



COLLABORATE AS LEADERS

Mentor Process Guide

Version 1.6



www.mentorlink.org

DEAR MENTOR,

Welcome to COLLABORATE AS LEADERS. This module is part of the MentorLink Institute. This is intended to be a voluntary process available to all who want to participate in a Mentor Group. Mentors may use this with anyone who may want to grow in leading like Jesus.

As a fellow Mentor, I trust this will be a life-changing experience as you grow to be more like Jesus in the way you serve. It is part of a process to take you and the others in your Mentor Group into the heart of what Jesus wants from those who lead in His Kingdom.

Our heart really is to serve you and to assist you to succeed in facilitating your Mentor Group. We are doing our best to make this a mentoring process that will make a difference in your life and mentoring of leaders to lead like Jesus.

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Overview: Collaborate As Leaders

In This Module You And Your Mentor Group Will . . .

1. Consider the significance of collaborative versus individual leadership.
2. Discover the biblical principles on which collaborative leadership rests.
3. Learn principles for implementing collaborative leadership.

Responsibilities . . .

1. Complete assignments for sessions before you meet together.
2. Meet with your Mentor Group weekly.
3. Pray for each other daily.

Sessions . . .

1. The Trinitarian Model
2. Two Models of Priesthood
3. An Enabled Community
4. The Problem Analyzed
5. Equipping and Releasing People
6. Implications of Collaborative Leadership

Session Goals

1. The Trinitarian Model

The goal of this session is to help each Mentor Group member discover that the model established by the Three Persons of the Trinity is the model implemented in the early church.

2. Two Models of Priesthood

The goal of this session is to help each Mentor Group member see clearly the implications of the transformation of the priesthood from an Old Testament to New Testament model after the death and resurrection of Jesus, and to discover that in New Testament practice leadership was not exercised from within a hierarchical structure.

3. An Enabled Community

The goal of this session is to help each Mentor Group member explore the significance of the fact that God has provided each believer with spiritual gifts, which leaders are responsible to encourage and help individuals develop. Each group members will also write a brief personal theology of leadership reflecting biblical concepts explored during the first three sessions.

4. The Problem Analyzed

The goal of this session is to contrast the way in which leaders from the day of the Pharisees to our own day tend to function. In the process of examining leadership styles Jesus condemned you and your Mentor Group members will better understand concepts introduced in this unit, and better define the leaders each wants to become.

5. Equipping and Releasing People

The primary goal of this session is to establish developing people as a leader's first priority, and to develop a few principles that are important for guiding leader's equipping ministry.

6. Implications of Collaborative Leader

The goal of this session is to explore implications of the typical organizational structures for collaborative leadership, and see how to take initial steps toward implementing collaborative leadership.

Collaborate As Leaders

[Mentor]

Using the “Collaborate As Leaders” Module

- 1 The **Collaborate As Leaders** module is intended for Christians operating in the church, para-church ministries, organizations and the marketplace. Its intent is to help leaders evaluate the style of leadership exercised in their organization and bring it into harmony with the New Testament pattern.
- 2 Other MentorLink modules provide training in the values, character and heart required for effective servant-leadership in an organizational setting.

Study Material and Assignments

- 3 It is essential that each Mentor Group member, including yourself, read and complete assignments **before** you meet. This is so important that you may wish to establish a rule that anyone who has not completed the reading and assignments may listen, but may not participate when you meet.

Like other MentorLink modules this one has two aspects: (1) assignments which you and your Mentor Group members complete before group meetings, and (2) group meetings at which you all share experiences and insights.

Leading The Group

- 4 This Mentor guide provides suggestions that will help you conduct the group sessions. As a Mentor it's important that you view yourself as a co-learner with your Mentor Group members, that you also complete the assignments before group meetings, and that you set an example of open and honest sharing.
- 5 Significant sharing takes time. For this reason we suggest you plan to meet for a minimum of 1.5 hours.

The process you will follow when you meet typically will involve four stages:

- Check up Brief reports of what's happening in each person's life.
- Content A discussion of the topic studied in preparation for your meeting.
- Impact Personal sharing designed to explore the impact of the truth on each of your lives and ministries.
- Prayer Prayer for each other's growth and any special needs.

Session 1: The Trinitarian Model

The goal of this session is to help each Mentor Group member discover that the model established by the three persons of the trinity is the model implemented in the early church.

Check up

Invite each Mentor Group member to identify who, in the organization in which they minister, performs the following functions: setting the vision, making the significant decision, allocating the resources.

Content

Together, work through the process of developing implications for leadership of basing a theology of leadership on a Unitarian versus Trinitarian concept of God. Focus attention on activity 5—comparing implications of the two. Be sure to discuss what practical differences each of the two is likely to make in how a leadership functions.

Impact

Review Acts 13 and determine which model is reflected there. When doing this your group members should see that not only was leadership of the church collaborative, but also that vision was set by God and decisions were made by him, and it was the responsibility of the leaders to discern his will

We'll have more on this later.

Challenge

Ask each Mentor Group member to be aware during the coming week of how leadership functions in the organization of which he is a part. Each will share his or her insights next week.

Prayer

Ask each Mentor Group member to silently offer a prayer of commitment to put what God teaches him or her during this study into practice, as much as he or she has opportunity. Close by praying that each individual will find ways to respond to God's Word in his or her church, para-church, or marketplace organization.

Session 2: Two Models of Priesthood

The goal of this session is to help each Mentor Group member see clearly the implications of the transformation of the priesthood from an Old Testament to New Testament model after the death and resurrection of Jesus, and to discover that in New Testament practice leadership was not exercised from within a hierarchical structure.

Check up

Invite your Mentor Group members to report on how leadership functions within their local church or their organization. Encourage your group members to give thorough reports.

Content

Briefly review the reading assignments [#1,2] in the Mentor Group Member Resource Guide. Then focus on the four Bible passages [#3]. What words or phrases did your group members underline? Let members explain their thinking as they identify the words and phrases. When all have had the opportunity to share, discuss the "fair" conclusions that have been drawn from these passages and listed under [#4].

Impact

Spend significant time discussing each of the nine questions listed under [#5].

Challenge

Ask each Mentor Group member to talk with one other who is familiar with their church or organization. Simply ask that person for his evaluation of the strengths and weaknesses of the leadership structure. To avoid the impression of being critical of the leadership, explain this is an assignment for a Bible study and the evaluation will be kept confidential.

Prayer

Share prayer requests, and bring them to the Lord together.

Session 3: An Enabled Community

The goal of this session is to help Mentor Group members explore the significance of the fact that God has provided each believer with spiritual gifts, which leaders are responsible to encourage and help individuals develop. Each group member will also write a brief personal theology of leadership reflecting biblical concepts explored during the first three sessions.

Check up

Ask each Mentor Group member to report on the view of the strengths and weaknesses of the leadership structure of the church or organization in which they minister.

Content

Have Mentor Group members show their sketches contrasting Christ's Body as viewed in Scripture with Christ's body functioning in the "real world." Often an activity like this crystallizes impressions in ways words alone cannot. Share answers to the personal experience questions on page 20, and discuss the experience of Larry Richards (#3, page 21) guided by the questions on page 22.

Impact

Move directly to the written statements of each members' theology of leadership, which should incorporate concepts stated in #5,#6 on pages 22, 23, and material from the first two sessions. Each group member should receive feedback from the others. If time permits, your group might want to outline elements they feel belongs in any theology of leadership.

Prayer

Pray, asking the Lord to use each of you to enable members of his body for their ministering work.

Session 4: The Problem Analyzed

The goal of this session is to contrast the way in which leaders from the day of the Pharisees to our own day tend to function. In the process of examining leadership styles Jesus condemned you and your Mentor Group members will better understand concepts introduced in this unit, and better define the leaders each wants to become.

Check up

Invite any to share what God is doing in their heart through this module so far.

Content

Focus first on the theology of leadership practiced by the teachers of the law and Pharisees. Let each person share and be sure to discuss the characteristics of the leadership exercised by these first century "good guys" (#2, page 26).

Then work through the ways your group members personally observed these characteristics in organizations like the one(s) in which they minister (#4, page 28).

Impact

With this as background your Mentor Group members should have been able to come up with a number implications for Christian leaders today (#5, page 29). If time permits, ask a volunteer to read his description of what he or she will be doing in 15 years, and receive feedback from the group.

Challenge

Suggest Mentor Group members exchange their "fifteen years from now" descriptions. Each is to read another's paper, and then to call him or her during the week and provide feedback.

Prayer

Encourage Mentor Group members to pray for each other, asking that the Lord might do far more than he or she can ask or even think, using him or her mightily in his kingdom.

Session 5: Equipping and Releasing People

The primary goal of this session is to establish developing people as a leader's first priority, and to develop a few principles that are important for guiding leader's equipping ministry.

Check up

Invite your Mentor Group members to tell what they learned about themselves from describing where they expect or want to be fifteen years from now.

Content

Focus on activity #2, page 32, and make a combined list of Jesus' priority activities in preparing the Twelve for leadership. Then discuss what you each learned from studying the Luke 10 passage. Pay particular attention to the fact that 72 were commissioned, not just the 12. Then listen to each other's paragraphs describing elements of an equipping ministry. Discuss the author's suggestion of six critical elements, and how they applied to Larry Richards' recollections of his experience in Bay Ridge Baptist Church.

Impact

Encourage each to share about his or her own experience of being equipped. Was it similar or different from Richards'? What has the life-impact of the similarities or differences been?

Challenge

Ask each Mentor Group member to consider how he or she is currently preparing and releasing any he or she is responsible to lead. Talk with at least one such person, and ask if he feels there's anything more you can do to help him develop.

Prayer

Pray for each other, focusing on issues and concerns that have been expressed during your session.

Session 6: Implications of Collaborative Leadership

The goal of this session is to explore implications of the typical organizational structures for collaborative leadership, and see how to take initial steps toward implementing collaborative leadership.

Check up

Invite Mentor Group members to share what a person he or she is responsible to lead feels about how he or she is being developed.

Content

Show each other your organizational charts [#1, page 37]. Then discuss how many of the authors' predictions about that church [#2, page 38] were essentially accurate. Have each report on what happened when he or she tried to select predicted characteristics of the church that supported collaborative leadership [#3]. [Hopefully, they were frustrated, for it's difficult to find even one that supports collaborative leadership, equipping and release.] Which characteristics hindered such ministry [#3, page 39]?

Impact

The authors state that it's unrealistic to expect sudden, radical change in established institutions, and make various suggestions for incremental changes that gradually move a church or organization toward the collaborative leadership model.

Take time to talk about the suggestions made, and to brainstorm for additional ideas of what kind of incremental changes might be made.

Challenge

Encourage your Mentor Group members to do what they can to move toward collaborative leadership. Warn them that this can be discouraging as progress will be slow and opposition will emerge. But the effort to implement biblical principles is worth it, and God will guide.

Prayer

Close with each praying as led.

In Closing

Dear Fellow Worker in the Kingdom,

Thank you for facilitating your Mentor Group. Around the world there is a need for people just like you. We praise Him that you answered His call. We also know that around the world emerging leaders are crying out for people just like you. For those in your Mentor Group, we thank you as well. You were there to make a difference in their lives and hearts.

Our heart is to continue to serve you as you continue your existing Mentor Group or start additional Mentor Groups. Let us know what your needs are and what resources you might need.

*Could you also send (email: info@mentorlink.org) us a few sentences or paragraphs and share with us what God is doing in your life and leadership as a result of your experience through the **COLLABORATE AS LEADERS** Module?*

Dr. Stacy Rinehart for the MentorLink Institute



What is your vision for “passing it on”?

You are now a steward of the heart issues in COLLABORATE AS LEADERS. To whom will you pass this on? We encourage you to form another Mentor Group and facilitate others through what you have just finished, or perhaps facilitating this group through another MentorLink module.

“Passing it on” is not about mastering content, being an expert or a teacher. It is about being available to guide others through the mentoring experience. Will you continue to pass it on?

For additional help in “passing it on,” go to
<http://www.mentorlink.org/index.php/resources/passing-it-on/>

Want to facilitate another module?

There are two options – bring together your own local group, or simply sign up to mentor a group. We have a Mentor Orientation for new mentors. Go to the MentorLink website for links.
<http://www.mentorlink.org/index.php/resources/global-mentoring-project/facilitate-a-group/>



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MentorLink Modules

NOTE: THERE ARE MENTOR PROCESS GUIDES AVAILABLE FOR EACH MODULE



LEAD LIKE JESUS

The model of leadership in the world is clear. But Jesus calls His followers to a different model of leadership for the Kingdom. This module will assist you and your group in discovering this reality and in beginning to apply its implications to your lives, leadership, and mentoring.



LEAD IN LIGHT OF ETERNITY

Jesus had much to say about how He will evaluate leaders who serve Him. He also had many harsh words for false leaders. Jesus promises to reward those who serve Him faithfully. This module will provide understanding regarding the leader's personal advantage to having this eternal perspective.



BUILD HIS KINGDOM

Jesus came preaching the Kingdom. His Kingdom is the ultimate reality in this life and the life to come. However, many build their own empires, thinking they are building the Kingdom, while their very means and motives are actually at odds with His Kingdom. This module will assist you and your group in seeing the difference between building for the Kingdom and a leader building for his own empire. This module also will assist you in mentoring others regarding this awareness.



BUILD GRACE ENVIRONMENTS

How we mentor and treat people flows from our understanding of what Christ has done and is doing in us. This module will assist you and your group in a deeper understanding of the depth and riches of the Gospel of grace and its applications in your leadership and mentoring.



COLLABORATE AS LEADERS

Jesus mentored those he chose and was with them. Paul was always with someone who co-labored with him, mentoring him in the process. This module will assist you and your group in developing a practice of leading and mentoring in the context of partnership and community.



LEADERS FOLLOW JESUS


This module is intended for Christians operating in church, para-church ministries, Christian organizations, and the marketplace. Its intent is to help leaders evaluate the style of leadership exercised in their organization and bring it into harmony with the New Testament pattern. In this module, participants come to understand both the foundational concepts and the learning process which underlies MentorLink training.



LEADERS ABIDE IN JESUS

Some of the last words of Jesus to His Disciples were, "Abide in Me". The Apostle John reflects the importance of this, "whoever says he abides in him ought to walk in the same way in which he walked." This module opens the door for mentors and mentees to look at their own walk with Jesus. It is from this "center" that we fellowship with the Son and with one another. It is also from this center that we bear fruit for His Kingdom.

ADDITIONAL MENTORLINK RESOURCES

-  **LEADER'S COVENANT**
A simple, yet profound description of true spiritual leadership in ten aspirational statements with Scripture passages.
-  **DAYS WITH JESUS**
Journey with Jesus to draw closer to His heart and discover how He wants us to live, lead and influence people. This video-based discipling tool uses The JESUS Film and thought-provoking questions for reflection and discussion.
-  **PASSING IT ON**
This seminar and manual are used for training groups in transformational mentoring. It will transform how leaders develop leaders.
-  **MENTORLINK INSTITUTE**
Learn to lead like Jesus and mentor others while participating in mentor groups. The MentorLink Institute is a tested and proven strategy that works through a network of partners and mentors.
-  **LEAD IN LIGHT OF ETERNITY**
This book by Dr. Stacy Rinehart is about Jesus and leading in His kingdom. *Lead in Light of Eternity: The JESUS Model* is for anyone who aspires to live and lead like Jesus in the workplace, the church, the mission field, or the world.
-  **TRANSFORMATIONAL VALUES**
Jesus' ways are to be our ways. The focus is on changing leaders from the inside-out and on the leader's character and heart. Five values shifts needed for leaders who want to move away from leading in the way of the flesh to leading more like Jesus.
-  **BLOGS AND BOOKS**
Check out blogs and books focused on the heart and development of servant leaders. Find practical mentoring tips, personal stories and solid biblical advice.

All resources can be found at www.mentorlink.org/index.php/resources/