



TRANSFORMATIONAL LEADERSHIP

IMPACT MENTORSHIP
CONFERENCE



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CHURCH OF THE NAZARENE



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(NOTE: The participants will want to be prepared to share in the Lord's Supper together as part of this lesson.)

As we said earlier, God's highest goal for me is to transform me into the image of Jesus. Is that our highest goal? Is becoming like _____ more important than health, wealth, family, reputation, or ministry?

Thus, the mission of the global Church of the Nazarene is _____
_____. What kind of disciples? Christlike disciples. If we do everything else and fail to make disciples, we have not fulfilled our mission.

The Church of the Nazarene has identified 7 characteristics of a Nazarene. These are not only characteristics of our global family; they are also a description of what you and I are and what we do.

1. Meaningful Worship
2. Theological Coherence
3. Passionate Evangelism
4. Intentional Discipleship
5. Church Development
6. Transformational _____
7. Purposeful Compassion

(PP5) Today we want to focus on **Transformational Leadership**. As followers of Christ, we are more than secular management leaders. We are ambassadors of the Kingdom of God. We are leaders who are agents of grace and transformation.



Across the Mesoamerica Region we need ***Transformational Leadership*** who will reproduce and empower ***Transformational Leadership***.

The optimum leaders across the Mesoamerica Region are “team _____ leaders” What kind of a leader is a team servant leader? Think of a person who empowered you to become a leader. What did they do and say to you? How did you feel when you were around that person? Now think of a person who “disempowered” you. What did they do and say? How did you feel when you were around them? Think of a person who modeled servanthood. How would you describe a team servant leader?

Let’s consider each of these three words: team servant leader. **A _____** is someone who accomplishes objectives. They know what they are trying to accomplish, and they reach their goals. The genius of a leader, however, is not that they accomplish their objectives alone. A true leader does so through other people. If we do things ourselves, we are not a leader, we are a soloist. Leaders accomplish their goals through others.

How would you define a _____? This is the upside-down Kingdom of God where we are not called to be the leader at the top of the power pyramid, but the servant at the bottom. Jesus was the greatest leader of human history, yet he was the true servant. **A _____** is one who finds their greatest joy and fulfillment, not in accomplishing their own goals, but in helping those they serve reach their goals. I am not a _____ until my heart’s greatest joy is to see those, I lead accomplishing their goals.

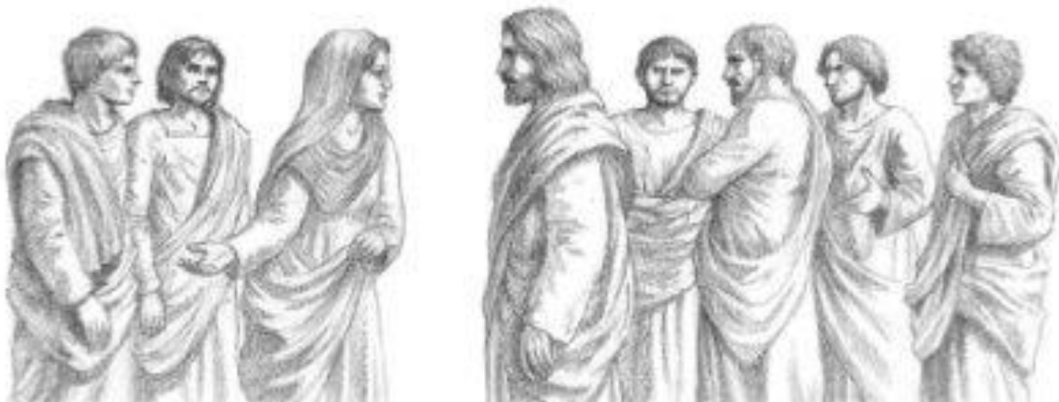
And what is a _____? **A _____** “a small number of people with complementary skills who are committed to a common purpose for which they hold themselves mutually accountable” (The Wisdom of Teams).



We are not a team if we are a huge group. By definition a team is a relatively small group of people with diverse skills who together are trying to accomplish an agreed upon goal. A soccer team cannot be 500 people. It is a small group of highly skilled, but diverse players who work together to win a game. In the process of practicing and playing the game, they hold each other mutually accountable.

Our mentor and our mentees:

- Who do we follow? As we said in the first message this morning, we need mature leaders who will invest in our lives. We need to identify, honor, and gratefully respect and learn from the mentors in our lives.
- Who is our team? Who are the mentees that we serve? We need to identify and joyfully intentionally empower these new emerging leaders and we need to invest our lives into their lives.



“The mother of the Zebedee brothers came with her two sons and knelt before Jesus with a request. ‘What do you want?’ Jesus asked. She said, ‘Give your word that these two sons of mine will be awarded the highest places of honor in your kingdom, one at your right hand, one at your left hand.’

Jesus responded, ‘You have no idea what you're asking.’ And he said to James and John, ‘Are you capable of drinking the cup that I'm about to drink?’ They said, ‘



Sure, why not?’ Jesus said, ‘Come to think of it, you are going to drink my cup. But as to awarding places of honor, that’s not my business.’

‘My Father is taking care of that.’ When the ten others heard about this, they lost their tempers, thoroughly disgusted with the two brothers. So, Jesus got them together to settle things down. ‘You have observed how godless rulers throw their weight around, how quickly a little power goes to their heads.’

‘It’s not going to be that way with you. Whoever wants to be great must become a servant. Whoever wants to be first among you must be your slave. That is what the Son of Man has done: He came to serve, not be served—and then to give away his life in exchange for the many who are held hostage.’” (Matthew 20:20-28 The Message)

Ten Commandments for Developing New Leaders on the Mesoamerica Region.

Commandment #1: _____ them to believe in themselves. These emerging leaders need to know that we believe in them. They will gain self-confidence as they see the confidence we have in them. We know that they will make mistakes, that they will not always measure up, and that they will fail but they need to know that we have confidence in their ability to learn from their mistakes and become great leaders. It is helpful to commend them when they do well. It is, however, much more important to encourage them when they are embarrassed and disappointed because of a mistake or failure. We acknowledge that they can and



need to improve, but we do it privately and with great respect. We need them to know that we believe in them. That will help them to believe in themselves and to never give up. Many of our mentees have been beaten down by family and life circumstances and many of the people around them did not value them or believe in them. Shortly after World War 2, Winston Churchill was asked to present a commencement address.

His entire speech to the graduates was 12 words: “Never give up! Never give up! Never give up! Never! Never! Never!” We need to assure our mentees of the amazing love and confidence that God has in them that is echoed by us. Our ultimate value is not determined by what we do, but by who we are in Christ. We must communicate to the mentee: “God believes and loves you. I believe in you and love you.” That is the fertile soil for them to believe in themselves.

Commandment #2: Give our mentees clear and meaningful_____.

To empower the next generation of leaders we need to take a risk and give them specific assignments. They will not grow as leaders if we do not take risks, assigning them tasks that we could actually do better than them. If we continue doing everything, they will simply be spectators. They will become leaders when we delegate some of our tasks to them. This assigned task needs to be very clear. We need to make sure that they understand the assignment. One of the best ways to do that is to ask them to repeat back to us what it is we are asking them to do. The task also needs to be meaningful. If we assign them menial unimportant tasks, they will not develop as great leaders. They need to see that what they are doing is very important and directly helps in mission fulfillment. They will feel empowered when we give them clear significant mission assignments.



Commandment #3: Give them the _____ they need. As we develop these new leaders, we need to give them all that they will need to be able to do their work. This includes:

1. _____,
2. _____, and
3. _____.

Our first assignment as we empower new leaders and give them a specific task is to provide them with the training, they will need to be effective. To give an emerging leader an assignment without the necessary training is like placing

someone on a water polo team when they do not know how to swim. Usually, the best training is on-the-job training. They will learn best if they watch you fulfill the task and then they attempt to do the work with you at their side, as mentor and encourager.

In addition to training, we need to give them all the information we have that is related to the assigned task. For the new leader to be effective they need to know all there is to know about the assignment. Some leaders delegate work but do not share crucial information. Information is power and some insecure leaders do not fully empower the emerging leader by not fully sharing all available information regarding the assignment.

Finally, to best empower new leaders we need to give them all available financial resources. Rather than making the women's ministry leader go to the church board each time for each event or project, the pastor, SDMI leader, and church board should consider giving the women's ministry leader an annual budget with clear guidelines, but also with the freedom to work with the assigned funds and to report back to the SDMI leader and the church board.



Commandment #4. Give them _____ to act. There are three basic levels of authority:

1. Act only after authorization
2. Act and report after each assignment or each week, or month
3. Act and report each year.

The least authority is given to a mentee when we give them an assignment but remind them that they should not carry out their task without first getting our approval. If a youth president in the local church is only given this low level of authority, then he or she must request and gain the pastor or the board's approval

for each decision, venture, or program. Obviously, the greater the degree of authority, the greater their growth as leaders.

The second level of authority is to give a mentee an assignment and ask for a report after each event or on a regular periodic basis. The new leader who fulfills tasks and must report back every week is less empowered than the leader who is asked to give monthly reports. Often, we will ask the emerging leader to report less frequently as they mature in their work.

The highest level of authority is to simply empower someone to fulfill an assignment, such as Sunday School Superintendent, asking for a report once a year. The emerging leader has been encouraged, trained, given needed information and available financial resources. They are empowered to carry out their work without a lot of supervision. When we give a potential leader an assignment and continually breathe down their back, we greatly limit their ability to emerge as a leader. If we release an emerging leader, they may stumble a bit, and then learn and eventually become great leaders.



Commandment #5: Give them and yourself _____ to _____. Thomas Edison was trying to invent the incandescent light bulb. He failed over and over again! Edison actually failed more than 1,000 times before finally succeeding in lighting up the world! If we were to ask Edison, why he kept trying after all of his failures, he would answer, “I never failed. I just learned something new with each of my 1,000 experimental light bulbs.” Each attempt was a learning experience. We empower our mentees by reminding them that they never really fail. They just keep learning. As mentors, we model a humble willingness to take risks and show our mentees how to allow each apparent failure to actually be our friend as we keep learning more and more about how best to carry out our tasks. We also demonstrate with our lives that we have surrendered our reputation to God. One of my most unforgettable encounters with the God was when I heard the Holy Spirit

whisper to me: “Are you willing to fail for me?” That evening I surrendered my reputation to God. It has been truly liberating to do what I believe God is telling me to do and not worry about applause or disapproval from those around me. We are called to help our mentees to discover the self-confidence that comes from God, regardless of whether others consider their attempts as successful or as failures.

Commandment #6: Give them and yourself _____ measurements. We all need to be held accountable. We know that one day we will stand before the Lord and give an accounting. It is helpful and necessary for us to establish accountability relationships and accountability measurements. We teach our mentees that it is wise and necessary to be held accountable. We need to demonstrate to emerging leaders that we always try to reward those around us who speak the truth to us, showing us our flaws and weaknesses. We are not only accountable to our team members; we are also accountable statistically. We need to welcome quantitative measurements that clarify if we are being effective. If the statistical information is negative, then we humbly change our methods and



approach. We cannot be an ostrich with our head in the sand and ignore the statistical measurements. If our mentee, for example, is the NYI President, we need to help him or her welcome quantitative and qualitative measurements. Are their more youth or are there less in the group we lead? Are they more Christlike or less Christlike? We help develop extraordinary leaders if we show them how to know what to measure and if we model for them a sincere humble openness to being held accountable.

Commandment #7: Give them your _____. As a professor at the Nazarene Seminary of the Americas in Costa Rica, teaching pastoral administration, I always looked forward to one topic we studied in the Pastoral Administration course. When we were discussing the pastor as a leader, we focused on how to motivate the volunteer team that is under our care.

We considered all the different ways we try to motivate others: fear, money, threat, guilt, duty, or institutional expectations. We discovered that these were not long-term effective ways of motivating. Some would work for a short while and others produced very negative side effects or reactions. More importantly, these were not Christlike leadership methods. After studying motivation with many groups of students, we determined that the best long-term way to motivate others is to improve our interpersonal relationships with them. **Commandment #7** for developing new leaders is to give them your love and your friendship. I have discovered over my years in ministry that I do not really effectively motivate someone that I do not like. I have also discovered that I seldom motivate someone who does not like me. If I want to be an effective leader, then I must love those I serve. When we become genuine friends, then we motivate each other. I have intentionally tried to become a better friend to those I was trying to lead. When my friend asks me to do something, I normally accept. I will not motivate the emerging new generation of Mesoamerica leaders because of my great wisdom, or because I have money that I can give them, or because I make them feel guilty. I will only



motivate the next generation of leaders as I love them and befriend them. Then together we will become the leaders God has called us to be.

Commandment #8: _____ disciple making. To empower the next generation of transformational leaders we need to model disciple making and encourage our mentees to be disciplined and to make disciples. Disciple making in the Church of the Nazarene must be more than a program. Being disciplined and intentionally making disciples needs to become a lifestyle. There are no spectators in the grandstands watching soccer players on the playing field. All of us are on the playing field. Every believer should answer the questions; “Who is discipling you?” and “Who are you discipling?” We will certainly mentor those in our discipleship group as new leaders. We will also mentor other future leaders who may not be a part of our inner circle. Jesus mentored the 70, even while he intentionally

disciplined the 12. A very important part of our mentorship will be to guide all of our mentees to develop disciple making as an integral part of their lives.

When I was working on the 10 commandments of mentorship, I only had eight, so I decided to repeat the first commandment two more times, because it is so important! Teach them to believe in themselves.

Commandment # 9. Teach how to _____ in themselves.

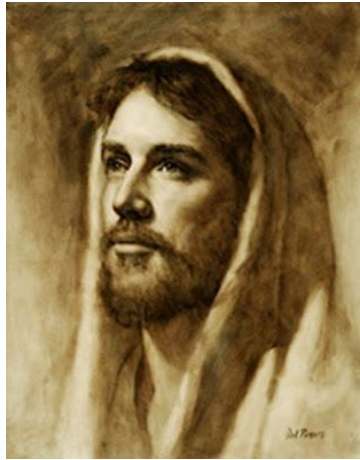
Commandment # 10. Teach them to believe in _____.

A team of graduate education students in New England, USA, did an experiment with grade school children. They worked with several schools and gave the elementary school students a battery of intelligence, personality, and aptitude tests. Then they trashed the exam results and selected a random sampling of students in each class. They announced that as a result of their “testing” they could



predict which students were going to excel in their studies that year. They told the teachers which elementary students would excel but insisted that the teachers not inform the students. At the end of the semester the elementary school teachers confirmed that the graduate students had been correct. The selected students had indeed excelled more than the other students. Why did these randomly selected elementary school students excel? It was the subconscious messages from the teachers that let the student know that the teacher really believed in them. It is amazing and actually quite exciting to realize that when we believe in someone, they actually begin to believe in themselves as well. It is also a sad reminder that if we do not believe in a mentee, they will know it. Some will rise above our expectations, in spite of our lack of belief in them, but those who know that we believe in them will learn to believe in themselves. God has given them gifts and graces to be leaders and it is our task is to teach them to believe in themselves.

We celebrate each of you as team servant leaders. You are obviously gifted leaders. You have learned to accomplish mission objectives by mobilizing others. You have learned to be great by being servants. You have learned to find your greatest joy in seeing those you serve reach their goals rather than you reach your goals. You have also learned that we all need each other. You have abandoned trying to be the lone hero and solo star of the show. You have learned the joy of working with others as a team. May God help us replicate the next generation of team servant leaders!



Jesus asked Peter and John to prepare the Passover feast for Jesus and the disciples. They carefully cared for each detail of the somewhat complicated meal. They only forgot one detail. They failed to hire a servant to wash the feet! The lowest servant of the household had that job. If the family could not afford servants, the youngest child had the terrible task of running to the door when any guests arrived, loosening their sandals, washing their feet, and drying them with a towel. The upper room where Jesus and the disciples gathered had a towel and a basin of water at the door.

As the disciples entered, they were very excited from the triumphal entry into Jerusalem. They saw the towel and water, but it never occurred to any of them that they should offer to wash each other's feet. Least of all Peter and James, who were in the inner circle of three. After everyone kicked off their sandals by the door and excitedly took their places, Jesus quietly got up, took off his coat, took the towel and the basin with water.

Suddenly all the excited chatter stopped and in hushed embarrassment they watched Jesus begin to move toward them. One by one, Jesus began to wash the disciples' feet.



As Jesus dried their feet with the towel, Peter and John received angry glaring looks from the other 10 disciples, reprimanding the two organizers of the meal for failing to care for this important task. They had not hired a servant.

When Jesus came to Peter, Peter did not want Jesus to wash his feet. When Jesus insisted, then Peter extravagantly insisted on Jesus also washing his head and his hands as a full ceremonial cleansing. Jesus gently insisted on washing only his feet and told Peter that if he refused, he was not a part of this Jesus team.

As Jesus washed their feet, they probably recalled his words to the disciples after the mother of James and John asked for her sons to be in places of honor. Jesus had said to the twelve, “He who wants to be great among you, let him be your servant.” We tend to ignore those words. We often have a heart of the boss, the chief, or the director rather than a heart of a servant.

After washing and drying their feet, Jesus says: “Do you understand what I have done to you? You address me as ‘Teacher’ and ‘Master,’ and rightly so. That is what I am. So, if I, the Master and Teacher, washed your feet, you must now wash each other's feet.

I've laid down a pattern for you. What I've done, you do. I'm only pointing out the obvious. A servant is not ranked above his master; an employee doesn't give orders to the employer. If you understand what I'm telling you, act like it—and live a blessed life.” (Jn 13:12-17) Jesus demonstrated to the disciples what it was to be

the servant. Mesoamerica Region does not need more bosses, chiefs, or directors. We will not deploy the next generation of leaders unless we humbly demonstrate that we are truly servant leaders who gather our mentees into teams of servant leaders.



I invite you to prepare yourselves for the sacrament of Holy Communion. We all gather at one table with the Lord. There are no superior or inferior disciples at the table. Jesus has just washed our feet and dried them with the towel. Now Jesus takes the unleavened bread of the Passover meal and invites us to join him. As Paul writes to the Corinthian church: “The Lord Jesus, on the night he was betrayed, took bread, and when he had given thanks, he broke it.

and said, “This is my body, which is for you; do this in remembrance of me.” Beloved brothers and sisters, key leaders across the Mesoamerica Region, I invite you to humbly partake with me of the bread that represents the body of Christ that was broken for you and me.

Jesus does not invite us to glory, fame, and recognition. He invites us to take up our cross and follow him. Please take you cup as we continue in this sacrament. “In the same way, after supper he took the cup, saying,

‘This cup is the new covenant in my blood; do this, whenever you drink it, in remembrance of me’” (1 Cor 11:24-25). Let us drink together this beverage that represents the blood that Jesus shed on the cross for our sins and be grateful.

Jesus is part of our Zoom gathering this morning. He has called us to be his disciples and he loves us with a never-ending love. He invites us to be leaders in his body, the Church. He has commissioned us and empowered us. Now he has washed our feet and shown us what servant leadership looks like. He invites us to join his team of servant leaders and he commissions us to mentor new team servant leaders.

With his life and with his teaching, Jesus patiently mentored his disciples as a team of servant leaders. He did not begin with his teaching. He began with his life. Our mentoring assignment does not begin with our teaching, our lectures, our words or



wisdom. We must begin as team servant leaders who lovingly pour out our lives for our disciples, for our mentees. Luke begins the book of Acts with these words: “In my former book, Theophilus, I wrote about all that Jesus began to do and to teach until the day he was taken up to heaven.” (Acts 1:1-2a) All that Jesus began to _____ and to _____. Jesus did not teach first. We will not empower the next generation of Mesoamerica leaders by emphasizing our teaching or our curriculum. We must first love them and befriend them. Our interpersonal relationship with these future leaders must be authentic, rich, and deep. We must love them as Jesus loved the disciples. Then we can teach them. Leadership is primarily caught not taught. It is contagious team servant leadership.

May God allow you, as Mesoamerica Region leaders, to multiply team servant leaders, to the glory of God!



Mesoamerica Region Impact Mentorship

Jerry D. Porter

(PP1) Title slide

(PP2) Suppose one of God's angels comes to you with a letter from God Almighty that specified God's highest goal for you. What is God's highest goal for your life? _____ . When God looks at you and me, what does God want to see? Some good answers might include salvation, holiness, ministry, family, love for the lost, compassion for the poor, defender of justice, etc.

I believe God's highest goal for me is to transform me into the image of Jesus. When I am a Christlike person, I am saved, I am sanctified, I fulfill my ministry assignment, I love my family, etc. If that is God's highest goal for my life, am I willing to embrace that as my highest goal for my life as well? Is there any goal more important to me than becoming more like Jesus?

The mission of the global Church of the Nazarene is “_____ **disciples in the nations.**” Everything we do must help to fulfill the overarching mission of making disciples, Christlike disciples. Though discipleship and mentorship are not exactly the same, in this message, allow me to use those terms interchangeably. Jesus made disciples and he mentored them.

The Mesoamerica Region is launching a vitally important renewed emphasis on **Impact** _____. By definition that invites all of us to be mentored by someone and to be a mentor for others. Inspiring plans have been made for 2021. Guest teachers have been scheduled, you have taken time out of your busy schedule to join us today and your mentees have been invited to participate. The



downside of a venture like this is that it becomes just another Mesoamerica Region program.

We need to remember that programs do not make disciples. Disciples make disciples. Milton Gay and the excellent team have worked diligently to prepare this venture.

But we are reminded that programs do not make leaders, _____ **leaders**. True discipleship and true mentorship require a genuine long-term love relationship between the mentor and the mentee that cannot be accomplished by a program.

Mentorship is about loving _____. Jesus loved his disciples to the very end. Discipleship is so much more than stirring lectures and excellent content. It is all about relationship of love, honesty, and trust. Sadly, because of the Coronavirus pandemic, we cannot meet in person with each other. It seems it would be easier to build a great relationship in person rather than on a screen.

We are, however, grateful for this technology that allows us to be together in real time all across the region and beyond. This is a golden opportunity to connect with one another. We know that true mentorship will not happen, however, with simply the transfer of knowledge. Mentors can only develop and empower the next generation of leaders by developing a genuine loving life relationship.

Mentorship is not a program for a select few. It is a lifestyle for all believers. Even as we are always _____, at the same time, we are also students being taught by others.



Even as we lead others we are always being led ourselves. We are being mentored while we mentor others. We are being disciplined while we discipline others.

*“Jesus came to them and said, ‘All authority in heaven and on earth has been given to me. **Therefore go and make disciples of all nations**, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.’” (Matthew 28:18-20)*

(PP12) So if we, as the Church of the Nazarene, are wanting to make Christlike disciples, what _____ is a Christlike disciple? What is a Christlike disciple? A Christlike disciple is a person who chooses to follow Jesus Christ and be an imitator of Jesus in their daily life. A disciple of Jesus Christ chooses willingly to obey God’s commandments. The Spirit-filled Christian who loves others as Jesus has loved us is a true disciple of Jesus Christ.

By the same token, what is a Christian _____? If we are called to multiply leaders, what are we trying to reproduce? We are wanting to reproduce visionary, learner, influencer leaders who lead as Jesus led.

Does the Church of the Nazarene in the Mesoamerica Region need more and better Christlike disciples? Do we need more and better Christlike leaders? Yes! What then needs to change in our _____ and in the life of the church to make more and better disciples and leaders in the image of Jesus? *If we continue doing what we are doing, we will continue to have the results we are having right now.*



(PP15) We need to cry out to God to open our eyes, our hearts, and our will to make the changes in our lives to reproduce Christlike leaders. We know that programs do not make disciples or leaders. We also know that the church does not make disciples or leaders. Disciples make disciples and leaders make leaders. We need to follow the _____ and prioritize our time investment

in our disciples. We need to take personal responsibility to reproduce ourselves as disciples and leaders.

“Christianity without discipleship is always Christianity without Christ”

(Dietrich Bonhoeffer). If we are not intentionally making disciples, we are not fulfilling the Great Commission. Jesus said: “Go and make disciples.” If we are not reproducing disciples, we are not Christian.

NOTE: PP17 to PP26 are my personal expressions of deep gratitude for those who disciplined me. You will want to delete these slides and add your own narrative of those who have lovingly disciplined and mentored you.

This is a space for you to write the names of the people who have mentored you in your Christian growth and development, it is time to be thankful.

We were not shaped by programs. We were mentored by godly loving mentors! The Mesoamerica Region Impact Mentorship is more than a one-time teaching



assignment. It is a lifestyle of discipling others, mentoring others, loving others, pouring our lives into others .

Jesus said“ :**I will build my church You make disciples** ”.Instead, we are all trying to build the church and few of us are making disciples! Our highest calling is the private, intimate, and personal ministry of making disciples and leaders .

How did John Wesley revolutionize his generation in England? He emphasized three interlocking groups:

1. Wesley insisted that every believer needed to attend the weekly _____ **Meeting** which included prayer, scripture, hymns of praise, sacraments, and proclamation of the Word of God.
2. Wesley also insisted that every believer participate in a lay led _____ meeting where everyone was welcomed to study the Word of God and to grow spiritually together. The society meetings and class meetings are widespread in the Church of the Nazarene in Mesoamerica and around the world.
3. The third group, however, is sadly missing in many of our lives and our churches. Wesley called for _____ _____ to be formed. These were mature Christians discipling mature Christians. These were weekly meetings with high levels of mutual accountability.

I think we do quite well at celebrating God’s presence in our worship services (society meetings). We also emphasize Sunday School and small group Bible studies for all ages (class meetings). I would like to focus a bit on Spiritual Bands as a key component on **Impact Mentorship**. What if what we are missing is what Jesus and his followers did so well? They intentionally invited persons into an intimate, long-term, discipling relationship. Mentorship is not a course or a curriculum, though those are important. The key to mentorship is doing life together over a period of time.



First of all, mentorship must be _____ . Jesus prayed all night and the next day he began to invite men to become his disciples. We must prayerfully ask the Lord to show us who should be a part of our mentorship group. There are some relationships that occur naturally, but to be effective we must become intentional in identifying the believers that God wants us to invest our lives in. When inviting person into this “spiritual band,” do not select persons who are barely committed to God. We may think we should select these fringe believers so we can help them fully commit to the

Lord. The problem is that they are demonstrating that they are not really willing to be a fully dedicated disciple of Jesus. Rather, we need to select the most committed, the most faithful, and the most fruitful persons to be in our mentorship group. We then urge our disciples to also select the most committed Jesus-followers when they begin to gather their mentorship group together.

Secondly, When we are making disciples, we should begin with our _____. We need to ask the Lord to help us to intentionally disciple and mentor our children. Before we look in the church for those who might join our discipleship group, we need to invest in the inner circle of our first ministry assignment, our family.

The third key factor in mentorship is to invest more time in _____. If a leader tries to invest equal time in all those he or she leads, they will greatly limit the number of people they can lead. Out of the 70, Jesus selected 12, and of the 12 he selected 3. You cannot invest deeply in a large number of persons. Your spiritual mentorship band should probably be 12 or less. John Wesley suggested 12 members in each spiritual band. As I invest more time in fewer people, I then teach my disciples to do the same thing, as they invest more time in fewer people.

The key to discipleship or mentorship is a rich personal _____. You cannot disciple someone you do not love. The best mentorship does not happen



in a classroom, it happens around a table, on a walk, or doing ministry together. If we do not love our mentees and enjoy spending time with them, we will not be effective mentors. Mentorship is not primarily a curriculum; it is a deep loving relationship over an extended period of time.

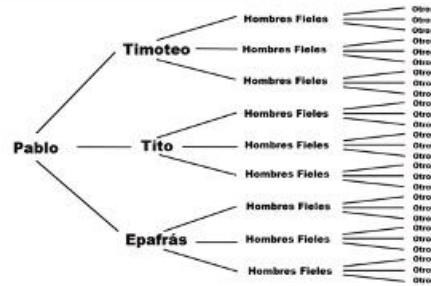
There are two questions we would like to ask each member of the Church of the Nazarene in Mesoamerica.

1. Who is discipling you? Who is your mentor? I am not asking what TV evangelist you watch or what book are you reading. Those can be very helpful, but we need someone who knows us, loves us, prays for us, and holds us accountable. Even as you prepare to mentor others, you would do well to prayerfully ask a mature believer to mentor you. Several years ago, Don Owens graciously accepted my request to intentionally disciple me.
2. Who are you discipling? Who are your mentees? Some respond that they mentor whoever God puts in their path. A pastor may respond that he or she is discipling everyone in the church they lead. Pastors who attempt to disciple everyone, in reality are not discipling anyone. We prayerfully invite mature, committed, faithful, and fruitful believers to become a part of our discipleship group. I assure you that I learn more from the group than what I teach them. They also learn more from each other in the group than what I teach them. Intentionally identifying a small group that you will mentor will deeply enrich their lives, but yours as well.

All of us are the spiritual descendants of Jesus and the disciples. For more than 2,000 years, the disciples of Jesus made disciples, who made disciples, who made disciples, leading to us. That is the lesson the apostle Paul was teaching Timothy as recorded in 2 Timothy 2:2“ ,the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others ”.



Our spiritual ancestry begins with Jesus. The Lord disciplined Peter, who in turn disciplined Barnabas. Barnabas disciplined Paul, who disciplined Timothy. Paul instructs Timothy to re-teach everything Paul is teaching him to reliable people, who in turn will teach others. Here are 7 generations of mentoring relationships. Who is your mentor? Who is your mentee ?



This mentorship model is deep and wide. It involves deep relationships between the discipler and the disciple. It is also wide because of the multiplication of disciples. Jesus had 12 disciples. Paul had many disciples and he instructed Timothy to invest his life in several reliable persons. This mentorship model allows for rich deep personal investments, while at the same time multiplying the number of disciples .

The mentorship model we learn from Jesus and the apostles is a **multiplication** model. If you could fold a piece of paper 50 times, how tall would the stack of paper be? Each time you fold the paper you are doubling the thickness. Would the paper be as tall as the highest building in world? Would it be as high as the highest mountain ?

The stack of paper would reach to the moon and beyond! When I heard this, I thought that was impossible, so I took a big book and started calculating the number of pages; 2, 4, 8, 16, 32, 64, 128, etc. I began to measure, not by number of pages , but by centimeters, and then meters, and by the time I had doubled the pages 49 times, I was more than halfway to the moon!



This is the power of the multiplication of disciples. We need not choose between high quality mentees or a high quantity of mentees. The New Testament Church shows us that we can pray for and expect the _____ and _____ multiplication of leaders. If each leader will mentor several new leaders, over a period of time, the number of highly qualified leaders will multiply!



This photo was taken in Indianapolis at the General Assembly in 2013. It shows 5 generation of mentors. Don Owens mentoring me as I mentor Craig Rench, who mentors William Alvarado, who mentors a brother whose name I do not recall. Mentorship is not a program. It is a lifestyle of following Jesus together over a lifetime .

For Impact Mentorship to be effective across the Mesoamerica Region, we will need to prayerfully ask the Lord to guide us to a believer who will pray for us, disciple and mentor us. We will also need to see our relationship with our disciples and mentees as a long-term deep loving friendship relationship.

A few years ago Craig Rench challenged my teaching“ .Jerry, rather than only identifying who is discipling me and who are my disciples, I also need to also hold my disciples accountable and ask them who they are discipling ”.



We celebrate the inspiring and challenging sessions you will have with Carla Sunberg, Scott Rainer, Lola Brickey, Lola & Tim Gulick, Gary Hartke, Filim, o Chambo, Gustavo Crocker, Vern Ward. David Gonzalez, FÉlix & Sara Ortiz, and Lucas Leys. Being exposed to these amazing teachers during this whole year will be stimulating and exciting !

We also celebrate the powerful sessions you will have with your mentees! The true power of this venture, however, will be determined by the degree to which we are willing to truly lovingly invest into the lives of our mentees under our care, not only during this year, but long after this initiative is over. During this year your mentees will become your lifetime colleagues and friends. And perhaps the final test of our mentorship will be to see our mentees becoming mentors to the next generation of pastors and leaders!

May the Lord help us to fulfill the Great Commission. We do not fully fulfill the Lord's commission by preaching, evangelizing, planting churches, and doing works of compassion and justice. We fulfill the Lord's Great Commission when each of us, personally and intentionally make disciples, who make disciples, who make disciples. Amen!

Note: Make personal expressions of deep gratitude for those who they disciplined you. Add your own narrative of those who have discipleship and lovingly oriented.