

# MENTORING MATTERS FOR CHRISTIANS IN HEALTHCARE:

## THE **VOWS** OF EFFECTIVE MENTORING RELATIONSHIPS

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CEO-CMDA-USA  
November 11<sup>th</sup>/12<sup>th</sup>, 2021



**YOU MEAN TO TELL ME**

**I NEED A MENTOR?**

quickmeme.com

**New  
mentors?**

**Bring  
them right here**

quickmeme.com

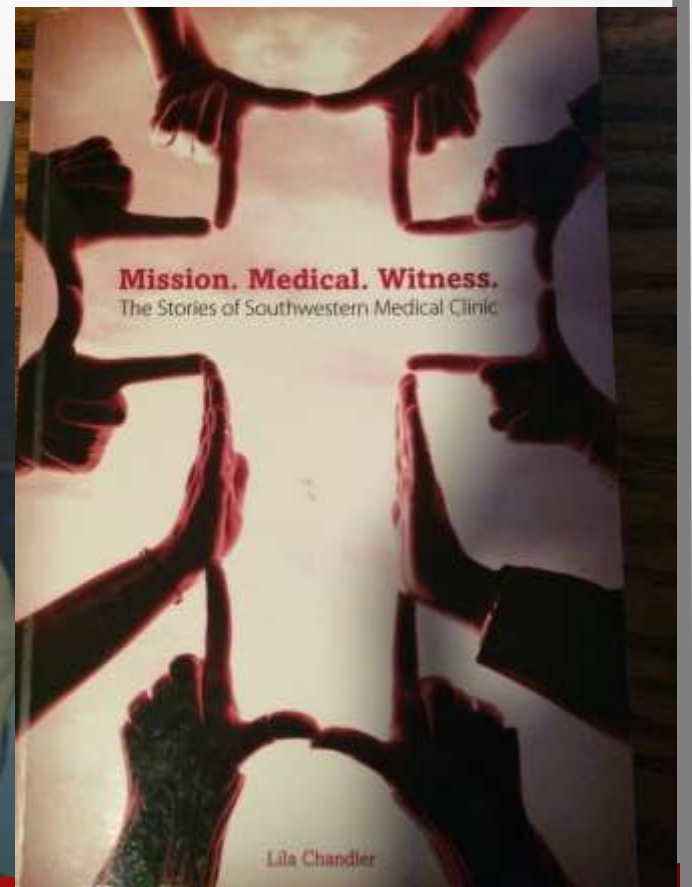
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# MY OBJECTIVES

- UNDERSTANDING THE VITAL ROLE PLAYED BY MENTORING FOR AND BY HEALTHCARE PROFESSIONALS IN THE SETTING OF CROSS-CULTURAL MINISTRY
- DESCRIBE THE KEY INGREDIENTS OF A FULFILLING AND SUCCESSFUL HEALTHCARE MENTORING EXPERIENCE
- CONSIDER THE BASIC COMMITMENTS REQUIRED FROM BOTH MENTOR AND MENTEE IN ORDER FOR BOTH PARTIES TO CONSIDER THE EXPERIENCE WORTHWHILE



# SURGERY DEPARTMENT



*“ WE STRIVE TO BE A DISTINCTIVE ROLE MODEL AND LEADER IN THE INTEGRATION OF MEDICAL CARE, CHRISTIAN WITNESS, AND MISSIONS ”*

# The Chupp family in Kenya 1996 - 2016







**20+ YEARS AS PART OF A GROWING MIRACLE**  
**“WE TREAT – JESUS HEALS!”**



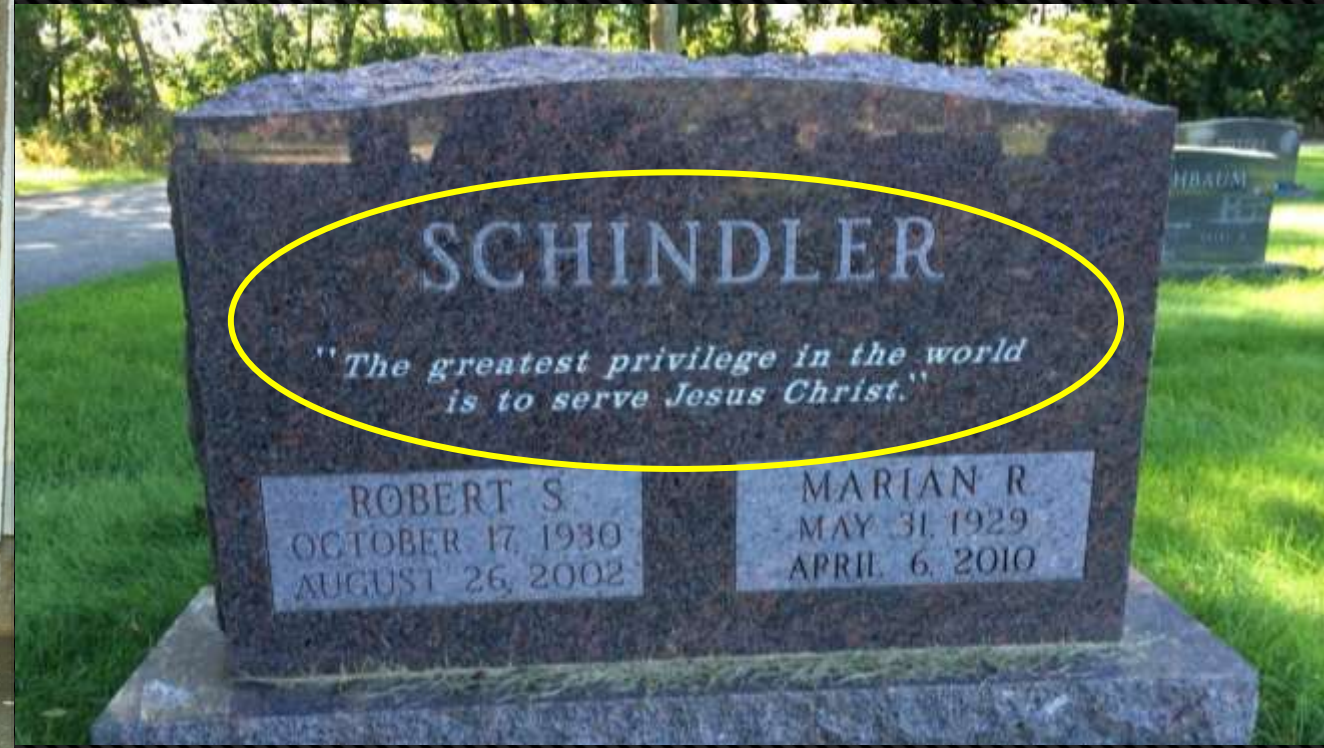
WHY A  
MENTORING  
TALK?

*MENTORS  
HAVE MADE A  
HUGE  
DIFFERENCE IN  
MY LIFE!*





# Dr. Bob Schindler: Past CMDA & ICMDA President General surgeon/Missionary/Ambassador/Friend





Why does  
mentoring matter  
to me?



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# Missionary Discipleship **Mentor Program** Mentor's Book

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Dr. Dan Schafer-WGM





2 Timothy 1: 6, 7





# Tenwek PAACS Surgery Residents

 <p><i>Dr. Mark Oloo</i></p> <p>Second year surgical resident Email: johannesmno@gmail.com</p>	 <p><i>Dr. Justus Landu</i></p> <p>First year surgical resident Email: balapira@gmail.com</p>	 <p><i>Dr. Pastor Lodu</i></p> <p>Fifth year orthopedic surgery resident From South Sudan Married to Anita 3 year old daughter Keji Email: balapira@yahoo.com</p>	 <p><i>Dr. Agneta Odera</i></p> <p>Graduated January 2013 (Fitted with one of her patients) Staff surgeon at Tenwek Hospital Email: stacyagsets@gmail.com</p>	 <p><i>Dr. Michael Muschiro</i></p> <p>Third year surgical resident Married to Liz Muschiro (also a resident) Email: dachs1002@yahoo.com</p>
 <p><i>Dr. Ivan Seno</i></p> <p>Third year surgical resident Email: senobbb@hotmail.com</p>	 <p><i>Dr. Yvonne Ndegwa</i></p> <p>First year resident Email: ndegwa.wairimu@gmail.com</p>	 <p><i>Dr. Elijah Musaura</i></p> <p>Fifth year surgical resident Married to Caroline Email: elijahmusaura@yahoo.com</p>	 <p><i>Dr. Philip Blosso</i></p> <p>Fourth year surgery resident Married to Linda Email: oolophil@gmail.com</p>	 <p><i>Dr. Arega Fekadu</i></p> <p>Graduated January 2013 Diverting a new surgical residency at a Malawi Christian Hospital in Malawi Getting married to Bikira in November 2014 Email: dsurgfekadu@gmail.com</p>
 <p><i>Dr. John Kanyi</i></p> <p>Third year surgery resident Email: kikaanyi@gmail.com</p>	 <p><i>Dr. Liz Muschiro</i></p> <p>Third year surgery resident Married to Michael Muschiro (also a resident) Email: elizabethokemwa@yahoo.co.uk</p>	 <p><i>Dr. Victor Sowoyi</i></p> <p>First year orthopedic surgery resident Email: vicowoyi@gmail.com</p>	 <p><i>Dr. Valentine Mbezi</i></p> <p>Second year surgical resident Married to Irene Email: vmbezi@yahoo.com</p>	 <p><i>Dr. Jack Okumu</i></p> <p>Fifth year resident Married to Doreen 3 year old son Adrian Email: okumajack@yahoo.com</p>
			 <p><i>Dr. Damaris Mbalu</i></p> <p>Fourth year resident Married to Darius Email: damarismbalu@yahoo.com</p>	

# They must increase, we must decrease!

Preparing post-grad African physicians to serve in Africa  
2 Timothy 2:2





# CMDA USA STRATEGIC PLAN (2021 -2024)

## OBJECTIVE #1

HOW CAN CMDA LEVERAGE MENTORING RELATIONSHIPS  
IN ORDER TO KEEP MEMBERS ENGAGED THROUGH THEIR  
PROFESSIONAL TRANSITIONS?

MENTORING THROUGH TRANSITIONS



# HEALTHCARE PROFESSIONAL TRANSITIONS

- Undergraduate preparation and quest to enter grad school
- Graduate school ladder from basic science to clinical
- Transition to Residency and/or Fellowship
- Transition to Clinical Practice or Academic Career
- Changes in Career/Job/Position/Leadership
- Marriage and Family transitions
- Retirement prep and transition
- End of Life preparation



*“Every serious follower of Christ needs a Paul, a Timothy, and a Barnabas in their life.”*

**Dr. Gene Rudd**

(former Senior VP  
CMDA US & ICMDA  
Board member)





# Who or What is a Mentor?

- ▶ Is a loyal friend, confidant, and advisor
- ▶ Is a teacher, guide, coach, and role model
- ▶ Is entrusted with the care and education of another
- ▶ Has knowledge or expertise to nurture another person of ability
- ▶ Is willing to give what he or she knows with no expectation of reciprocation or remuneration
- ▶ Represents accomplishment, knowledge, skill, and virtue
  - ▶ Baylor University mentoring program guidelines



# AN UNCOMMON GUIDE TO RETIREMENT

FINDING GOD'S PURPOSE FOR  
THE NEXT SEASON OF LIFE

JETT HAANEN



What makes for effective  
mentor/mentee relationships?

**“Both sides have to add  
value to each other, or  
it never works out.”**

**RECIPROCITY IS KEY!**

# “CAMEO” MENTORING:

Def.: a minor part played by a prominent performer in a single short scene of a mentees life

- Listen and ask questions about their story (Don't dominate the discussion)
- Suggest resources/training they might pursue
- Introduce them to someone (?local) who may have even greater impact over time
- Pray with them and keep the door open





## Making vows or oaths: Baba God does it!

Hebrews 6: 16 – 18 NLT

<sup>16</sup> Now when people take an oath, they call on someone greater than themselves to hold them to it. And without any question that oath is binding. <sup>17</sup> God also bound himself with an oath, so that those who received the promise could be perfectly sure that he would never change his mind. <sup>18</sup> So God has given both his promise and his oath.







The **VOWELS** of  
Effective Mentoring Relationships

**A E I O U Y**

# The VOW-EL







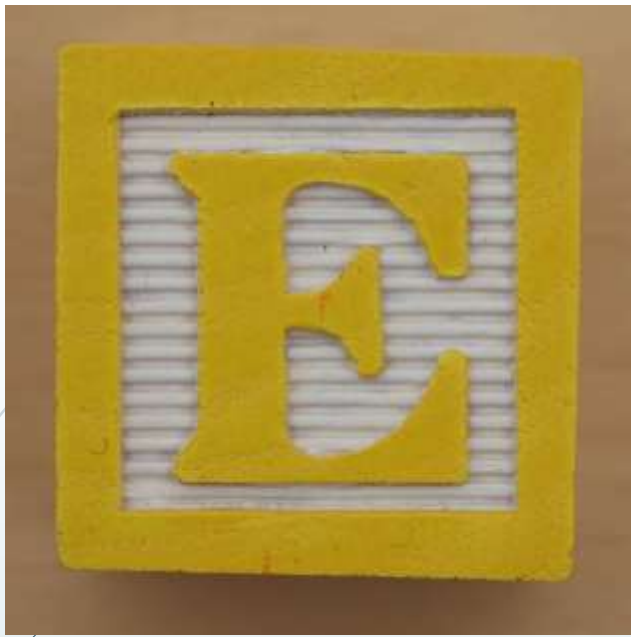
# THE VOW

I will be AVAILABLE and AFFIRMING  
as long as God keeps the door  
open in this relationship.

# The VOWEL







# THE VOW

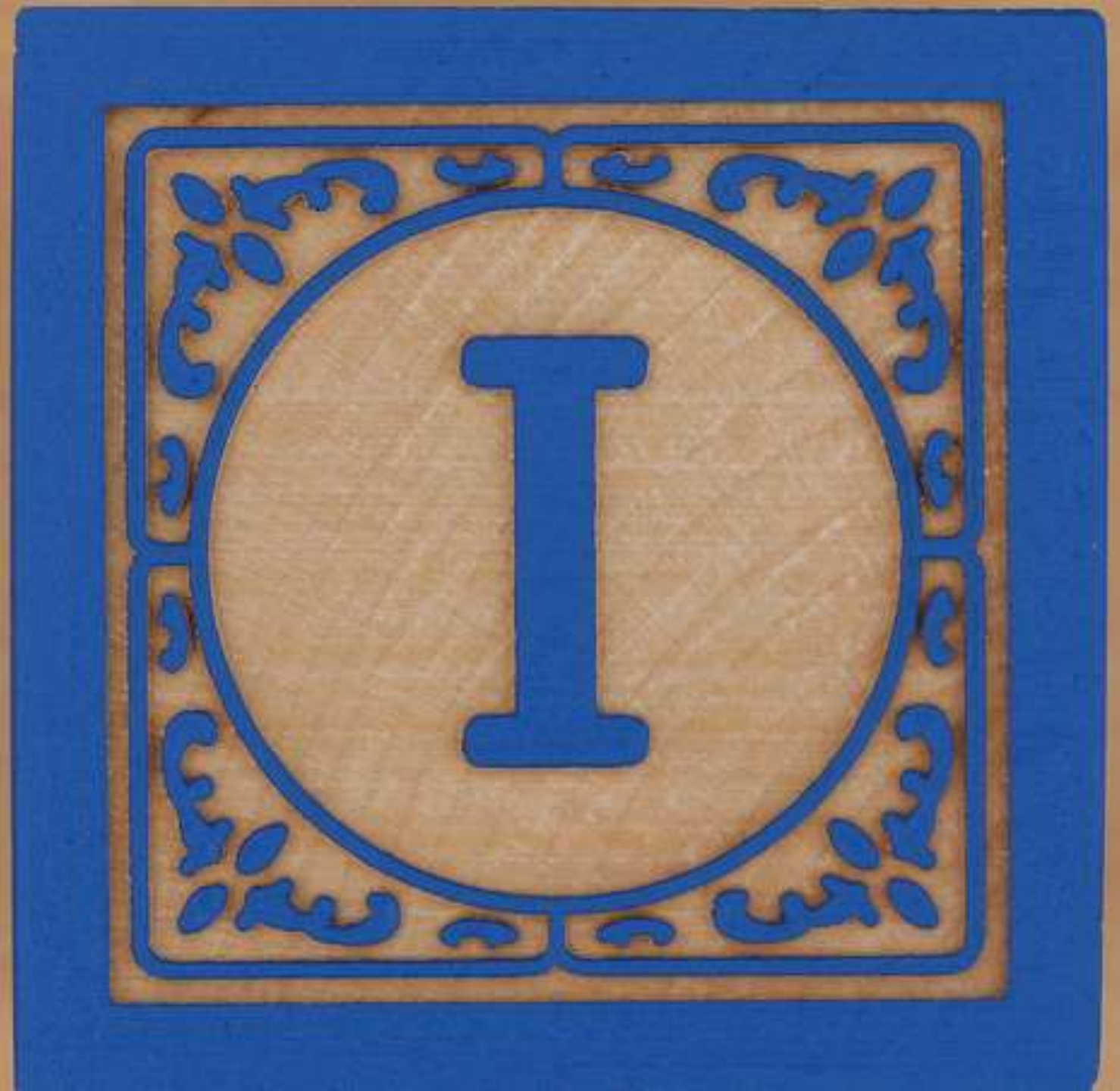
I will share my EXPERIENCES and EXPECTATIONS with complete transparency.

# Characteristics of Successful and Failed Mentoring Relationships: A Qualitative Study Across Two Academic Health Centers

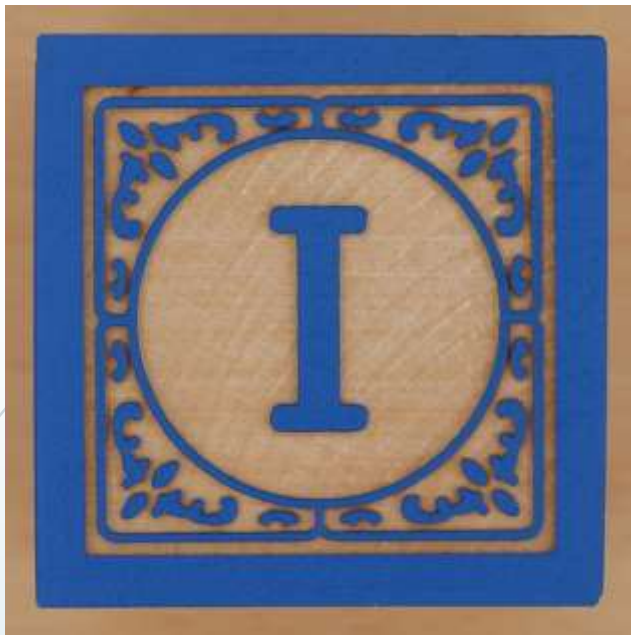
Sharon E. Straus, MD, et al. Acad Med 2013 Jan; 88(1): 82 - 89

“Having a wealth of experience to draw from in terms of prior mentor–mentee relationships that at my stage and my career I wouldn’t be obviously looking for a junior mentor because I myself mentor other people so I would be looking for more senior mentors who have a wealth of experience and can reflect on sort of where I am in my stage of my career and ... find someone at the appropriate stage of their career who has had significant personal life experience in the “school of hard knocks” but also has prior mentor–mentee relationships over a number of years or the number of different mentees so that they’ve been able to draw from that wealth of experience.”

The  
VOWEL







# THE VOW

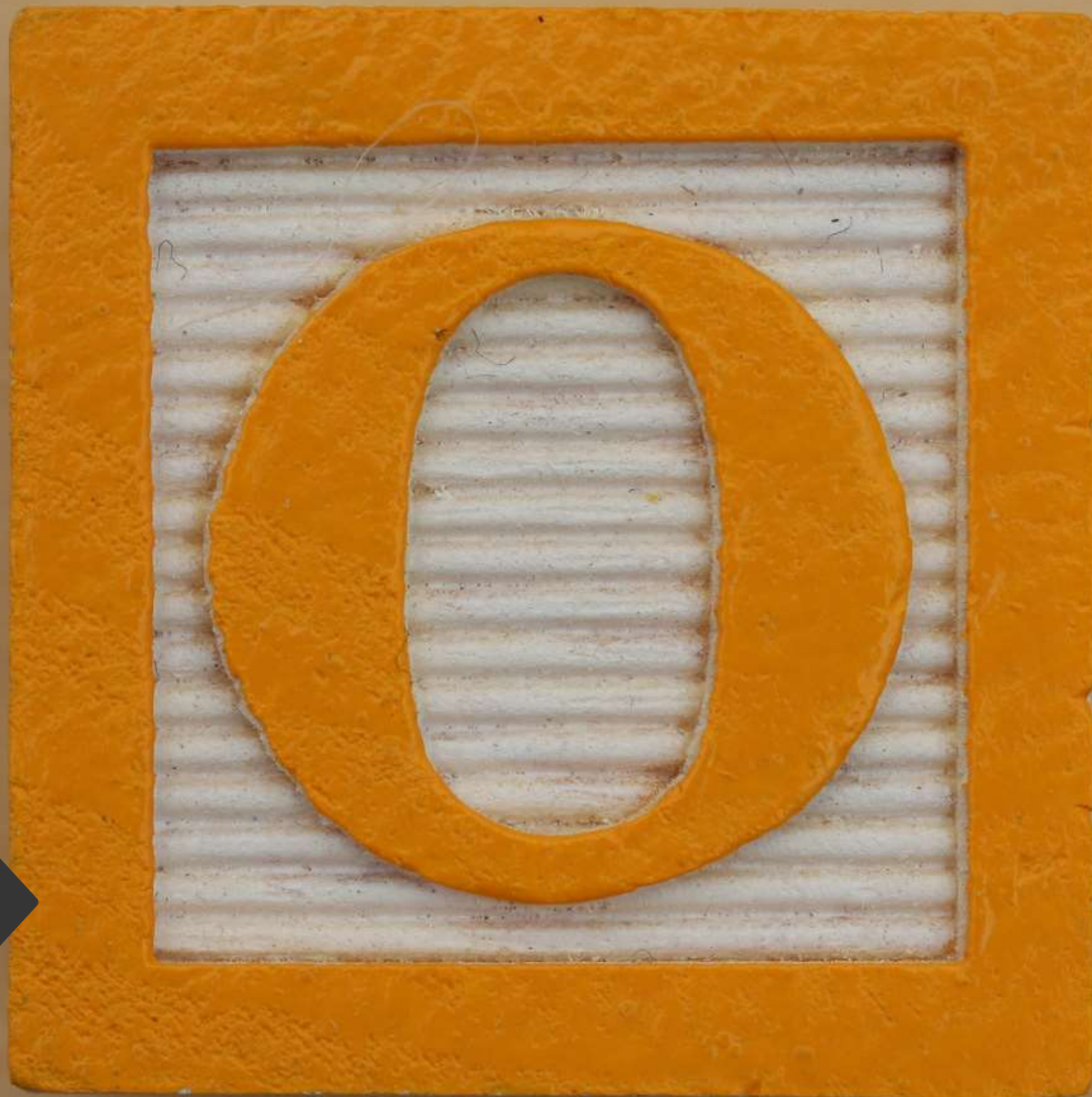
I will remain INTERESTED and INTENTIONAL in cultivating this relationship over time.

## Who is responsible?

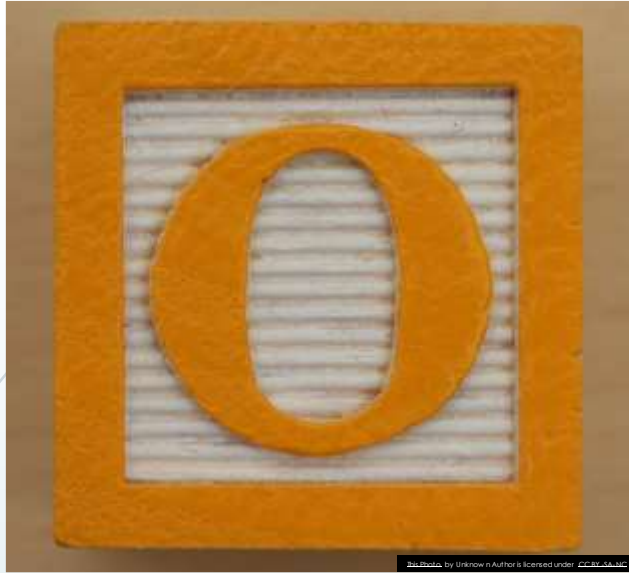
Most mentoring programs and mentoring research promote the concept that the **MENTEE**, NOT THE MENTOR, is responsible for initiating this relationship though both must be equally intentional in its growth and success.



# The VOWEL







# THE VOW

I will welcome OBSERVATION of my life, work, and ministry, whenever possible, and foster OPENNESS in communications between us.

# The Power of Observation

- “The high privilege of being a mentor.....a mentor is someone who has earned the right to become a trusted counselor, a personal coach and guide, who plays a significant role in shaping another person's life. Heroes live at a distance....mentors live up close and personal, providing hands on guidance and correction and affirmation in face to face encounters. Mentors are chosen based upon **observation**. A life well lived allows us the privilege of positively impacting another life.

Chuck Swindoll, A Life Well Lived, 2007, p. 99

- One of my mentors once said, “People will learn more about the grace of God watching you handle suffering and adversity than success and prosperity. Think about that in light of the pandemic.”

Dr. Bill Geiger, Tennessee CMDA State Rep



## A Systematic Review of Qualitative Research on the Meaning and Characteristics of Mentoring in Academic Medicine

[Dario Sambunjak](#), MD,<sup>1,2</sup> [Sharon E. Straus](#), MD MSc FRCPC,<sup>3</sup> and [Ana Marusic](#), MD<sup>1,4</sup>

“Mentees should perform self-reflection and reveal flaws so that their mentors can interpret and critique behavior. Courage is needed on the part of mentees to face their weaknesses and to make effective changes.”

J Gen Intern Med. 2010 Jan; 25(1): 72–78



The  
VOWELS





# THE VOWS



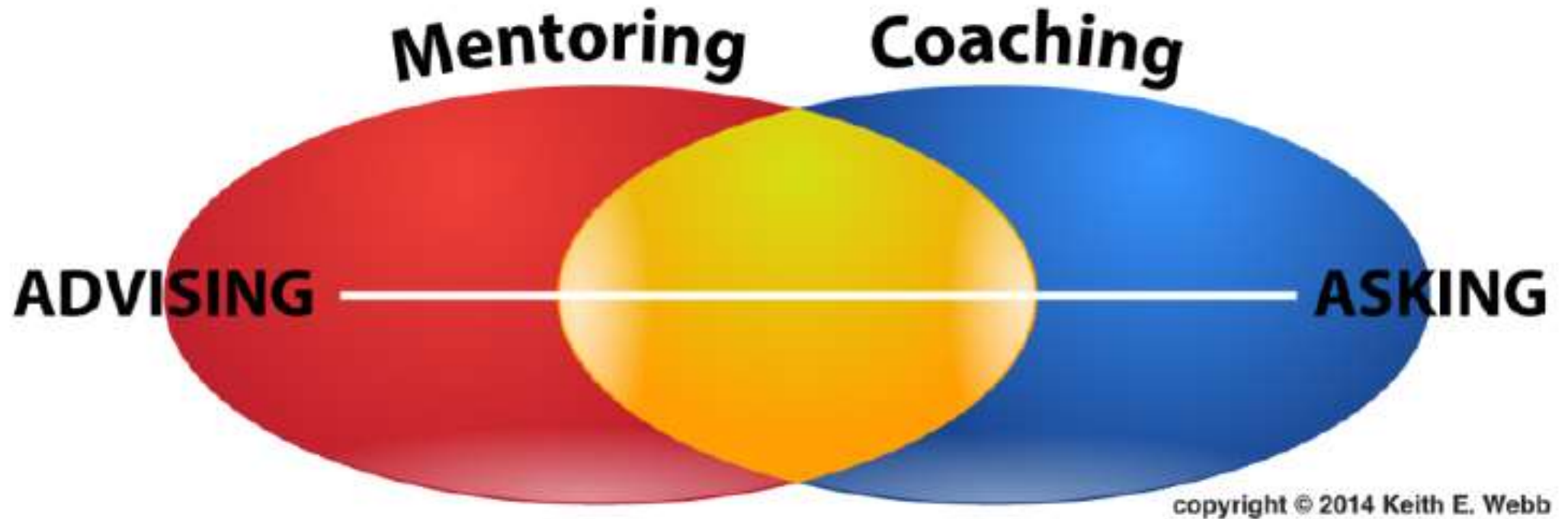
I will be UPFRONT and sometimes asking WHY?  
(Or What? Or Who? Or Where? Or How?)

# Characteristics of Successful and Failed Mentoring Relationships: A Qualitative Study Across Two Academic Health Centers

Sharon E. Straus, MD, et al. Acad Med 2013 Jan; 88(1): 82 - 89

*“I think that the mentor should play the role of listener so it’s important to listen to what the mentee is saying in terms of what their important goals and objectives are when you’re sort of working through a problem as far as trying to give advice. It’s hard not to kind of impose your ideas and what you think would be right for yourself onto the situation but I think a good mentor kind of listens to each individual mentee and tries to give advice ... tailored to that specific person and their own goals and objectives with respect to the certain problem.”*

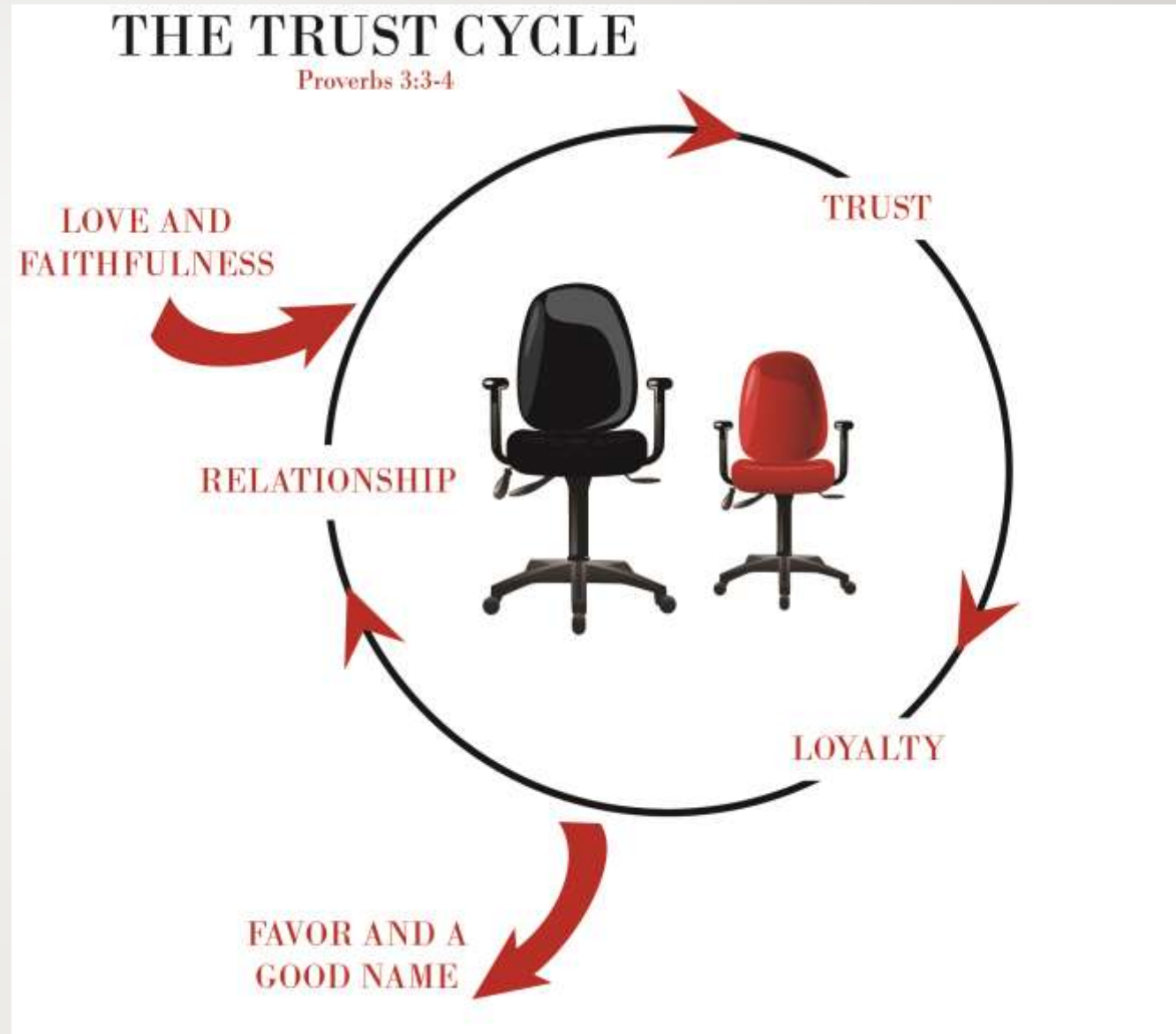




- Coaching is **task-oriented**. Mentoring is **relationship-oriented**.
- Coaching is **short-term**. Mentoring is **long-term**.
- Coaching is **performance-driven**. Mentoring is **development-driven**.

## Proverbs 3: 3, 4

“Let **love and faithfulness** never leave you. Bind them around your neck. Write them on the tablet of your heart. Then **you will win favor and a good name in the sight of God and men(tors) & men(tees).**”



# Mentoring Resources

- ▶ CMDA Mentoring Guide (for student mentoring/discipleship): <https://bit.ly/3eYY74A>
- ▶ CMDA Life & Leadership Coaching resources: [CMDA Coaching Resources](#)
- ▶ MedicalMissions.com Search “Mentor” (many articles on missions mentoring)
- ▶ John Maxwell, Mentoring 101
- ▶ Ken Blanchard, One Minute Mentoring: How to find and Work With a Mentor—and Why You’ll Benefit from being one. 2017
- ▶ American Association of Physician Leadership: many physician mentoring articles
- ▶ The book of 2<sup>nd</sup> Timothy (Paul mentoring Timothy)
- ▶ Denver Seminary Training and Mentoring Guide ([DenSem TrainMentor Guide 2017 .docx](#))
- ▶ My email address: [mike.chupp@cmda.org](mailto:mike.chupp@cmda.org).



THANK YOU

A group of diverse hands holding up large, colorful letters that spell out 'THANK YOU' against a light blue background. The letters are thick and have a white outline. The colors of the letters are: T (teal), H (yellow), A (blue), N (pink), K (purple), Y (teal), O (yellow), and U (pink). The hands are of various skin tones and are wearing different clothing, including a tattooed arm, a patterned sleeve, a white shirt, a blue shirt, a yellow sleeve, a red sleeve, a grey sleeve, and a black watch.