



MentorLink Institute Mentor Orientation

Foundations for a Christ-Centered Leadership Movement

Equipping leaders with biblical values, strategies and practices for personal transformation, organizational change, and ministry multiplication.



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We count it a privilege to serve you in the Body of Christ. This manual has been developed by many people and field tested in numerous countries around the world. We anticipate that your interaction with and application of these values will enrich our leadership development ministry even more.

We come with a heart to serve you through our lives and through our materials. Our prayer and our vision is for every believing community to have effective Christ-like leaders, and for all leaders to have effective Christ-like mentors. We pray that grassroot movements of Christ-like leadership development will spontaneously and intentionally emerge in your country and around the world.

Serving with Him and you!
The MentorLink Team

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SESSION 1 – BEGINNINGS

WHAT IS MENTORING?

BIBLICAL MENTORING

Read the following passages and respond to the questions below.

- John 15:13-16
- Acts 11:21-26
- 2 Timothy 3:10-15

1. What are the characteristics of an effective mentor?

2. What does a mentor do in the process of mentoring?

3. What is the result of this mentoring process?

Definition of Transformational Mentoring

On the following page you will find our working definition of transformational mentoring. Please read it and the expansion of each phrase.



DEFINITION OF TRANSFORMATIONAL MENTORING

Transformational Mentoring is ...Taking the initiative to join someone's life journey and become one of God's instruments to help that person become all that God wants them to become and do all that He wants them to do.

1. Taking the **initiative** – the volitional processes of...

- Praying for God's heart and leading in my mentoring relationships
- Owning a mindset of "passing on" to others what God has given to me
- Adjusting my priorities and schedule to make room for mentoring
- Identifying possible mentors and mentees
- Intentionally initiating relationships for the purpose of mentoring

2. To **join** someone's life journey – the relational processes of...

- Praying for God's deepening of our relationship and the wisdom to draw out their hearts
- Spending time together on a consistent basis
- Earning trust, thereby gaining permission to join their life journeys
- Sharing my life and story appropriately to invite others into deepening intimacy
- Listening in order to really understand others' hearts
- Observing the major relational arenas of mentees' lives (God, family, finances, ministry, etc.) in order to discern needed areas of growth

3. And **become** one of God's instruments to help – the modeling processes of...

- Praying for the Spirit's presence and power in me
- Modeling lifelong learning and growth in my own life as a follower of Christ
- Being honest and transparent with mentees about my own growth, issues, and struggles
- Remaining humble and realistic about my contributions to others
- Cooperating with others who also have influence in mentees' lives
- Maintaining a servant heart versus a controlling attitude in our relationships

4. To help that person become all that God wants them to become and do all that He wants them to do – the transformational processes of...

- Praying for God to reveal Himself and His calling in their lives
- Asking powerful questions that will stimulate reflection and self-assessment
- Encouraging all positive steps in the direction of growth
- Engaging in the telling of personal stories with one another and others
- Helping them identify and develop their God-given design (gifts, abilities, passions) and calling
- Helping them identify areas of growth that hinder God's calling
- Praying, worshiping, and studying the Scriptures together toward personal growth
- Networking with others for personal growth
- Offering appropriate accountability for them
- Releasing the person to grow beyond my ability to make a contribution
- Challenging them to mentor and multiply themselves



Read the following and be prepared to discuss

CORE ISSUES IN DEVELOPING CHRIST-CENTERED LEADERS

Our spiritual “default”

We all have a natural *spiritual default system* that the Bible calls “the flesh.” The flesh refers to our physical makeup including our old memories and habits of fallen humanity.

Flesh versus Spirit

When a person is born again, however, a whole new dynamic becomes possible. We have a new nature and a new resource in the person of the Holy Spirit. But unless we rely upon the Holy Spirit (Galatians 5:16-25; Romans 8:1-13), our “default system” will exert itself.

Leadership flesh

Regardless of culture, language or denomination, Christian leaders seem to share many of the same fleshly tendencies as worldly leaders: control, power, hypocrisy, pride, and others. A leader who leads like Jesus follows Christ by walking in the power of the Holy Spirit and living out His transformational values.

Transformational Value Shifts

| Leaving behind leadership values and practices of the flesh | | Pursuing leadership values and practices of the Spirit |
|---|---|--|
| Building Personal Success Believing and acting as if God is primarily at work in the world through me, my ministry, or my organization; believing and acting independently of other Christians as if they are “less important.” |  | Building God’s Kingdom Having a personal and holistic understanding of the kingdom of God and a perspective that seeks the glory of Christ and the promotion of His Kingdom worldwide. |
| Environments of Control Living and leading in a performance-based or controlling environment which can produce competitiveness, critical attitudes, self-righteous pride and/or burnout. |  | Environments of Grace Leadership based on the finished work of Christ; living and leading in humility, openness, and love; treating others with acceptance, forgiveness, honesty, and loving accountability. |
| Power-based Leadership Leading primarily through position, power, and political influence; often relying on manipulation or organizational authority; a lack of trust and of empowering of others. |  | Servant Leadership Leading and influencing others through authentic relationships, integrity, and service; giving oneself to meet the needs of others and empowering them to succeed. |
| Elitism and Self-Sufficiency Attempting to be personally competent in every area of leadership responsibility; living as a stressed and relationally distant leader; difficulty working together as part of the Body. |  | Collaboration and Community Leading as part of a team that cooperates together to carry out God’s work; influencing through relationships, mutual accountability, delegation, and the empowerment of others |
| Accidentally Adding Other Leaders Small and inadequate numbers of leaders are developed through a reliance primarily on formal or formulaic programs. This is rooted in a focus on the <i>quantitative</i> (numbers and visible results). |  | Intentional Multiplication of Leaders Multiplying leadership growth through the mentoring of gifted, reproducing leaders whose hearts’ desire and commitment is to humbly and strategically expand God’s kingdom (<i>qualitative</i>). |



THE LEADER'S COVENANT

Read "The Leader's Covenant #1 below. Mark items that impress you. Be prepared to share briefly how LC #1 impacted you.

Note: You will find the full Leader's Covenant at the end of this manual, page 34. We will discuss one or two of these points in each of these sessions.

Leader's Covenant #1 - I AM ACCOUNTABLE TO JESUS.

I am responsible to Christ my Lord. He will evaluate and reward me. I have been called to a life of service, joy and sacrifice for my Lord, his kingdom and his people. I admire leaders around the world who make significant sacrifices, even giving their lives for the sake of my Lord. I take comfort that God rewards those who serve and sacrifice for him and his people. I grieve that some leaders act as though Jesus has nothing to say about their ministry, the way they treat people or the way they lead. They also do things to be noticed publicly and in so doing, have their temporal reward. Yet I know that my Father, who sees in secret, honors and rewards those who do the right thing even if no one sees it. I humbly ask for courage, boldness and faith to be pleasing to my Lord in the way I lead.

(Matt. 6:1-6; Matt. 16:24-27; Luke 18:28-30; John 5:22-23; 1 Cor. 3:10-15; 1 Cor. 4:5; 2 Cor. 4:11-18; 2 Cor. 5:9-10; 2 Cor. 10:12-18; 2 Tim. 4:1-8)



SESSION 2 – KINGDOM AND GRACE

Value Shift #1:

From Building Personal Success to Building God’s Kingdom

A leader who is being transformed by Jesus Christ is one ... whose focus is changing from – building personal success – promoting himself, his ministry, or his organization to – building the kingdom of God – seeking the glory of Christ and the promotion of God’s kingdom in a way that touches every area of life, ministry, and culture.

A

New Testament case study:

Diotrephes

A leader who built his own kingdom, not God’s

“EMPIRE BUILDING”

I wrote to the church, but Diotrephes, who loves to be first, will have nothing to do with us. So if I come, I will call attention to what he is doing, gossiping maliciously about us. Not satisfied with that, he refuses to welcome the brothers. He also stops those who want to do so and puts them out of the church.

Dear friend, do not imitate what is evil but what is good. – 3 John 9-11

- For what is Diotrephes condemned? (9-10)
- What is John’s warning about such evil ambition? (11)

“KINGDOM BUILDING”

I hope in the Lord Jesus to send Timothy to you soon, that I also may be cheered when I receive news about you. I have no one else like him, who takes a genuine interest in your welfare. For everyone looks out for his own interests, not those of Jesus Christ. But you know that Timothy has proved himself, because as a son with his father he has served with me in the work of the gospel. – Philippians 2:19-22

- For what is Timothy commended? (19-21)
- What is Paul’s joy about such godly ambition? (22)

A

New Testament case study:

Timothy

A leader who builds God’s kingdom, not his own



Transformational Value #1 Personal Assessment

Assess where you are in your thinking, values, and practice in the transformational value below. Circle the number in the center column that best pinpoints where you are regarding each pair of statements. For example: give yourself a “1” if the statement in the left column represents you most of the time; a “10” if the right column so fits; a “5” if you are halfway between. Also respond to the below reflection questions.

| Building Personal Success | ... to ... | Building God’s Kingdom |
|---|--|--|
| I don’t have a clear idea about the kingdom of God and its values | Understanding God’s Kingdom 1-2-3-4-5-6-7-8-9-10 | I understand the kingdom of God and I want to build it, no matter what it costs me |
| I tend to view <u>my</u> ministry, <u>my</u> business, <u>my</u> church, <u>my</u> family, etc. as the Kingdom of God. God has given these to <u>me</u> | Ownership 1-2-3-4-5-6-7-8-9-10 | My ministry, business, church, family, etc. belong to God. He gives and He can take away. I will bless His name anyway |
| I want to be noticed. So my ministry is all about my looking good and building my own reputation | The Glory 1-2-3-4-5-6-7-8-9-10 | The ministry is all about God. My deepest desire is that He be honored and glorified |
| For success, I should get credit. For failure, others should be blamed | Success & Failure 1-2-3-4-5-6-7-8-9-10 | God gets all the credit for success and I take the blame for my mistakes and failures |
| I devote most of my time and energy to building my own kingdom | Priorities 1-2-3-4-5-6-7-8-9-10 | I spend most of my time and energy in building Christ’s kingdom |
| I don’t have the interest, time, or resources for partnering. I see the ministry as my competing against other ministers and ministries | Partnering 1-2-3-4-5-6-7-8-9-10 | I work in partnership because God blesses when His body functions together cooperatively |
| Prayer is a good idea, but I am too busy to make prayer a priority | Prayer Priority 1-2-3-4-5-6-7-8-9-10 | I have so many important things to do that I must give priority to prayer |
| To meet the expectations of people I am called to serve, I engage myself totally in ministry to them | Expectations 1-2-3-4-5-6-7-8-9-10 | I educate my people to align their expectations to God’s great kingdom expectations |

REFLECTION:

- In which of the above areas are you doing well? How is God encouraging you from this?
- Based on your personal assessment regarding the transformational value of moving from growing your personal kingdom to growing God’s kingdom, what is God saying to you about changes you need to make?



Read, mark items that impress you, and be prepared to discuss The Leader's Covenant #3

Leader's Covenant #3 - I WILL SERVE JESUS.

Jesus came preaching the kingdom of God – the rule and reign of God in the hearts and lives of his people. By contrast, human nature presses leaders toward building their own “kingdoms” or “empires”. I am saddened that some leaders seek glory and accolades from people and in so doing replace a focus on Jesus with a focus on themselves. I affirm that my mission is to build Jesus’ rule and reign in the hearts of his people. I also acknowledge that in serving Jesus, I am called to serve and nourish my family in a godly manner. I want to serve Jesus with all my heart.

*(Matt. 5:1-12; Acts 28:30-31; 2 Cor. 4:1-2; Phil. 2:9-13; 1 Tim. 3:1-5; 2 Peter 2:1-3;
3 John 9-11)*



Value Shift #2:

From Environments of Control to Environments of Grace

A leader who is being transformed by Jesus Christ is one ... who is increasingly and personally gripped by the power and wonder of grace; has experienced brokenness and mercy; and who treats others with similar acceptance, mercy, and love.

HOW DOES GRACE TREAT OTHERS?

In contrast to the Pharisees, notice in the following case study how a “right-sided” leader does not exalt Himself, does not control or manipulate others, or dictate “proper” behavior. Instead notice the grace, kindness, and compassion in this situation. Read Luke 7:36-50

1. What qualities or abilities attracted Jesus to reach out to this woman in grace?
2. How did Simon, a religious leader, respond to Jesus and His grace?
3. In what ways did this woman’s past life influence her relationship with Jesus?

Taking a Closer Look ... at the Grace Value Shift

Be prepared to discuss the following questions about this value shift:

1. What is this value shift all about? Express it in your own words.
2. What is your assessment of the leadership culture in your country regarding this value shift?
3. What is the biggest obstacle in seeing this value shift take place in your ministry?



Transformational Value #2 Personal Assessment

Assess where you are in your thinking, values, and practice in the transformational value below. Circle the number in the center column that best pinpoints where you are regarding each pair of statements. For example: give yourself a “1” if the statement in the left column represents you most of the time; a “10” if the right column so fits; a “5” if you are halfway between. Also respond to the below reflection questions.

| Environments of Control | ... to... | Environments of Grace |
|---|---|---|
| I feel God is a harsh task-master who is distant, absent and hard to please | View of God 1-2-3-4-5-6-7-8-9-10 | God is my loving Father, my ‘Papa’ whose Son suffered death to rescue me and made me His own |
| The key to lasting life change is trying harder to please Him | Growth 1-2-3-4-5-6-7-8-9-10 | The key to real transformation is a deepening relationship with the Trinity |
| I always struggle with a sense of guilt as a failure before God | Forgiveness 1-2-3-4-5-6-7-8-9-10 | I always feel forgiven & deeply loved by my God & Savior |
| Holy living isn’t that important. Real people make mistakes | Holy Living 1-2-3-4-5-6-7-8-9-10 | Holiness is important, but it is only possible as we walk in intimacy with God |
| I am driven by shame and/or guilt | Shame & Identity 1-2-3-4-5-6-7-8-9-10 | I know I am a beloved child of God |
| As Christians, we need rules to keep going straight | Rules/Law 1-2-3-4-5-6-7-8-9-10 | We need God’s rules (not men’s) to continually bring us to the cross |
| I have no practical understanding of who the Holy Spirit is and how to walk in Him | Holy Spirit 1-2-3-4-5-6-7-8-9-10 | I am learning to enjoy precious intimacy with God through the indwelling Holy Spirit |
| To be honest, at times I’m very proud of my gifts, abilities and accomplishments | My “Boast” #1 1-2-3-4-5-6-7-8-9-10 | I am proud of the great price Jesus paid to make people like me part of His family |
| In comparison to others, I am often ashamed of my gifts, abilities & accomplishments | My “Boast” #2 1-2-3-4-5-6-7-8-9-10 | As His beloved child, I am learning to boast only in what Christ does in & through me by faith |
| <u>Successful</u> ministry can only take place by ministering and leading out of my strengths | Brokenness 1-2-3-4-5-6-7-8-9-10 | <u>Significant</u> ministry usually takes place by ministering and leading out of weakness, brokenness and transparency |
| Prayer is a burdensome duty that I feel I must do in order to please God | Attitude in Prayer 1-2-3-4-5-6-7-8-9-10 | Prayer is a privilege, in which the Holy Spirit joins me with my Father and His Son in loving communion |

REFLECTION:

- In which of the above areas are you doing well? How is God encouraging you from this?
- What would real repentance look like on your part? What specific changes in your lifestyle, ministry and/or leadership approach would you need to implement?



Watch “7 Days with Jesus: Grace” [Day 6: Evidence of Grace](#) Luke 19:1-10



Read, mark items that impress you, and be prepared to discuss The Leader’s Covenant #6

Leader’s Covenant #6 - I WILL SEEK HIS FACE.

Our Lord esteems and honors those who walk in humility and dependence on him and who seek his face in fellowship and communion. Jesus gave us a pattern of regularly spending time alone with the Father to seek his heart and commune with him in prayer. He did this even in the midst of many demands, pressures and even harsh circumstances. Following Jesus’ model, I want to seek him regularly in personal communion and prayer. I know this will please him and enable me to more align myself with him, his ways and his will. I also want to live within my human limits by taking regular times of rest (Sabbath) to restore my soul. I know this will mean withdrawing from the pressures of my world for periods of time. My heart is to serve him in faithfulness all my days until he takes me home or returns in his glory. By his grace I want to seek his face.

(Isa. 66:1-2; Matt. 14:23; Matt. 26:36-39; Mark 1:35-39; Luke 4:42-43; Luke 5:16; Phil. 4:5-7; 1 Peter 5:6-8)

AS MY PERSONAL APPLICATION TO THIS SESSION...

- I want to value and demonstrate personal obedience as a way of modeling living in the Kingdom as one “under authority.”
- I want to create a safe environment and demonstrate acceptance as ways of modeling a grace culture.



SESSION 3 – SERVANT LEADERSHIP

Value Shift #3:

From Power-Based Leadership to Servant Leadership

A leader who is being transformed by Jesus Christ is one ... whose influence and impact is not determined by position, power, or control but who influences and impacts others through serving them in the power of Christ.

Watch “40 Days with Jesus” [Day 33: Upper Room Talk](#) Luke 22:26-38



JESUS CONDEMNS POWER LEADERSHIP IN HIS DAY AND OURS

Some of the strongest words of condemnation from our Lord Jesus were directed to the spiritual leaders and teachers of his day. It is important for us as spiritual leaders to pay close attention to what Jesus says here and how He really feels about power leadership.

Read Matthew 23:1-12 and answer the below questions:

- As you read these verses, what one or two condemnations by Jesus upon the spiritual leaders of His day stand out most to you? Explain your response.
- As Jesus sees it, what are the foundational motivations that drive the Pharisees as leaders? (vv.5-7)
- How do power leaders today in your culture reflect the same kinds of attitudes and behaviors?
- Finally, look at the promises Jesus makes to leaders in v.12. What are the two promises He makes, and what do these mean to you?
- What are the challenges and difficulties for those who want to move from being power-based leaders to servant leaders?

A biblical case study of the learning process of moving from power leadership toward servant leadership: Jesus, James, and John

James and John were chosen by Jesus and given a special place in His ministry. But that did not mean that they no longer needed encouragement, accountability, and correction from their Lord and mentor, Jesus Christ.

Read Mark 10:35-45 and note how Jesus seeks to help James and John reject fleshly leadership and become more like Him as a leader. Answer the following questions:



- What was it that James and John were asking of Jesus? Why do you think they made this request? (v.35-37)
- What do you think Jesus meant when He responded to them by saying, “You do not know what you are asking for” (v.38)? Does Jesus’ strong rebuke of them in v.40 limit James and John’s potential as servant leaders? Why or why not?
- When the others heard James and John’s request, they “became indignant.” Why do you think they reacted this way? (v.41)
- If spiritual leaders in your country were to embrace the servant leadership values and practices Jesus demands of us from vv.42-45, what changes would need to take place? And what changes might occur in your country’s churches if you and other leaders obeyed Jesus’ words from these verses?

Ways in which we as servant leaders imitate Jesus’ example

Read the following statements and think of one or two practical expressions for each one in your culture. Be prepared to discuss:

- **We approach others** from a position of humility, weakness and love, not power, intimidation and/or control.
- **We use our authority and position to sacrificially serve others** in order to empower and release them for effectiveness in their lives and ministries.

Taking a Closer Look ... at the Servant Leadership Value Shift

Be prepared to discuss the following questions about this value shift:

1. What is this value shift all about? Express it in your own words.
2. What is your assessment of the leadership culture in your country regarding this value shift?
3. What is the biggest obstacle in seeing this value shift take place in your country?



Transformational Value #3 Personal Assessment

Assess where you are in your thinking, values, and practice in the transformational value below. Circle the number in the center column that best pinpoints where you are regarding each pair of statements. For example: give yourself a “1” if the statement in the left column represents you most of the time; a “10” if the right column so fits; a “5” if you are halfway between. Also respond to the below reflection questions.

| Power-Based Leadership | ... to... | Servant Leadership |
|--|---|---|
| In doing ministry with others, I give more importance to the task than to relationships | Relationship versus Task 1-2-3-4-5-6-7-8-9-10 | In ministry, both relationship and task are essential components. Our unity as God’s people is key to our impact |
| I draw my leadership authority primarily from my job description, title and our organization’s flow chart | Authority 1-2-3-4-5-6-7-8-9-10 | My authority rests primarily on a spiritual authority based on trust, relationship, integrity and ministry |
| Respect comes primarily with my title and the position I hold | Respect 1-2-3-4-5-6-7-8-9-10 | Respect is primarily earned as I serve Christ, His purposes and His people |
| I expect to get the credit I deserve for the work I have led our group in doing well – that is success | Leadership Success 1-2-3-4-5-6-7-8-9-10 | Success is equipping and empowering my teammates such that we accomplish His work to His glory |
| As a leader, I use direct control of every aspect of our operation, using people as needed to ensure success | Control 1 1-2-3-4-5-6-7-8-9-10 | God is in control. I cooperate with Him in developing and helping faithful people who are trusted to do their part |
| I like to be involved in all communications between my staff members as well as in important decision-making | Control 2 1-2-3-4-5-6-7-8-9-10 | I decentralize decision making, such that trusted teammates have the freedom to act in line with the plans we have determined as a team |
| In our work group, I make sure that everyone including outsiders know that I am the leader in charge | Leadership Profile 1-2-3-4-5-6-7-8-9-10 | An outside observer may not easily know I am the team leader. We practice a shared leadership based on one’s giftedness in any given area |
| As a leader my role is to influence the people I lead by keeping as many of them happy as possible | People Pleasing 1-2-3-4-5-6-7-8-9-10 | In serving Christ, His kingdom cause, and His people, I must sometimes make hard decisions that make some friends unhappy |
| I spend very little time actually praying with and/or for the people under my leadership | Prayer Leadership 1-2-3-4-5-6-7-8-9-10 | I pray regularly with and for those I lead since it encourages and empowers them in the Lord |

REFLECTION:

- In which of the above areas are you doing well? How is God encouraging you from this?
- What keeps you “anchored” in the left hand column? What fears? What past experiences? What pressures and/or stresses? What aspects of your culture are barriers to change?



Read, mark items that impress you, and be prepared to discuss The Leader's Covenant #9 and #10.

Leader's Covenant #9 - I WILL FAITHFULLY STEWARD MONEY.

Jesus and the Apostles regularly had others steward money entrusted to them. They taught and modeled stewardship and operated above reproach in the sight of God and people. I grieve that some leaders take financial advantage of people or fail to seek financial accountability of other godly leaders for funds given to the ministry. I acknowledge that the love of money corrupts and distorts a leader's ability to serve Jesus' kingdom and causes many leaders to fail the test of godliness. I also acknowledge that leaders need to support their families and can rightly expect support from those they serve. I humbly ask for grace to walk above reproach before God and people with the finances entrusted to me.

(Matt. 6:25-34; Luke 16:14-15; Acts 4:32-5:11; Acts 6:1-7; Acts 20:25-35; 1 Cor. 9:1-18; 2 Cor. 8:16-22; 1 Tim. 6:9-11; 1 Peter 5:2-3; Jude 11-12)

Leader's Covenant #10 - I WILL USE WINESKINS TO SERVE.

Systems and organization ("wineskins") are aspects of stewardship for churches and ministries. I am stunned that in Jesus' day the Pharisees and Scribes opposed Jesus by using their wineskins of traditions, organization, laws, credentials and theology against him. I am saddened that many leaders are similarly tempted and often succumb to drawing people's allegiance to themselves, their organization, methods, materials or theological systems rather than to Christ. I observe that sometimes leaders want to be the ones in charge and so they create hierarchies, positions and titles to enforce their control and dominance. It is easy to "lord it over" or abuse people by imposing plans, vision or organizational mandates on people. I long to purify myself and to serve my King in holiness and gentleness and draw those I serve into a closer walk with him.

(Matt. 23:13-33; John 11:47-48, 53; Acts 20:18-35; Phil. 2:19-21; James 4:13-16; 1 Peter 5:2-3; 3 John 9-11)

AS MY PERSONAL APPLICATION TO THIS SESSION...

- I want to **Facilitate** personal and group **discovery** as a way of modeling servant leadership.



SESSION 4 – COLLABORATION AND MULTIPLICATION

Value Shift #4:

From Elitism & Self-Sufficiency to Collaboration & Community

A leader who is being transformed by Jesus Christ is one ... who resists the tendency to work alone and in isolation, either because of pride or unwillingness to share.

This leader values relationships and is willing to use his strengths and work with others who are strong where he is weak.

A Christ-centered leader is someone who values collaboration and community...

- Just as God's unity, diversity, and harmony is shown through in the Trinity, so to can equality and respect within a leadership team be a great witness to God's power.
- The "great man" model of leadership in the Old Testament (prophets and kings) has often led to abusive leadership identities and practices by present day church leaders who see themselves as "God's anointed one."
- The concept of a chief leader, even in the midst of other leaders, is foreign in the New Testament. Christ-like leaders work in teams, living and functioning as equal members.
- A Christ-centered leader works with those whose spiritual gifts and abilities complement his.
- A spiritually transformed leader realizes his own strengths and weaknesses, and seeks to work with those whose strengths make up for his weaknesses. He is not ashamed to admit that he cannot do everything well.

Do you agree with what you have just read? How do these thoughts stimulate your thinking?

Some biblical examples of team leadership and collaboration...

On the following page, look up the passages, note your observations and be prepared to discuss them in your group:



- **Disciples** (Luke 10:1-2,17,21) When Jesus sends 72 disciples on a mission, he could have covered twice as many villages if they had gone one-by-one. Instead he puts them in 36 pairs. When they returned, what did they report about their field experiences? How do they feel? And what was Jesus' response about their mission on an emotional level? What does this indicate about working as a team rather than alone?

- **Jesus** (Mark 14:32-34) Jesus had to do some things alone, but not Gethsemane the night He was betrayed. What help was Jesus looking for from Peter, James, and John? Does it surprise you that the Son of God was needy in this way? Why or why not?

- **Barnabas** (Acts 11:19-26) When Barnabas saw that there was much work to be done in Antioch, he could have tried to do it all himself, but he didn't. How did he go out of his way to get help? What kinds of risks did he take with the helper he chose? What was the result of this "team ministry"?

- **Paul** (2 Timothy 4:9-13, 19-21) Paul started out as a very proud and self-sufficient man, but he changed. How many friends and co-workers does he mention in these two passages? Do you think Paul would have been as successful as he was without using a collaborative approach? Why or why not?



Transformational Value #4 Personal Assessment

Assess where you are in your thinking, values, and practice in the transformational value below. Circle the number in the center column that best pinpoints where you are regarding each pair of statements. For example: give yourself a “1” if the statement in the left column represents you most of the time; a “10” if the right column so fits; a “5” if you are halfway between. Also respond to the below reflection questions.

| Elitism and Self-Sufficiency | ... to... | Collaboration and Community |
|---|---|--|
| I find teamwork costs too much. There are inborn “efficiencies” in each of us working on our own | Working Together 1-2-3-4-5-6-7-8-9-10 | Working together both delights God and blesses the team. To me, teamwork is worth its cost |
| A good leader must be a loner. I am accountable to God alone and trust in Him alone for protection | Loneliness 1-2-3-4-5-6-7-8-9-10 | As a leader, I value a team, not only for ministry effectiveness but also for my own safety and growth |
| I don’t show weakness nor am I open for criticism or correction, because then people will not follow me | Weakness 1-2-3-4-5-6-7-8-9-10 | I try to lead through brokenness and transparency as it builds community and releases God’s power |
| As a leader, I try to have all of the answers and possess all the needed gifts to carry out our mission | All-competent 1-2-3-4-5-6-7-8-9-10 | As a leader, I need a team that helps to find answers and complements the gift-mix required to succeed |
| As a leader, I deserve credit for my success. This naturally builds a good reputation and track record | Credit 1-2-3-4-5-6-7-8-9-10 | As a leader I give glory to God, by crediting my team members for any success that God allows |
| As a leader I know that success today opens doors for greater ministry opportunity tomorrow | One’s Career 1-2-3-4-5-6-7-8-9-10 | I leave my career in God’s hands, recognizing that He gives us our work and requires only faithfulness |
| In our team, everyone seems to be wearing a protective mask. We don’t feel safe enough to open up | Safe Place 1-2-3-4-5-6-7-8-9-10 | Our team is becoming a relational safe place where there is freedom to show and share our weaknesses |
| I like everyone to work on their own. After all, we each have other places where we get Christian fellowship | Healing Family 1-2-3-4-5-6-7-8-9-10 | Our team is becoming like a family. We really help one another in our individual growth in the Lord |
| We rarely pray together. When we pray, it seems mechanical and ineffective. I just don’t know how to make it better | Prayer as a Team 1-2-3-4-5-6-7-8-9-10 | Prayer changes things so we have made it a team priority. We pray regularly for and with one another |

REFLECTION:

- What would real repentance look like on your part? What specific changes in your lifestyle, ministry and/or leadership approach would you need to implement?



Read, mark items that impress you, and be prepared to discuss The Leader's Covenant #8

Leader's Covenant #8 - I WILL COLLABORATE.

God the Father, God the Son and God the Holy Spirit are One, with each Person fulfilling unique roles, yet acting in perfect harmony. Their collaborative leadership operates in the context of mutual submission yet each with appropriate authority for their roles and functions. I want to follow collaborative leadership modeled by the Trinity as the standard for leaders. I ask for grace to grow in serving and collaborating harmoniously with my fellow leaders.

(Matt. 28:16-20; John 5:22-23; John 16:13-15; John 17:21; Acts 13:1-3; Rm. 8:14-17)

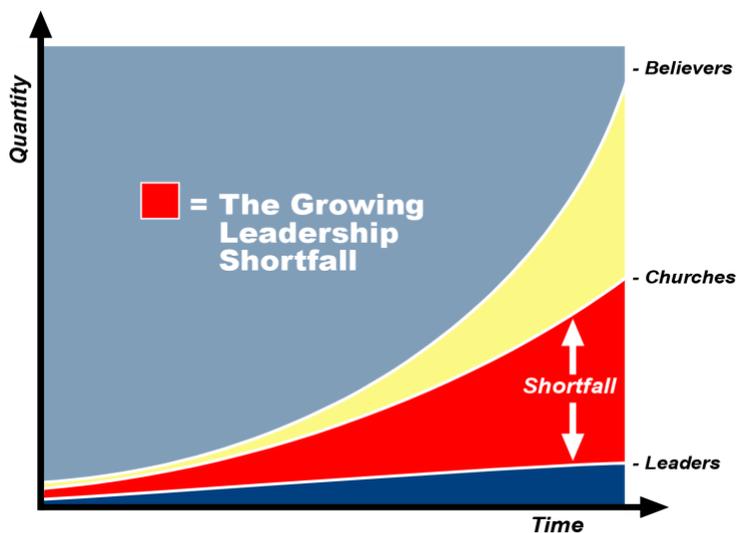


Value Shift #5:

From Accidental Addition to Intentional Multiplication of Leaders

A leader who is being transformed by Jesus Christ is one ... who chooses to make mentoring a priority in his life and ministry; he or she devotes time and effort towards raising up the next generation of leaders.

THE CRITICAL NEED OF THE CHURCH



MULTIPLYING LEADERS IN THE NEW TESTAMENT

Jesus risked the entire future of the kingdom of God—including yours and mine—on this strategy. It was critical that Jesus intentionally focused on leaders . . . who intentionally focused on leaders . . . who intentionally focused on leaders . . .!

Here are some others who followed Jesus’ example in the New Testament:

- Barnabas mentored Paul and John Mark: “When Barnabas and Saul had finished their mission, they returned from Jerusalem, taking with them John, also called Mark. (Acts 12:25)
- Paul mentored Timothy, Luke, Priscilla and Aquila, and many others: “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.” (2 Timothy 2:1-2)
- Priscilla and Aquila mentored Apollos: “. . . when Priscilla and Aquila heard him (Apollos), they invited him to their home and explained to him the way of God more adequately.” (Acts 18:26)



Let's continue our reflections on "accidental additional" versus intentional multiplication by studying Acts 19:8-10. This is the biblical story on Paul's multiplying mentoring ministry in Ephesus at the Lecture Hall of Tyrannus.

- Read Acts 19:8-10. As you read this story, what impresses you?
- How is Paul's strategy in Acts 13-18 as a church planter different than here in Acts 19:8-10? How was Paul moving from being a left-sided addition leader to a right-sided multiplying leader?
- What were the specific results of Paul's Ephesian ministry according to verse 10? How does this relate to the seven churches of the Revelation in Revelation 2-3?
- Using an inspired imagination, what do you think happened daily in the Lecture Hall of Tyrannus that caused the results of verse 10 to take place? How would this be a model of a multiplying mentoring ministry you could have today?

Follow-up questions:

- Did Jesus or Paul ever try to mass-produce leaders? Why or why not?
- Agree or disagree with this statement and explain your response with others: if a leader is not intentionally developing leaders who develop other leaders, he or she is not following Jesus and His example.

Taking a Closer Look ... at the Multiplication Value Shift

Be prepared to discuss the following questions about this value shift:

1. What is this value shift all about? Express it in your own words.
2. What is the biggest obstacle in seeing this value shift take place in your ministry?



Transformational Value #5 Personal Assessment

Assess where you are in your thinking, values, and practice in the transformational value below. Circle the number in the center column that best pinpoints where you are regarding each pair of statements. For example: give yourself a “1” if the statement in the left column represents you most of the time; a “10” if the right column so fits; a “5” if you are halfway between. Also respond to the below reflection questions.

| Accidental Addition | ... to... | Intentional Multiplication |
|--|--|--|
| Winning and growing of significant numbers of people is my dream. I want to be in control | Vision for Multiplication 1-2-3-4-5-6-7-8-9-10 | My vision is to see many come to Christ by equipping reproducing leaders who are able to expand and lead movements |
| The quantitative growth to one’s ministry is the most important aspect of ministry success | Allure of Numbers 1-2-3-4-5-6-7-8-9-10 | The qualitative growth of a small number of reproducing leaders is key to long term multiplication |
| I don’t have the skill, interest and time to mentor emerging leaders. I am just too busy | Priority of Mentoring 1-2-3-4-5-6-7-8-9-10 | I make mentoring of emerging leaders a priority since it is the key to long-term effectiveness |
| I enjoy using my gifts so much that I just can’t give the ministry away to emerging leaders | Ministry Fulfillment 1-2-3-4-5-6-7-8-9-10 | I sacrifice some of my own personal fulfillment for the joy of seeing young leaders blossom |
| We will mostly utilize people trained at Bible schools or by others to lead our ministry | Leadership Development 1-2-3-4-5-6-7-8-9-10 | We train our own leaders with a focus on the whole person: hearts, skills, and knowledge |
| We can impart biblical knowledge and ministry skills through a leadership training program | Character Transformation 1-2-3-4-5-6-7-8-9-10 | We mentor people, as it is the key to molding godly character. This is central to leading effectively |
| We need more leaders, but I am so busy with my ministry that there is not enough time to do it | Intentionality 1-2-3-4-5-6-7-8-9-10 | I am very intentional about pouring my life into potential leaders, a key to ministry growth |
| I believe in prayer but I don’t seem to have the time, energy and skill to make it central to what I’m doing | Prayer for Multiplication 1-2-3-4-5-6-7-8-9-10 | Great movements of God have always been an answer to prayer, so prayer mobilization is a core part of our strategy |

REFLECTION:

- What keeps you “anchored” in the left hand column? What fears? What past experiences? What pressures and/or stresses? What aspects of your culture are barriers to change?



Read, mark items that impress you, and be prepared to discuss The Leader's Covenant #5 and #8

Leader's Covenant #5 - I WILL DEVELOP LEADERS.

One of Jesus' top priorities was to develop leaders. He did not mass-produce leaders but intentionally focused on a small number of them. I affirm that developing leaders as Jesus did calls me to build close, personal relationships with promising men and women, and to invest time in mentoring them. I affirm that the heart cry from many younger leaders around the world is for a spiritual mentor. I also acknowledge my calling to equip saints for ministry and to release them to serve as the Holy Spirit directs. I am aware that many leaders ignore this priority. I ask for grace and insight to intentionally equip saints and strengthen the hearts and lives of younger leaders.

(Matt. 4:18-22; Matt. 28:16-20; Luke 6:12-16; John 17:6-19; Acts 11:22-26; Acts 15:39-16:5; Eph. 4:11-16; Phil. 2:19-30; 2 Timothy)

Leader's Covenant #8 - I WILL COLLABORATE.

God the Father, God the Son, and God the Holy Spirit are One, with each Person fulfilling unique roles, yet acting in perfect harmony. Their collaborative leadership operates in the context of mutual submission yet each with appropriate authority for their roles and functions. I want to follow collaborative leadership modeled by the Trinity as the standard for leaders. I ask for grace to grow in serving and collaborating harmoniously with my fellow leaders.

(Matt. 28: 16-20; John 5:22-23; John 16: 13-15; John 17:21; Acts 13:1-3; Rm. 8:14-17)

AS MY PERSONAL APPLICATION TO THIS SESSION...

- I want to learn from and with those in the group as a way of modeling collaboration and community.
- I want to call out and challenge individuals in the group as a way of modeling intentional multiplication.



SESSION 5 – MENTORING SKILLS

Watch “40 Days with Jesus” [Day 26: Good Samaritan](#) Luke 10:25-37



THE POWER IN STORY TELLING

- Story has long been the primary means of communicating history and shaping values in every culture of the world.
- Stories engage the heart, the emotions and imagination as well as the mind.
- Your testimony (story) of how God is working in your life is an engaging and a convincing proclamation of the power of the Gospel.

A BIBLICAL EXAMPLE OF STORY TELLING

- **Paul’s example:** in each of the passages below, what is Paul’s purpose for reflecting on his personal story or history? Write down any insights.
 - ✓ Galatians 1:11-2:13
 - ✓ Acts 22:1-21
 - ✓ Acts 26:1-29
 - ✓ Philippians 3:4-16

What are some key points you will make in sharing your story?

Note: In the Institute the mentor role is actually a facilitator of the Holy Spirit’s working in and among the group members. They will learn much from and with one another and from the Holy Spirit’s work in their own lives. Share from your own life in appropriate situations. This section on “Your Story” allows you to make points from how the Spirit has / is working in your life, from your failures and lessons learned.



Skills of Transformational Mentoring

There are two kinds of mentoring

- I. Structured
 - There is a format that serves as a guide for mentors and mentees.
 - This is the kind of mentoring done in the Institute.
- II. Free Form
 - The mentor responds to the needs he sees in the mentees. This is for more experienced mentors, is more demanding and usually focuses on a limited number of individuals.
 - The Institute format is not designed for this kind of mentoring. However, we are thrilled if Institute mentors find some individuals from their mentor groups to do this kind of mentoring. We call this “success!”
 - The goal is always to multiply Christ centered leaders who multiply Christ centered leaders.
 - The following skills are for “Free Form” mentoring and are for your reference.

I. Basic Skill One: How to Find Mentees

- **Count the cost.** Are you really willing to give the time and emotional energy to be engaged with others in mentoring? The rewards are great, but there is a cost.
- **Pray**, making yourself available to Him, “God, I am willing to mentor.”
- Identify your **strengths and weaknesses**.
- **Identify** potential mentees. Look carefully in your personal arenas of church, work, ministry involvement and neighborhood.
- Build **trust relationships** with several potential mentees. Include having fun together.
- Prayerfully **assess the persons**, asking yourself questions such as:
 - ✓ How can I build trust relationships with these people?
 - ✓ Do they know Christ and want to grow spiritually?
 - ✓ Where are they in their primary relationships?
 - ✓ What are the areas of potential that I feel Christ wants to develop in them? How?
 - ✓ What are their growth needs? Do they see these needs?
 - ✓ Can I make a contribution in areas of life where they need help? If not, do I know of outside resources that can contribute to their lives?
 - ✓ Are they teachable? Will they let me contribute to their lives? Are they willing to take on the responsibilities of growth?
 - ✓ How can these persons contribute to my life? Am I willing to allow this?
 - ✓ How can I influence without being controlling?
- Go slowly in building your relationships. Building trust takes time.
- In humility, offer a mentoring relationship to the mentees. If they accept, talk specifically about what your mentoring relationship will look like (see below)



II. Basic Skill Two: How to Negotiate your Mentoring Relationships

- Talk honestly about the parameters of the relationship. Discuss things such as:
 - ✓ The **goals** of the relationship. What do we want to see God accomplish?
 - ✓ What are the **roles** of each person? Mentees? Mentors?
 - ✓ **Topics and issues** that could be covered (include your strengths/weaknesses evaluations)
 - ✓ What **resources** could be utilized (materials, other people, experiences, etc.)?
 - ✓ How frequently will we get together?
 - ✓ What are some **pitfalls** we can anticipate and avoid?
 - ✓ **Ending plan**: Though we trust our relationships to be ongoing and to actually deepen over the years, how will we know when the formal mentoring relationships are in need of transition?
- Come to consensus on these parameters and pray together over them.
- In order to avoid future misunderstandings, would it be appropriate to put our mutual agreement in writing?

III. Basic Skill Three: How to Assess a Mentee's Calling and Needs:

- Pray. Only God really knows a person's heart and will show you where and how to work.
- Commit yourself to a servant mindset. Avoid the temptation to clone behavior or merely deliver content. Your purpose is to serve each other and the Lord's purposes in your lives. This means seeking out the persons' hearts, assessing their real growth needs, and trusting Christ to bring real change.
- Think relationships, relationships, relationships. Build yours and observe their other major relationships over time.
- Look for trends or patterns, particularly in relationships. What keeps coming up over and over? Example: one can demonstrate a pattern of being domineering and insensitive with people.
- Bring your curiosity to bear by asking provocative questions that stimulate personal reflection and self-assessment.
- What is God's unique calling and design each one's lives? He is God's masterpiece.
- Listen well and consistently.

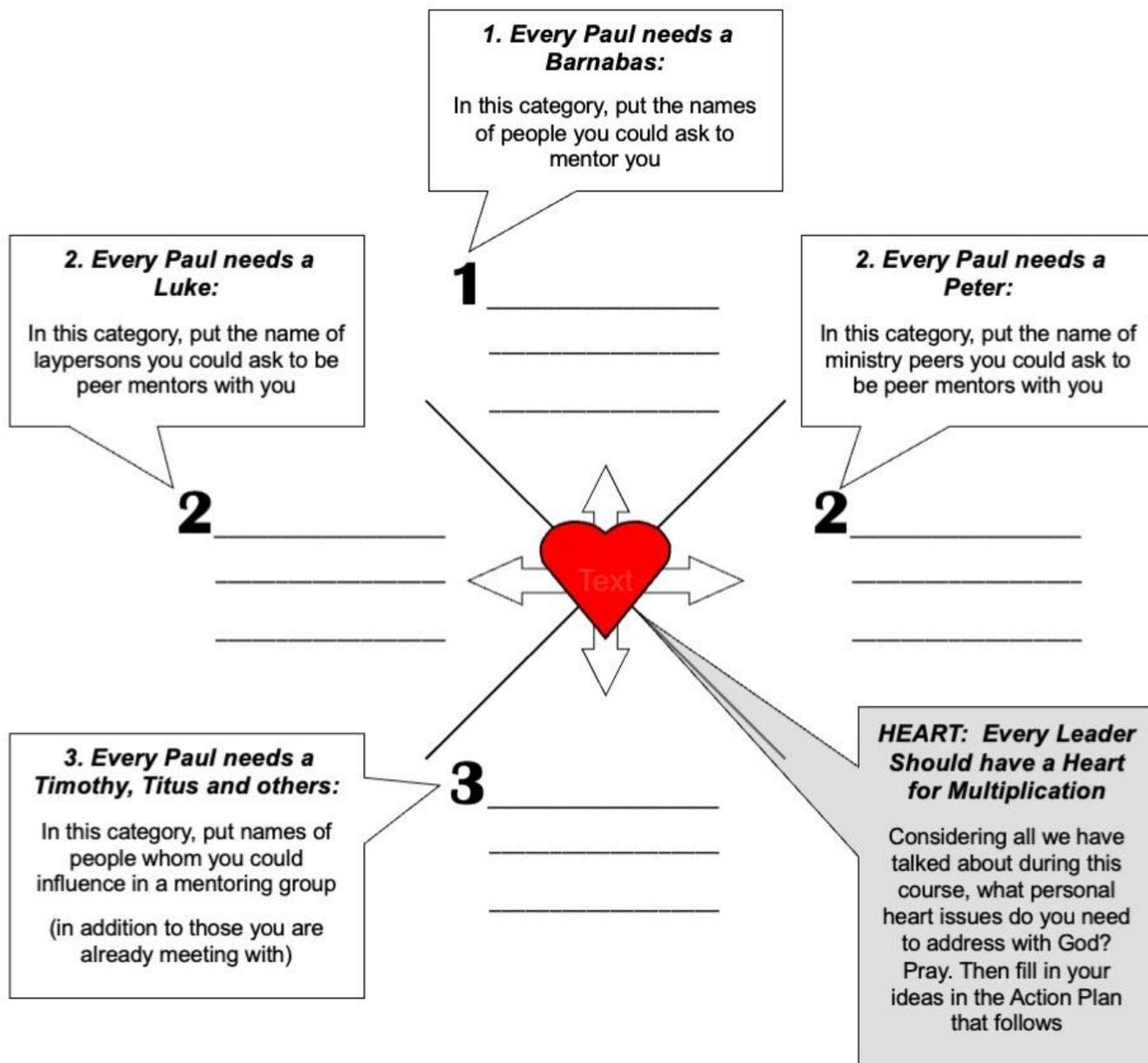
IV. Basic Skill Four: How to Find Mentors

- Pray, asking God to provide you with a mentor(s).
- Identify areas you need help in.
- Brainstorm possible source of mentors (ask others you trust for names).
- Spend time with persons establishing relationships.
- Invite others to mentor you. If he/she agrees, then negotiate the parameters of your mentoring relationship (see Skill 2 above).



The “Heart-1-2-3” Tool

Think of people you could meet with in various kinds of mentoring relationships:





Steps to Getting Started

Read through these suggested steps for getting started.
Write your notes and observations in the column to the right.

1. **Pray** and tell God you are available to mentor. Ask Him for wisdom in making the choice. – Luke 6:12,13. Prayer is core to each of the steps below.
2. **Select** one or more people from the previous page to mentor. Look for “Faithful ones.” – 2 Tim. 2:2; Luke 16:10-12
3. Spend consistent **time** with the mentee(s) building your **relationship**, modeling the Christian life, and gaining insight into their growth needs. – 1 Thess. 2:7-12
 - Just be together. Be in each other’s homes, workplaces
 - Do fun things together
 - “Stretch them” by taking them with you to do ministry
 - Share your personal stories with one another
4. **Draw out their hearts** by listening well & asking powerful questions. Especially look for any unhealthy patterns in their relationships.
5. **Study the Word together** seeking God’s answers in the key areas of need in their lives.
6. Help them assess and utilize their **spiritual gifts** in ministry.
7. Help them discern God’s **ministry, calling, and vision** in their lives. Release them to that ministry.
8. Help them face and **grow in their areas of weakness**; those issues that can get in the way of fulfilling their calling and utilizing their gifts.
9. Offer to hold them **accountable** for what God is revealing to them. Remember it is God’s agenda, for which they need to be held accountable, not yours.
10. Be available for ongoing prayer, encouragement, feedback and **friendship** – even after the formal mentoring is finished.

Note: Be careful not to over extend yourself. Mentoring is relationally intensive and time consuming.

Note: Keep the relational areas of the Transformational Values in mind.

Note: If you are not strong in an area, network them with another who can have input into your mentee's life.



Read, mark items that impress you, and be prepared to discuss The Leader's Covenant # 2 and 7. What is the Spirit saying to you from each one?

Leader's Covenant #2 - I WILL LIVE LIKE JESUS.

Christ-like character is required for leadership, and maintained by walking in Jesus' ways. I want to avoid being like the Pharisees of Jesus' day, who gave significant attention to external indicators of their leadership roles but whose hearts and character were far away from the Father. I acknowledge that in our day, sexual temptations are all around, yet our Lord calls us to live a life of purity and godliness in thought and action. I grieve that sometimes leaders do not act with integrity or speak truthfully with those they seek to serve. I am saddened that leaders sometimes act out of envy or jealousy toward other leaders or ministries and slander them or work to cause and maintain divisions. I desire to be more like Jesus from the inside out and to reflect his character in heart and life.

(Matt. 23:23-28; John 15:1-5; Phil. 1:15-17; Phil. 3:17-19; 1 Thess. 2:1-12; 1 Tim. 3:1-13; Titus 2:11-15; 2 Peter 3:11-14; 1 John 2:6)

Leader's Covenant #7 - I WILL SEEK SPIRITUAL FRUIT.

I am chosen to bear fruit. Jesus taught and modeled that spiritual fruit comes from "abiding in him". I acknowledge that I cannot manipulate spiritual results or spiritual changes in the lives of people by means of my human wisdom or self-generated pressures. My role is to faithfully give myself to people through my gifts and calling and leave the results to God. My heart is to follow Jesus in his ways, walk in the Spirit and abide in him so that he works through me to bear much fruit for his glory.

(Matt. 7:15-20; Matt. 16:21-23; John 15:1-11; 1 Cor. 3:5-9; 2 Cor. 1:12; 1 Tim. 4:6-16; 1 John 2:3-6)

Watch "40 Days with Jesus" [Day 16: Parable of the Soils](#) Luke 8:4-15

How does this parable speak to effective mentoring?





SESSION 6 – NEXT STEPS

Action Plans

What were the most important personal messages God spoke into your life during this Mentor Orientation?

- 1.
- 2.
- 3.

What are the primary obstacles to putting into action what God told you personally to do?

- 1.
- 2.
- 3.

In cooperation with your heavenly mentor, the Holy Spirit, what things need urgent attention for you to begin or grow your mentoring lifestyle?

- 1.
- 2.
- 3.

What are your potential mentoring relationships?

- Peer mentor(s): _____
- "Timothys": _____
- "Pauls": _____

Watch "40 Days with Jesus" [Day 9: Choosing the Twelve](#) Luke 5:27-28, 6:12-16





List several things you can do to begin to grow in your mentoring or being mentored by these people:

- 1.
- 2.

In this last group session you will receive instructions for using the Institute sign-up process for gathering and starting a mentor group. At this time the group will discuss:

- Open Groups
- Closed Groups
- Recruiting to your Closed Mentor Group.

Watch [How to use Days with Jesus: Group Discussion](#)



Read, mark items that impress you, and be prepared to discuss the Leader's Covenant #4. What is the heavenly mentor saying to you from this?

Leader's Covenant #4 - I WILL LEAD LIKE JESUS.

When our Lord came to earth, he modeled and taught what he wanted leaders in his kingdom to be and do. He taught that we must operate in humility and meekness, take up our cross daily, and treat people with grace and gentleness. He did not force his authority on anyone. Jesus used his positional authority to guide, bless and benefit those he led. He calls us to lead in the same way. Many leaders use their positional authority to "lord it over" people and instead use the world's way of power leadership practices and values. I am saddened that some leaders, even while speaking accurate doctrine, do not live as Christ-like leaders. Their actions distort Christ's teaching on leadership, confusing those they are called to serve. I humbly ask for a heart to lead like Jesus.

(Matt. 18:1-4; Matt. 23:1-12; Mark 10:42-45; 2 Cor. 11:12-21; 2 Tim. 3:1-13; Heb. 1:1-2; 1 Peter 5:1-5)



Leaders Covenant

Then Jesus said to his disciples, “If anyone would come after me, he must deny himself and take up his cross and follow me. For whoever wants to save his life will lose it, but whoever loses his life for me will find it. What good will it be for a man if he gains the whole world, yet forfeits his soul? Or what can a man give in exchange for his soul? For the Son of Man is going to come in His Father’s glory with His angels, and then he will reward each person according to what he has done.

-Matthew 16:24-27



INTRODUCTION

I praise God who called me to serve Jesus Christ as a leader among his people. With all my heart I want to follow my Lord and leader, Jesus, in the way he lived, led and developed people. I affirm that I want to grow in Christlikeness as a leader and help others in my sphere of influence do the same. By his grace I commit myself to be and lead more like Christ.

(Note: A “leader” in this Covenant could be a pastor, apostle, elder, bishop, deacon, evangelist, teacher, missionary, para-church worker, prophet, market-place leader, small group leader, educator, house church leader or anyone who wants to lead like Jesus. This includes men and women, young and old, vocational ministry workers and ‘laity’.)

1. I AM ACCOUNTABLE TO JESUS.

I am responsible to Christ my Lord. He will evaluate and reward me. I have been called to a life of service, joy and sacrifice for my Lord, his kingdom and his people. I admire leaders around the world who make significant sacrifices, even giving their lives for the sake of my Lord. I take comfort that God rewards those who serve and sacrifice for him and his people. I grieve that some leaders act as though Jesus has nothing to say about their ministry, the way they treat people or the way they lead. They also do things to be noticed publicly and in so doing, have their temporal reward. Yet I know that my Father, who sees in secret, honors and rewards those who do the right thing even if no one sees it. I humbly ask for courage, boldness and faith to be pleasing to my Lord in the way I lead.

(Matt. 6:1-6; Matt. 16:24-27; Luke 18:28-30; John 5:22-23; 1 Cor. 3:10-15; 1 Cor. 4:5; 2 Cor. 4:11-18; 2 Cor. 5:9-10; 2 Cor. 10:12-18; 2 Tim. 4:1-8)

2. I WILL LIVE LIKE JESUS.

Christ-like character is required for leadership, and maintained by walking in Jesus’ ways. I want to avoid being like the Pharisees of Jesus’ day, who gave significant attention to external indicators of their leadership roles but whose hearts and character were far away from the Father. I acknowledge that in our day, sexual temptations are all around, yet our Lord calls us to live a life of purity and godliness in thought and action. I grieve that sometimes leaders do not act with integrity or speak truthfully with those they seek to serve. I am saddened that leaders sometimes act out of envy or jealousy toward other leaders or ministries and slander them or work to cause and maintain divisions. I desire to be more like Jesus from the inside out and to reflect his character in heart and life.

(Matt. 23:23-28; John 15:1-5; Phil. 1:15-17; Phil. 3:17-19; 1 Thess. 2:1-12; 1 Tim. 3:1-13; Titus 2:11-15; 2 Peter 3:11-14; 1 John 2:6)

3. I WILL SERVE JESUS.

Jesus came preaching the kingdom of God – the rule and reign of God in the hearts and lives of his people. By contrast, human nature presses leaders toward building their own “kingdoms” or “empires”. I am saddened that some leaders seek glory and accolades from people and in so doing replace a focus on Jesus with a focus on themselves. I affirm that my mission is to build Jesus’ rule and reign in the hearts of his people. I also acknowledge that in serving Jesus, I am called to serve and nourish my family in a godly manner. I want to serve Jesus with all my heart.

(Matt. 5:1-12; Acts 28:30-31; 2 Cor. 4:1-2; Phil. 2:9-13; 1 Tim. 3:1-5; 2 Peter 2:1-3; 3 John 9-11)

4. I WILL LEAD LIKE JESUS.

When our Lord came to earth, he modeled and taught what he wanted leaders in his kingdom to be and do. He taught that we must operate in humility and meekness, take up our cross daily, and treat people with grace and gentleness. He did not force his authority on anyone. Jesus used his positional authority to guide, bless and benefit those he led. He calls us to lead in the same way. Many leaders use their positional authority to “lord it over” people and instead use the world’s way of power leadership practices and values. I am saddened that some leaders, even while speaking accurate doctrine, do not live as Christ-like leaders. Their actions distort Christ’s teaching on leadership, confusing those they are called to serve. I humbly ask for a heart to lead like Jesus.

(Matt. 18:1-4; Matt. 23:1-12; Mark 10:42-45; 2 Cor. 11:12-21; 2 Tim. 3:1-13; Heb. 1:1-2; 1 Peter 5:1-5)

5. I WILL DEVELOP LEADERS.

One of Jesus’ top priorities was to develop leaders. He did not mass-produce leaders but intentionally focused on a small number of them. I affirm that developing leaders as Jesus did calls me to build close, personal relationships with promising men and women, and to invest time in mentoring them. I affirm that the heart cry from many younger leaders around the world is for a spiritual mentor. I also acknowledge my calling to equip saints for ministry and to release them to serve as the Holy Spirit directs. I am aware that many leaders ignore this priority. I ask for grace and insight to intentionally equip saints and strengthen the hearts and lives of younger leaders.

(Matt. 4:18-22; Matt. 28:16-20; Luke 6:12-16; John 17:6-19; Acts 11:22-26; Acts 15:39-16:5; Eph. 4:11-16; Phil. 2:19-30; 2 Timothy)

6. I WILL SEEK HIS FACE.

Our Lord esteems and honors those who walk in humility and dependence on him and who seek his face in fellowship and communion. Jesus gave us a pattern of regularly spending time alone with the Father to seek his heart and commune with him in prayer. He did this even in the midst of many demands, pressures and even harsh circumstances. Following Jesus’ model, I want to seek him regularly in personal communion and prayer. I know this will please him and enable me to more align myself with him, his ways and his will. I also want to live within my human limits by taking regular times of rest (Sabbath) to restore my soul. I know this will mean withdrawing from the pressures of my world for periods of time. My heart is to serve him in faithfulness all my days until he takes me home or returns in his glory. By his grace I want to seek his face.

(Isa. 66:1-2; Matt. 14:23; Matt. 26:36-39; Mark 1:35-39; Luke 4:42-43; Luke 5:16; Phil. 4:5-7; 1 Peter 5:6-8)

7. I WILL SEEK SPIRITUAL FRUIT.

I am chosen to bear fruit. Jesus taught and modeled that spiritual fruit comes from “abiding in him”. I acknowledge that I cannot manipulate spiritual results or spiritual changes in the lives of people by means of my human wisdom or self-generated pressures. My role is to faithfully give myself to people through my gifts and calling and leave the results to God. My heart is to follow Jesus in his ways, walk in the Spirit and abide in him so that he works through me to bear much fruit for his glory.

(Matt. 7:15-20; Matt. 16:21-23; John 15:1-11; 1 Cor. 3:5-9; 2 Cor. 1:12; 1 Tim. 4:6-16; 1 John 2:3-6)

8. I WILL COLLABORATE.

God the Father, God the Son and God the Holy Spirit are One, with each Person fulfilling unique roles, yet acting in perfect harmony. Their collaborative leadership operates in the context of mutual submission yet each with appropriate authority for their roles and functions. I want to follow collaborative leadership modeled by the Trinity as the standard for leaders. I ask for grace to grow in serving and collaborating harmoniously with my fellow leaders.

(Matt. 28:16-20; John 5:22-23; John 16:13-15; John 17:21; Acts 13:1-3; Rm. 8:14-17)

9. I WILL FAITHFULLY STEWARD MONEY.

Jesus and the Apostles regularly had others steward money entrusted to them. They taught and modeled stewardship and operated above reproach in the sight of God and people. I grieve that some leaders take financial advantage of people or fail to seek financial accountability of other godly leaders for funds given to the ministry. I acknowledge that the love of money corrupts and distorts a leader’s ability to serve Jesus’ kingdom and causes many leaders to fail the test of godliness. I also acknowledge that leaders need to support their families and can rightly expect support from those they serve. I humbly ask for grace to walk above reproach before God and people with the finances entrusted to me.

(Matt. 6:25-34; Luke 16:14-15; Acts 4:32-5:11; Acts 6:1-7; Acts 20:25-35; 1 Cor. 9:1-18; 2 Cor. 8:16-22; 1 Tim. 6:9-11; 1 Peter 5:2-3; Jude 11-12)

10. I WILL USE WINESKINS TO SERVE.

Systems and organization (“wineskins”) are aspects of stewardship for churches and ministries. I am stunned that in Jesus’ day the Pharisees and Scribes opposed Jesus by using their wineskins of traditions, organization, laws, credentials and theology against him. I am saddened that many leaders are similarly tempted and often succumb to drawing people’s allegiance to themselves, their organization, methods, materials or theological systems rather than to Christ. I observe that sometimes leaders want to be the ones in charge and so they create hierarchies, positions and titles to enforce their control and dominance. It is easy to “lord it over” or abuse people by imposing plans, vision or organizational mandates on people. I long to purify myself and to serve my King in holiness and gentleness and draw those I serve into a closer walk with him.

(Matt. 23:13-33; John 11:47-48, 53; Acts 20:18-35; Phil. 2:19-21; James 4:13-16; 1 Peter 5:2-3; 3 John 9-11)

CONCLUSION

I am standing on the shoulders of leaders who have gone before me. They were not perfect, and neither am I. They led based on what they had been taught, and the Lord, by his grace and kindness, advanced his kingdom through them.

I confess my own failings as a leader before my Lord Jesus.

I humbly commit myself in the name of the Father, Son and Holy Spirit to be more like Jesus and develop others who will also do the same. May God, by his grace and mercy, help me to be faithful to this Covenant. Amen.

Joining with leaders around the world, I make this my personal covenant.

Signed _____

Witness _____ Witness _____

Date _____

You may find it helpful to spend devotional time going through the Scriptural references.



We encourage you to distribute this to others. Electronic copies for distribution can be obtained at: www.mentorlink.org. Permission granted to distribute this Leader's Covenant without modification.

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The Leader's Covenant is built on the foundation of the Lausanne Covenant, 1974. This Leader's Covenant was originally developed for the Lausanne Leadership Development Working Group as a resource for Cape Town 2010 Congress on World Evangelization.

Please e-mail editorial comments/questions to info@MentorLink.org.



Dear Facilitator,

Welcome, and thank you for taking on the role of Facilitator of your Mentor Group. 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 pray this process will make a difference in your life and mentoring of leaders to lead like Jesus.

Dr. Stacy Rinehart

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BEFORE YOUR FIRST MENTOR ORIENTATION SESSION

1. Make sure each participant has a copy of the MentorLink Institute Mentor Orientation manual.
2. Contact each participant to ensure they have communication access.

SESSION 1 BEGINNINGS – PAGE 3

1. Take some time to have each person introduce themselves.
2. Give a short overview of the Institute and the purposes of this Orientation.

Suggested Overview Points:

- **TO GROW AS A CHRIST-CENTERED FOLLOWER OF JESUS** – *Grow in their sensitivity and discernment for the motivation, attitudes and practices that have eternal value and that bear lasting fruit in Christ’s kingdom.*
- **TO LEAD MORE LIKE JESUS IN THE WAY WE SERVE AND TREAT PEOPLE** – *With the Holy Spirit as their ultimate guide, they will personally develop in Christ-centered leadership as they examine how Jesus lead.*
- **TO LEARN FROM ONE ANOTHER AS EACH SEEKS TO LIVE OUT THE ABOVE** – *Receive help in investing in others in practical ways so that they may lead like Jesus.*

Suggested Purposes:

- Explore the values that mark true Christian leadership.
 - Exchange insights from your personal experiences.
 - Evaluate the expression of the values in your own ministry.
3. Discuss the questions related to the passages on Biblical Mentoring.
 4. Discuss observations from the definition of Transformational Mentoring, page 4.
 5. Discuss observations from Core Issues, page 5.
 - a. Ask how they’ve seen flesh work itself out in themselves or other leaders.
 - b. Ask how they view the shifts. Are these correct? Are these 5 major issues seen among the leaders they know, including themselves? Explain.
 6. Read Leader’s Covenant #1, page 6. Ask each one how this impacted them. Start by sharing how it impacted you before anyone else shares. Be brief and transparent.



7. Overview the Institute process.
 - Significant sharing takes time – meet once a week for a minimum of 1.5 hours.
 - Begin with a “Check-up” – brief reports of what’s happening in each person’s life
 - Discuss Topic of the week.
 - Sharing – exploring the impact of the truth in their lives and ministries.
8. Pray.

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SESSION 2 KINGDOM AND GRACE – PAGE 7

1. Take some time for each to share one significant trial they are facing this week.
2. Kingdom Values Shift, page 7
 - a. Compare and contrast Diotrephes and Timothy.
 - b. Discuss the question, “What is this value shift all about?”
 - c. Discuss the question, “Based on your personal assessment regarding the transformational value of moving from growing your personal kingdom to growing God’s kingdom, what is God saying to you about changes you need to make?”
 - d. Discuss Leader’s Covenant #3, page 10. Have each one share one thing that impacted them.
3. Grace Values Shift, page 11
 - a. Discuss grace and legalism from Simon and the Sinful Woman encounter (Luke 7:36-50).
 - b. “Discuss, “What is the biggest obstacle in seeing this value shift taking place in your ministry?”
 - c. Discuss, “In which of the above areas are you doing well?”
 - d. Watch “7 Days with Jesus: Grace” [Day 6: Evidence of Grace](#) Luke 19:1-10. Share how it impacted a few.
 - e. Discuss how Leader’s Covenant #6 impacted each one, page 13.
4. Pray

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SESSION 3 SERVANT LEADERSHIP – PAGE 14

1. Pray.
2. Discuss “40 Days with Jesus” [Day 33: Upper Room Talk](#) Luke 22:26-38.
 - a. Have each one share how this impacted them.
3. Discuss Matt 23:1-12.
 - a. Discuss, “ As you read these verses, what one or two condemnations by Jesus upon the spiritual leaders of His day stand out most to you? Explain your response.”
 - b. Discuss, “What are the challenges and difficulties for those who want to move from being power based leaders to servant leaders?”
4. Discuss Mark 10:35-45.
 - a. Discuss, “If spiritual leaders in your country were to embrace the servant leadership values and practices Jesus demands of us from vv.42-45, what changes would need to take place? And what changes might occur in your country’s churches if you and other leaders obeyed Jesus’ words from these verses?”



- 5. Imitating Jesus’ example.
 - a. Discuss, “We approach others from a position of humility, weakness and love, not power, intimidation and/or control.”
 - b. Discuss, “We use our authority and position to sacrificially serve others in order to empower and release them for effectiveness in their lives and ministries.”
- 6. Discuss Leader’s Covenant #9 and 10, page 17.
 - a. Have each one share how this challenges and convicts them.
 - b. Have someone pray for grace and courage to live out each one.
- 7. Interact with the group on questions and observations regarding MentorLink.org resources.
- 8. Pray

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SESSION 4 COLLABORATION AND MULTIPLICATION – PAGE 19

- 1. Pray.
- 2. Collaboration.
 - a. What observation do you have from the Biblical examples of team leadership and collaboration?
 - b. What is this value shift all about?
 - c. Discuss “What would real repentance look like on your part? What specific changes in your lifestyle, ministry and/or leadership approach would you need to implement?”
- 3. Multiplication.
 - a. “Discuss the New Testament examples of intentional multiplication.
 - i. Which ones personally challenged or impacted you?
 - ii. What obstacles do you see to a ministry of multiplication?
 - b. Share what changes each will make from this.
- 4. Discuss Leader’s Covenant # 5 and 8, page 26.
 - a. Have each one share one area where they were challenged to change a current practice or value in each one.
- 5. Distance mentoring.
- 6. What questions do you have about the Institute?
- 7. Pray.

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SESSION 5 SKILLS IN DEVELOPING CHRIST CENTERED LEADERS – PAGE 26

- 1. Pray.
- 2. Watch “40 Days with Jesus” [Day 26: Good Samaritan](#) Luke 10:25-37.
 - a. Power of your story.
 - i. Discuss the use of story in Paul’s life.
 - ii. How can you use your own story in ministry and mentoring?
- 3. Discuss Structured and Free Form Mentoring.
- 4. Discuss “The Heart 1-2-3 Tool.”
- 5. Discuss Leader’s Covenant # 2 and 7, page 31.
- 6. Watch “40 Days with Jesus”, [Days 16: Parable of the Soils](#) Luke 8:4-15. Discuss Effective Mentoring.
- 7. Interact on the use of Mentor groups in the Institute.
- 8. Share needs from members and pray.

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SESSION 6 NEXT STEPS – PAGE 31

1. Pray.
2. Action Plans.
 - a. Share what God has spoken to each.
 - b. Share primary obstacles in each person’s life and ministry.
 - c. Share what needs urgent attention in each person’s life.
3. Discuss “40 Days with Jesus” [Day 9: Choosing the Twelve](#) Luke 5:27-28, 6:12-16.
4. Using the Institute sign up for starting mentor groups.
 - a. Discuss Open Group and how to start.
 - b. Discuss Closed Group and how to start.
5. Recruiting your Closed Group.
6. Discuss [How to Use Days with Jesus: Group Discussion](#)
7. Discuss Leader’s Covenant # 4, page 33.
8. Describe the Institute’s Mentor Community
9. Pray.

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www.mentorlink.org

Please e-mail comments/questions to info@MentorLink.org



Other MentorLink Resources

NOTE: THERE ARE MENTOR PROCESS GUIDES AVAILABLE FOR EACH MODULE



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.



LEADERS FOLLOW JESUS

This module is an introduction to the other modules. It 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.



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.



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, as well as assisting 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 collaborated 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 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 mentor groups 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.



LEADER’S COVENANT

Jesus is very clear about what he wants from his leaders. After all, he is Lord! This Covenant puts it out in simple terms so we can’t miss the simplicity and clarity of Jesus’ and the Apostles’ teachings and models. You can skim read it in 30 seconds, like a newspaper article or you can read it in less than five minutes or you can spend hours studying it. It is a resource for all leaders who want to lead more like Jesus.



DAYS WITH JESUS

MentorLink International and **The JESUS Film Project** have partnered to develop a series of innovative discipleship tools specially designed to help users deepen their walk with Christ.

Days with Jesus delivers video clips from *The JESUS Film*, combined with thought-provoking questions for reflection, discussion and practical life application.

<http://www.mentorlink.org/index.php/resources/days-with-jesus/>

DWJ Topics:

- 40 Days with Jesus
- 7 Days with Jesus: Grace
- 6 Days with Jesus: Money & Possessions
- 7 Days with Jesus: Walk with Jesus
- 8 Days with Jesus: Who is Jesus?



FIND A MENTOR ... BE A MENTOR!

You can register on the MentorLink web site to find a mentor or to be a mentor. Go to www.MentorLink.org and look for the MentorLink Institute.



For more information visit
www.mentorlink.org

