on? Begin with one and as that relationship develops and the mentor sees how God works, perhaps consider a second mentee. That will be enough.

How might you begin this ministry? First ask the Lord to confirm that he is asking you to do this. You could discuss your interest with your pastor. If the Lord continues to place a burning in your heart for mentorship, begin to relate to the younger generation. Talk to them. Look for an opportunity. Stop to talk to them after a church service. Ask them questions about their involvements. Be encouraging. Perhaps you could take several of them out to Starbucks or Tim Hortons. This way you can build some bridges for a possible ongoing mentoring relationship.



You might need some help in knowing how to lead your mentee to greater maturity as a believer. Those kinds of helps can be provided quite easily. It's the heart of interest that matters first. Remembering that mentorship is a relationship during which the mentor shares life principles and skills thus fostering strong character within the mentee. That requires trust. Life change is not going to happen if the mentee hides his/her true self. But being open only occurs when trust is established.

There are three general areas the mentor on which the mentor can focus:

**1. Knowledge.** The mentor does not have to be a theologian but should have basic Biblical knowledge and know how to make it practical.

**2. Character.** Character grows and sets as the mentee knows what scripture says and because of his/her conviction consistently obeys what he/she knows.

**3. Skill.** The mentor cheerleads, coaxes and corrects the mentee to move him/her to greatest potential in serving the Lord.

There should be an understanding between the mentor and the mentee that either may contact the other between their regular meetings. Perhaps a crisis or troubling experience demands contact. It would be

unfortunate to miss a prime teaching moment because it did not fall on the agreed upon day of usual meetings. How often that should be is entirely up to the team. It might be once a month. It might be every week when the need is greatest. Of course, contact can be made by phone or by e-mail as well.

We see in both the Old Testament and the New Testament how God has used mentorship. It is a biblical practice and it makes a whole lot of sense. Why not pray about it. You might be gifted in the area of encouraging younger Christians in becoming godly and productive. Or you may feel the need to have a mentor. Look around for a mature believer who demonstrates a Christ-like walk, and from whom you are sure you could learn. Then ask.

Take a step of faith. "And without faith it is impossible to please God."

#### **Pastor Don**



## **LEARN MORE ABOUT MENTORING AT ADULT SUNDAY SCHOOL**

DO I NEED IT? Have I got it to give? Do I need a mentor? Perhaps I should consider being a mentor? What is mentoring all about? Have your questions answered about a mentoring relationship at a three-session course, **December 2<sup>nd</sup>, 9<sup>th</sup>, 16<sup>th</sup> at 9:15 am - 10:30 am in the Fireside Room at Fraser Lands.** Instructors: Pastor Don and Anne Krause

# Retreat Reflections

In September of this year, the staff & elders went on a two day retreat with the purpose of team and relationship building. What follows are personal reflections from some of the participants:

*"It is both God's grace and good testimony to experience the joy of serving together as a team especially living in a western individualistic society. During the Staff and Elders Retreat, God spoke to us through praise and worship, team building games, book sharing, DVD message...that we experienced "How good and pleasant it is when brothers live together in unity!" (Psalm 133:1) Most importantly, God encouraged us through a game that we must unite together, help one another, complement one another and encourage one another in order to implement the Multi-Site Church Model successfully. It is truly that teamwork makes the dream work."*

~ **Pastor Ivan Leung**

*"I went to the Staff and Elders Retreat with an open mind, to see how the Holy Spirit would work out our time together."*

*God is good! God spoke to me loud and clear when we shared our thoughts on Peter Scazzero's book, 'Emotionally Healthy Spirituality' (which we had to read for the retreat) and as we watched a video clip on the "Daily Office and Sabbath" section of his book. Those involved with church leadership all seem to live very busy lives, and I'm no exception. For me, juggling work, ministry, church and family can be hectic at times. Finding rest centered on God on a daily and weekly basis is absolutely crucial to our physical body, emotional health and spiritual maturity.*

*The fellowship time and team-building sessions were also great. Praise God! I look forward to next year's retreat."*

~ **Elder Bill Wong**

*"Relaxing, refreshing and rekindling ... are some of the words that I would like to use to describe the Staff and Elders Retreat we just had. Held in a remote site, this retreat had provided a very good environment for us to sit back, relax and reflect on our ministry. Not only has this retreat given us opportunity to share and pray with each other, it has also given us some new insight of teamwork. I encourage all members of our congregation to take time off once a while to reflect on life, work and faith."*

~ **Pastor Alfred Tsui**

*"Praise our Lord for giving us such a wonderful, fruitful, inspiring, and relaxing retreat. I have been in many retreats in my past, but I think that this will be one in my mind forever. Thanks to the organizing team for putting all the events together. I was very impressed by the games. The games were not only fun, but really told us how important teamwork is, not only for a particular ministry at a site, but also between sites. Praise our Lord that though we have two sites, but the basis is one church, one family."*

~ **Elder Eugene Li**



*"The Pastor and Elder Retreat built up the understanding and relationship among the pastors and elders. It helped to boost up our team spirit when serving together."*

*I really enjoyed the team-building exercises that brought our team together to serve as a team. Each of us have different strengths and weaknesses. It is important to appreciate the strengths and accept the weaknesses of each member.*

*Throughout the team-building exercise, I learned that what we can achieve as a team was far more than what we could do as an individual."*

~ **Pastor Joe Li**

*"It is often in the quiet places of my own spiritual journey that I can hear the voice of Jesus. In this retreat I am encouraged by the sharing that testified the Spirit touching each of our inner dispositions and drawing us closer as a team in service. What a blessing indeed!"*

~ **Elder Richard Chau**

*"One of the biggest rewards from the 'Staff & Elders Retreat' was that we fellowship and got to know one another more. It was a wonderful experience for me to partner with Pastor Larry in leading the singing, for example. I think opportunities like this is significant in that we can interact and serve God together as a unified Christian faith community. As Jesus said, "A new command I give you: Love one another. As I have loved you, so you must love one another. By this all men will know that you are my disciples, if you love one another." (John 13:34-35) Apparently, we can live out this command better if we know and understand one another more."*

~ **Pastor Kai Tang**

*"The retreat was symbolic for the staff and elders because it represented the fact that serving the Lord is not just about working hard, but it is a calling to unity, in every context, work, rest or play!"*

~ **Pastor Lawrence Kong**

*"Thank God for the fellowship time in the retreat. We are usually busy with our ministry planning; it is good that we can have time to relax through the games and activities. This retreat really helped us both physically and spiritually."*

~ **Elder Tak Hang Lau**

*"As I reflect back on the retreat, God is continually reminding me of the importance of taking a Sabbath unto the Lord - to honor the Lord and to obey His command in this matter. In essence, I guess, it all boils down to a matter of trust. Do I trust the Lord? Do I trust that He is able to look after all the various things, tasks, and people in my life? I do not need to fret or worry; I do not need to feel burdened with care; I do not need to work endlessly in order to get things done; and I am definitely not indispensable to His work. "For in six days the Lord made the heavens and the earth, the sea, and all that is in them, but he rested on the seventh day. Therefore the Lord blessed the Sabbath day and made it holy" (Exodus 20:11). Thank you dear Lord that you have given me this day of rest, this day to restore, to refresh, to renew my spirit and my soul in you, for indeed this is a great gift from you!"*

~ **Pastor Abe Chan**

*"I thank God for the time of fellowship with the pastors and elders and to learn about the importance of team-building and emotionally healthy spirituality. I am reminded to be "human being" and not "human doing" and also to know my limits. I am challenged with the concept of the "Daily Office" and "Sabbath keeping"."*

~ **Elder Ian Ma**

*"As the most recent addition to the staff, one not from VCAC, the retreat proved invaluable. Each one shared something about his/her life, this helped me understand the interests, besides ministry, which identified them. The team-building games were fun and the DVD's we watched were inspiring. The organizers did an outstanding job of arranging our time at Harrison."*

~ **Pastor Don Krause**

*"In this retreat, I could finally put away my chores and meditate on God's Word quietly. And I also learned a lot during the book sharing time with two pastors. In the "knowing each other" sharing session, I learned more about the interests of each staff, eg. nature-loving, carpentry, fishing, music, guitar-playing, "spiritual fishing" (leading people to Christ), etc. Thank God for leading this retreat which was full of wonderful fellowship moments."*

~ **Tammy So Chan**

*"I am usually busy with different things every Saturday morning. Give thanks to God! I had the opportunity to walk on the beach quietly during the retreat on September 15. As I walked along the beach, I praised God for His wonderful creation, and I thought about the picture of footprints on the beach. Thank God that He walks with us and guides us in different circumstances. In the retreat, I thought about His love once again, and also thought about the ministries in our church. Although we are under the multi-site church model now, we are still one church and serving one God together."*

~ **Elder Stephen Tsui**

*"In the past two years, the Staff and Elders Retreat was focused on ministry planning. The one that was held on September 14 & 15 of this year, I experienced the true meaning of a retreat. We did not discuss anything about our ministry planning. On the other hand, we played games and shared our stories together. Moreover, each of us was completely involved in every part of the team-building games. Give thanks to God! The Holy Spirit set us free from our burden."*

*Thanksgiving:*

- In our daily busy lives, we can put aside our work and silently listen to the sharing from others.
- Through the games, we can see the importance of teamwork. We also learned more about each others' spiritual gifts.
- We can know that God has already prepared a group of staff and elders to serve Him.

*Introspection:*

- Knowing that we should get the rest from God which He promised, so that we can completely put aside our work, and listen to His voice.
- In order to serve our Lord, we need to humble ourselves, and have a united heart as a team of staff and elders."

~ **Pastor Ram Wong**



# Meet the Staff

We are happy to welcome the newest members to our pastoral staff who have joined us recently. Here's an opportunity for you to get to know them a little better:

## **Pastor Don Krause**

*Fraser Lands English Congregation Pastor (Interim)*

Thirty years ago God called Don and Anne out of their profession of teaching into ministry under the Christian and Missionary Alliance Church. They served in four different churches in British Columbia and have officially been retired since July 1999. Since then they have ministered in four BC churches in an interim capacity and twice in Bali in the Nusa Dua International English Congregation. They love to make room in their schedule to come alongside young leaders to encourage them in following and serving the Lord. Mentorship remains a high priority for both Don and Anne. Reading, seeing how people of other cultures in other countries live, interests them both. Anne delights in hosting. Don enjoys classical music and watching the Canucks win. They love and enjoy their two children and three grandchildren. Summer is always special because they make that family time with their son and family returning from overseas each summer. Their daughter lives in North Vancouver. Don and Anne are constantly amazed at the surprising service opportunities the Lord opens to them.



*Pastor Don & Anne Krause*

## **Pastor Kai Tang**

*Knight Street Cantonese & Mandarin  
Assistant Congregation Pastor*

Born in Hong Kong and spent his life so far half and half in Hong Kong and Canada, Pastor Kai is sometimes dubbed as a camouflage who changes colors when needed for his versatility. Pastor Kai is the Assistant Congregation Pastor of Knight Street 11am Cantonese Service, he also oversees the Chinese Youth Ministry at Knight Street, with a helping hand in Mandarin Service Preaching Ministry as well. He has a passion to see youth coming to know Christ and be discipled. He used to serve at Far East Broadcasting Company in Hong Kong in the early 90's, and it was during that four-year span that he has developed a passionate heart for China Ministry. Pastor Kai has graduated from York University in Toronto with a Bachelor Degree in Linguistics, then Tyndale Seminary with a Master of Divinity Degree and is working towards his Doctor of Ministry Degree at Los Angeles' Fuller Seminary. Pastor Kai has been married to wife, Gorda, and they are blessed with two wonderful kids in Gianna (means "God's Grace"), 4 years old and Gavriel (means "God is my strength"), 1 year old. Pastor Kai's favorite sports are soccer and swimming. He also loves reading, writing, and music!



*Pastor Kai & Gorda Tang and their children,  
Gavriel and Gianna.*