

# The Wisest Investment You'll Ever Make

(Mentoring Future Leaders)

*"Then He appointed twelve, that they might be with Him and that He might send them out to preach." (Mark 3:14)*

Jesus welcomed people to come to Him for mentoring. He was and is the ultimate mentor. He developed imperfect humans to become effective leaders. Jesus did everything a mentor can do to enable the disciples to flourish in their personal lives and ministry.

In Matthew 11:28-30, He says, *"Take My yoke upon you, and learn from Me, for I am gentle and lowly in heart, and you will find rest for your souls. For My yoke fits perfectly, and the burden I give you is light."* In those days a yoke was used for oxen as they labored in the field. The yoke He spoke of was designed to harness two oxen, a strong one and a weak one. The weaker of the two was present to learn what it meant to work in the field through "on-the-job" training from the stronger ox. Most of the weight was carried by the strong one until the development process was complete. What a vivid picture of the mentoring process.

BIBLICAL  
BASIS

## A Definition of Mentoring:

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\_\_\_\_\_.

## A Definition of Empowerment:

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\_\_\_\_\_.

## Leadership and Commitment

### 1. We must be committed to a \_\_\_\_\_.

Our mentees must sense our commitment to them as people, not as projects. We must love them and have their best interests in mind. Leaders cannot be developed in massive crowds. They are developed individually through life on life mentoring.

**Question:** Who is someone you could mentor or equip for ministry?

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\_\_\_\_\_

2. **We must be committed to a \_\_\_\_\_.**

There will be ups and downs through the season you meet with your mentee. We must step back and see the process they are in and the steps required for growth, understanding the big picture of their life. We must be discerning.

**Question:** What steps should you take to train them?

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3. **We must be committed to a \_\_\_\_\_.**

Our final commitment must be to the end result. We must determine that we will help them get from where they are to the goal that has been mutually set. Just as God will complete the work He has begun in us (Phillipians 1:6), we must see the finished product inside our mentees and fulfill our commitment to them. We must be diligent.

**Question:** What purpose are you accomplishing?

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EXAMINE  
THE WORD

**John 15:15**

*"No longer do I call you servants, for a servant does not know what his master is doing; but I have called you friends, for all things that I heard from My Father I have made known to you."*

**Matthew 28:18-20**

*"And Jesus came and spoke to them, saying, 'All authority has been given to Me in heaven and on earth. Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age.' Amen."*

## The Process of Training Leaders

### STEP 1: Model

The process begins with the mentor doing the tasks while the mentee watches. Be sure to give the mentee the opportunity to see the whole process. Too often the mentor begins in the middle of the task and confuses the mentee. When the mentee sees the task performed correctly and completely, it demonstrates the process to imitate.

### STEP 2: Mentor

During this next step, the mentor will continue to perform the task, but this time the mentee comes alongside and assists in the process. Take time to explain not only the *how* but also the *why* of each step. There should be lots of communication happening at this stage.

### STEP 3: Monitor

At this point, the mentor and the mentee exchange places. The mentee performs the task and the mentor will assist and correct. It is especially important during this phase to be

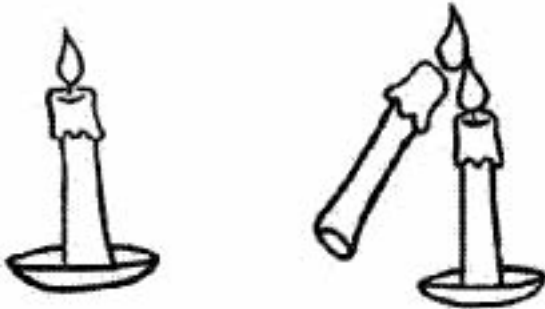
positive and encouraging to the mentee. It will help the mentee to keep on trying and wanting to improve rather than give up. Work together to develop consistency. Once the mentee understands the process, have him/her explain it back to the mentor. The explanation will reinforce the process in the mentee's memory.

#### STEP 4: Motivate

At this point the mentor will step out of the task and relinquish the responsibility to the mentee. The assignment of the mentor is to make sure the mentee has the knowledge to do the task and the encouragement to continue to improve. It is important for the mentor to stay with the mentee until success is realized. This will motivate the mentee to make improvements to the process.

#### STEP 5: Multiply

Once the mentee does the job well, the next step is for the mentee to become a mentor. As teachers know, the best way to learn something is to teach it. The beauty of the mentoring process is that it allows the mentor to move on to other important developmental tasks while the new leader is now capable of fulfilling various tasks and leading others.



TRUTH IN A  
PICTURE

A candle loses nothing when it lights another; instead it doubles its brightness. This is how mentoring works. Leaders invest their time and insight into an emerging leader and begin to multiply their effort. While the work seems slow at first, it grows at an exponential rate!

#### Gifts That Good Mentors Give Away:

1. \_\_\_\_\_

The human mind thinks in pictures. We are visual people living in a visual age. Stories, analogies and metaphors help us to retain important information. When mentors paint pictures with their words, it helps those being mentored to grasp the concepts they are being taught. Mentors paint pictures through stories, analogies, word pictures and parables.

2. \_\_\_\_\_

Everyone possesses some knowledge of truth. Most people, however, are determined to understand it so strongly that they can use it in everyday life. Simply put, "handles" are things we can grab on to. We give people handles when we summarize truths into a "user friendly" fashion. Truth then becomes a principle they can live by. When someone has a "handle" on something, it means they "own it" and can practice it, as well as communicate it to others. A good mentor can distill or crystallize truth so that the complex becomes simple.

## 3. \_\_\_\_\_

Road maps are items that help give us both direction and a “big picture” view. When we give someone a “road map” we are passing on a “life compass” to them. That map helps us travel on roads we've never known. These spiritual “road maps” help people not only see the right road, but also see its relation to all other roads. They provide perspective on the whole picture. This generally happens only when we communicate intentionally, not accidentally.

## 4. \_\_\_\_\_

When we provide “laboratories” for our mentees, we are giving them a place to practice the truth we've discussed with them. By definition, laboratories are safe places in which to experiment. We all need a “lab” to accompany all the knowledge and teaching we receive. In these labs, we learn the right questions to ask, the appropriate exercises to practice, an understanding of the issues, and experiential knowledge of what our agenda should be in life. Good laboratories are measurable and can be evaluated together.

## 5. \_\_\_\_\_

One of the most crucial goals a mentor ought to have for their mentee is to give them “roots and wings.” This popular phrase describes everyone's need for foundations to be laid, as well as the freedom to soar and to broaden their horizons. The foundation we must help to lay in our mentee involves the construction of a “character-based life” versus an “emotion-based life.” At the end of their time together, the mentee should possess strong convictions they can live by, as well as the self-esteem to stand behind those convictions. The deeper the roots, the taller the tree can grow, and the more durable that tree is during the storm.

## 6. \_\_\_\_\_

The final word picture that describes what a mentor provides for a mentee is “wings.” We give others wings when we enable them to think big, and expect big things from God and themselves. When people possess wings, they are free to explore and to plumb the depths of their own potential. When mentors give wings, they help mentees to soar to new heights in their lives. Consequently, it's as important to teach those mentees how to ask the questions as much as how to obtain the answers.

**Question:** Which of these “gifts” do you give away to others?

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## Jesus' Example of Mentoring

Jesus faced the task of changing the lives of people thousands of years after Him – and He succeeded. He did it without writing any books, building any schools, or founding any institutions. So if Jesus chose to deposit His legacy in people, we should learn His method and practice it as best as we can. In the Bible, we find the ideal model of a mentor to follow, Jesus, the Master-Teacher. The following is how He did it...

EXAMINE  
THE WORD

1. \_\_\_\_\_ in a life-related context.  
(He taught and instructed them verbally.)

Jesus constantly taught, most often with parables, and discussed hundreds of issues with the twelve. When the disciples would ask Him the meaning of a parable, He explained it, revealing insightful truth wrapped in a story. While His mentoring was so much more than “words,” it did, indeed, involve careful instructions on His part.

*“...Jesus climbed the mountain with His disciples and taught them...”* (Matthew 5:1)

EXAMINE  
THE WORD

2. \_\_\_\_\_ in a life-related context.  
(He modeled truths for the disciples to observe.)

Educational philosophy today relies too heavily on instruction. If Jesus had taught the disciples and had done nothing more, they never would have carried on His legacy. But Jesus shared His life with them. He deliberately gave the disciples His life as an example to watch. He knew they would learn faster if He showed them, not just told them. He taught with His life.

*“For I have given you an example, that you should do as I have done to you.”* (John 13:15)

3. \_\_\_\_\_ in a life-related context.  
(He let the disciples participate and apply truth themselves.)

After Jesus had modeled good leadership and taught spiritual truths, He didn't turn His men loose and move on. He gradually worked them into positions of independent leadership by giving them valuable experience. Jesus transferred the responsibility He felt for advancing God's Kingdom to His mentees (disciples). Jesus gave His followers an opportunity to practice what He had taught and to practice leadership. He gave them all ownership for the ministry through delegation and authority.

*“And He called the twelve to Himself, and began to send them out two by two, and gave them power over unclean spirits.”* (Mark 6:7)

4. \_\_\_\_\_ in a life-related context.  
(He debriefed their shared experience and assessed their growth.)

Jesus repeatedly evaluated the progress of His disciples. After the return of the seventy, He debriefed them, gave them instruction concerning priorities, and celebrated with them (Luke 10:17-24). He also gave individual assessment to His disciples, including specific feedback concerning their character and their capabilities. Once He trusted them with tasks, He knew they would need accountability on their performance.

*“Nevertheless, do not rejoice in this, that the spirits are subject to you, but rather rejoice because your names are written in heaven.”* (Luke 10:20)

The beautiful part about these principles is that every one of us can apply them. They are transferable concepts that anyone, in any generation, in any location can practice. If you want to leave a legacy, you must look for people to carry it for you. Find the right people, and use the right preparation process for each of them. Only as you pour yourself into them will they be able to pour out themselves for others. No one can give what he does not have.

## How to Get Started

- a. Pray for God to help you own the vision for mentoring other leaders.
- b. Select a potential mentee or group of mentees from your circle of influence.
- c. Spend two initial meetings to discuss both of your expectations and goals.
- d. Cast vision to them for spiritual reproduction and leadership multiplication.
- e. Determine what tool or resource you will study together.
- f. Ask for commitment.
- g. Determine how long and how often you will meet.
- h. Be prepared and set goals.
- i. Discuss and apply the truths together.
- j. Evaluate their progress regularly.
- k. Help them find a potential leader to mentor.
- l. Pray for the Holy Spirit's anointing, and launch them to multiply!

### ACTION PLAN

Remember, the mentoring process will feel slow at first. It is all about a movement, not a program. Programs usually start very big, then eventually lose momentum and become very small. Movements are just the opposite. They usually start very small, and grow very large.

The Son of God selected twelve men, not twelve hundred men. He said the Kingdom grows like a mustard seed. It is the smallest of seeds in the beginning, but eventually grows so large that birds can build nests in its branches. We are about a movement as we train leaders.

## When You Meet, Offer Them These Resources

Even if you've never really mentored other leaders before, you have the ability to offer some resources to them immediately. The following eight resources are ones that don't require you to learn a single new truth in order to provide them for a potential leader. Why not begin offering them to a small cluster of emerging leaders as you find them?

1. \_\_\_\_\_ – Ask tough questions; help them keep commitments.
2. \_\_\_\_\_ – Offer words of encouragement and support; affirm their strengths.
3. \_\_\_\_\_ – Evaluate their condition objectively; help them gain perspective.
4. \_\_\_\_\_ – Provide unconditional love and grace to them even when they fail.
5. \_\_\_\_\_ – Speak words of wise counsel and give them options for their decisions.
6. \_\_\_\_\_ – Offer words of caution and warning so they can avoid pitfalls.

7. \_\_\_\_\_ – Give them tangible gifts and resources – a book, a tape, or a personal contact.
8. \_\_\_\_\_ – Direct them to discover how they can practice what they've learned.

EMPOWERING PEOPLE		
SHEPHERDING	EQUIPPING	DEVELOPING
Care	Training for ministry	Training for personal growth
Immediate need focus	Task focus	Person focus
Relational	Transactional	Transformational
Service	Management	Leadership
Ministry by maintenance	Ministry by addition	Ministry by multiplication
Immediate	Short term	Long term
Feeling better	Unleashing	Empowering
Availability	Teaching	Mentoring
Focus on nurture	Focus on specific ministry	Focus on specific leader
No curriculum	Set curriculum	Flexible curriculum
Need oriented	Skill oriented	Character oriented
Maintenance	Doing	Being
What is the problem?	What do I need?	What do they need?
Problem focused	Purpose focused	Person focused
They begin to walk	They'll walk the first mile	They'll walk the second mile

**ASSESSMENT:** *Who are some people you could mentor and develop?*

ACTION PLAN

**APPLICATION:** *When will you begin the process?*

**We must commit ourselves to reproduce and multiply.**