



# *Mentoring Moments* for Leaders

## “Growing Kingdom Leaders For The Harvest”



## Session One: Empowering Leadership

### Why the Early Church Grew So Quickly

The Early Church grew from 120 people to 20 million in 200 years. Similarly, the Chinese church, while existing underground and outlawed, expand at the same rate... without professional leaders, training facilities, or buildings. What is the dynamic that caused such phenomenal growth?

### Addition of New Christians:

- ❖ Acts 2: 41, 47 – Added to the Church
- ❖ Acts 5:14 – Increasingly Added
- ❖ Acts 11:24 – Great many were added

### Multiplication of Disciples:

- ❖ Acts 6:1, 7 - Disciples were multiplying.

### Multiplication of Churches:

- ❖ Acts 9:31 – Churches growing and multiplying.

### Paul's Improving Approach to Ministry:

Paul the apostle changed from an addition approach to ministry to a multiplication model. See hand out, *An Examination of Paul's Improving Missionary Advancement*, by Neil Cole.

It was only after his 3<sup>rd</sup> Missionary Journey that Paul shared with Timothy the principle of multiplication (2 Tim. 2:2).

### Addition Vs Multiplication

The chart below shows how multiplication is much more powerful than addition. To demonstrate *addition*, we start out with 100,000 churches that will lead one new person to Christ every week. It will take 1,154 years to reach the current world's population (6.6 billion). To demonstrate *multiplication*, we start out with one Christian. This Christian will lead only one person to the Lord each year. The Christian will then invest a year bringing the new convert into spiritual maturity. The following year, the two Christians will each lead a person to the Lord and spend a year leading them into spiritual maturity. Every year, this doubling process continues. Using multiplication, the present world's population can be reached in less than 34 years.

## Notes

## Addition Vs. Multiplication

Date	Addition (# of converts) Weekly Basis	Multiplication of Disciples (Annual Basis)
1	5,200,000	1
2	10,400,000	2
3	15,600,000	4
4	20,800,000	8
5	26,000,000	16
6	31,200,000	32
7	36,400,000	64
8	41,600,000	128
9	46,800,000	256
10	52,000,000	512
15	78,000,000	16,384
20	104,000,000	524,288
25	130,000,000	16,777,216
30	156,000,000	536,870,912
31	161,200,000	1,073,741,824
32	166,400,000	2,147,483,648
33	171,600,000	4,294,967,296
34	176,800,000	8,589,934,592

Notes

## Empowering Leadership

**em·pow·er** ( m-pou r)

*tr.v.* em·pow·ered, em·pow·er·ing, em·pow·ers

1. To invest with power, especially legal power or official authority. See Synonyms at authorize.
2. To equip or supply with an ability; enable

### **What empowering leadership is NOT,**

taken from Steven Arterburn's *Faith That Hurts, Faith that Heals*.

### **"10 Rules of Toxic Leadership"**

#### **Control**

The leader must be in control of every aspect of the organization at all times.

#### **Blame**

When problems arise, the leader finds a "guilty" party to blame immediately.

#### **Perfectionism**

The leader's motto: Don't make mistakes.

#### **Delusion**

Never point out the reality of a situation.

#### **Emotional Denial**

Never express your feelings unless they are positive.

#### **Blind Loyalty**

Don't allow others to ask you questions, especially if they are tough ones.

#### **Rigid Conformity**

Don't do anything outside of your role.

#### **Mistrust**

Don't trust anyone but yourself.

#### **Avarice**

Nothing/no one is more important than the "bottom line."

#### **Image Idolatry**

At all costs, keep up your image and the image of the organization.

Notes

### What Empowering Leadership is...

Jesus' promise in John 14:12–13 shows that noble leadership seeks to empower others to achieve results even greater than the leader has achieved. The true leader seeks to achieve great goals more than great personal gain. Rather than being intimidated by his followers' potential, he rejoices in their growth, development, and achievements.<sup>1</sup>

<sup>1</sup> © Study notes from the Word In Life Study Bible, copyright 1993,1996, by Thomas Nelson, Inc. All rights reserved. Used by permission.

### Empowering Leaders...

- ❖ Delegate well and share ministry freely
- ❖ Lead through vision
- ❖ Lead through mentoring and equipping
- ❖ Lead change well<sup>2</sup>

### Empowering Leaders ...

- ❖ Have a vital, growing relationship with God
- ❖ Possess character that sets a positive example (1 Timothy 4:12)
- ❖ Are personally secure in their sense of calling, gifting and their assignment from God
- ❖ Believe in and practice servant leadership
- ❖ Are self-aware, but not self-absorbed
- ❖ Are other-focused
- ❖ Are lifelong learners

### Jesus is the ultimate example. He...

- ❖ Related/loved
- ❖ Developed
- ❖ Equipped
- ❖ Empowered
- ❖ Released
- ❖ Reviewed

### Barnabas is another example.

- ❖ Sponsored Saul of Tarsus (Acts 9:26-27)
- ❖ Developed Saul (Acts 11:22-26)
- ❖ Partner with Saul (Acts 13:1)
- ❖ Released Saul to become greater than he was (Acts 13:13)
- ❖ Never stopped encouraging (Acts 15:36 ff)

### Reflection Activity

- ❖ Discuss with your team...
- ❖ Who in your life has been an empowering leader? What did you learn?
- ❖ What do you plan to do to empower leaders that you influence?
- ❖ How will ensure that the leaders you develop also catch the value of empowering leadership?

<sup>2</sup> From Natural Church Development by Christian Schwarz



## Session Three: Practical Tips for Mentoring Leaders

### Paul & Timothy

Timothy's Development (See Checklist).

- ❖ *Paul's Son in the Faith – 1 Tim. 1:2*
- ❖ *Paul's Helper – Acts 16:1-3; 19:22*
- ❖ *Paul's Fellow-worker – Romans 16:21*
- ❖ *Proven Servant – Philippians 2:22*
- ❖ *Fellow Sufferer – Hebrews 13:23*
- ❖ *Bishop of Ephesus – 2 Timothy 1:3*

### Principles of Effective Mentoring

1. The Purpose of Mentoring is to give not receive.
  - ❖ Equipping is to help them to develop:
  - ❖ Character
  - ❖ Calling
  - ❖ Competencies
  - ❖ Context
2. Start with a discipleship focus.
  - ❖ We all must learn to follow before we can lead!
3. Let them be tested before they serve. Start off newcomers with tasks not influential, high profile roles.
4. Ensure that emerging and potential leaders currently embrace the DNA of your church, i.e., there is agenda harmony.
  - ❖ DNA = Vision, Values, Mission, Beliefs, Style
5. Begin with the end in view and backwards engineer the process.
  - ❖ What leadership skills are necessary for the position? (See Checklist).
6. Don't Just Lecture, Ask Questions:
  - ❖ Drawing Out, Not Just Pouring In. (Proverbs 20:5 NLT).
7. Create different training paths for people with differing experience, maturity and aptitude.
  - ❖ For example, fast track learners will not be taught. Give them a new challenge and let them go and do it. Let them reflect upon their experience and rub shoulders with effective leaders.
8. Use a "Show – How" approach to training. **See Handout.**
  - ❖ Jesus personally used a four-fold process:
    - ✓ Come and See – John 1:37-39
    - ✓ Come and Follow – Mk. 1:17
    - ✓ Come and Serve – Mk 3:13-15
    - ✓ Abide and Go – John 15; Mt. 28:18-20

Notes

Develop leaders through a means and in differing contexts: E.g., delegation, on-the job training, informal and formal training, in a larger community setting, in small groups, one-on-one, etc.

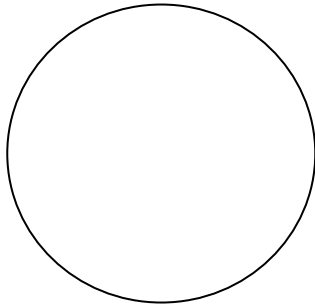
## Session Four: Ministry in Teams

### **Rationale For Team-Ministry:**

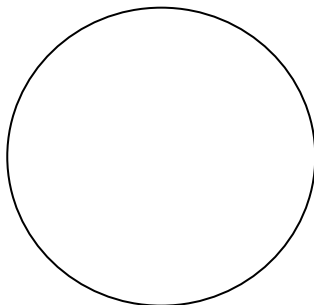
*We value doing ministry as "team." We believe that teamwork and ministry teams are the right approach to ministry. We are committed to the success of one another and place a higher value on team accomplishments than on individual accomplishments. "Two are better off than one because together they can work more effectively." (Ecclesiastes 4:9 GNB)*

*Fractals are simply repeating patterns in organic matters. The Lifehouse uses a six-step process of developing new ministry teams:*

**STEP 1** is to draw a circle that will encompass the responsibilities of the ministry.



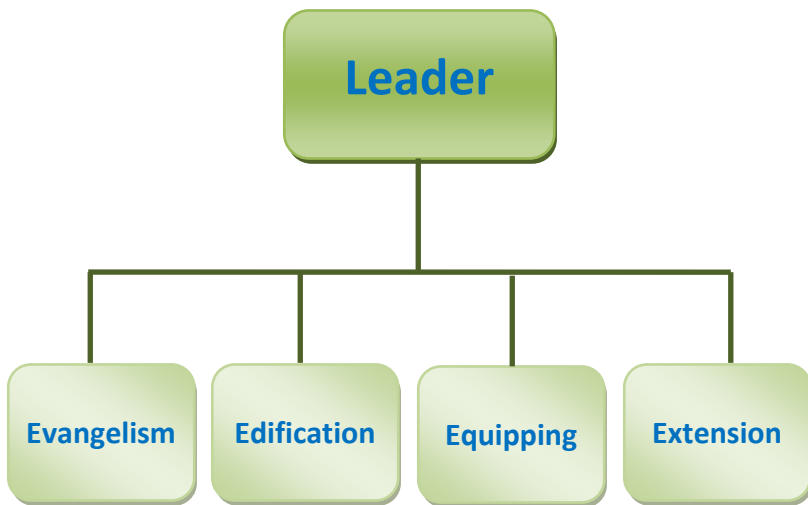
**STEP 2** is to divide the circle into four equal quadrants. In the "crosshairs" of the circle, write the purpose, goal or objective of the ministry.



**Note:** A good mission statement answers the following three questions: **What** Am I called to do, **Whom** Am I called to reach and **How** will we do it.

**STEP 3** involves identifying the four essential elements of the ministry that describe its purpose. For example, our missional strategy includes the four elements: vangelism, edification, equipping and extension.

**Notes**



**STEP 4** is to determine what gift mix and talents are required for the leader in each of the four areas.

- S.** stands for \_\_\_\_\_
- H.** stands for \_\_\_\_\_
- A.** stands for \_\_\_\_\_
- P.** stands for \_\_\_\_\_
- E.** stands for \_\_\_\_\_

**STEP 5** is to identify leaders for each of the areas that possess the corresponding gifts.

**STEP 6** is to enlist them.