Leadership Development and Mentoring

by Edmund Chan
“The smallest will become a clan, the least one a mighty nation...”

- Isaiah 60:22
Towards An Intentional Disciplemaking Church
A CALLING
COVENANT EVANGELICAL FREE CHURCH

“Enlarge the place of your tent... spare not.”

– Isaiah 54:2
Introduction

A Major Paradigm Shift - “The world is in trouble and the Church is in need!”
Why Are There Dying Churches?

Satan’s scheme in attacking the church

Deception
Division
Discouragement
Defilement

But this is not the underlying problem...

What is?

CHRISTIANS DON’T DISCIPLE!!
Five Misconceptions of Discipleship

• Discipleship just happens.
• Discipleship takes place when people attend church programs.
• Discipleship is only for new Christians.
• Discipleship is for the spiritual elites only.
• Discipleship is a program.
Our Need Today

“Churches that take intentional disciplemaking seriously!”

Go make disciples of all nations.
- Jesus Christ
2-YEAR INTENTIONAL DISCIPLESHIP TRAINING CYCLE
“We don’t \textit{TRY} to be Disciples. \textit{We TRAIN} to be Disciples....” Bill Hull
Church-Based Mentoring: Intentional Discipleship Training (IDT)

Three Defining Questions...

a. What **FOR**?

b. What **KIND**?

c. What’s **NEXT**?
Church-Based Mentoring: Intentional Discipleship Training (IDT)

Three Defining Questions...

a. What **FOR** ? (Purpose)

b. What **KIND** ? (Product)

c. What’s **NEXT** ? (Process)
Basic Question

What does “Mentoring” Mean?
My Definition of Mentoring

“Mentoring is an empowering life-investment, in an accountable relationship, through which knowledge, skills and attitudes are imparted so that lives are transformed.”
Dysfunctional Mentoring

Five Symptoms

1. Abuse of Authority
2. Belittling Others
3. Co-Dependency
4. Dogmatism
5. Ego-Trip
“Oh No! I’ve Been Cloned!”
“I start with the fundamental premise that the greatest need of the world is **Hope** and that this hope is *only* found in the **Gospel**...

My First Premise For Mentoring
“... and the only carrier of the Gospel is the Church; and that the greatest need of the Church is godly, visionary LEADERSHIP!”

My First Premise
The Need For Leaders

“An army of a thousand is easy to find, but, ah, how difficult to find a general.”
- Chinese proverb

“I am more afraid of an army of 100 sheep led by a lion than an army of 100 lions led by a sheep.”
- Talleyrand
“The distinguishing mark of visionary leadership is not merely to produce more followers, but rather to reproduce more leaders who would reproduce even more leaders through spiritual multiplication!”

My Second Premise
“Since truth is best communicated in the realm of interpersonal relationships, spiritual transformation and multiplication best takes place through the biblical practice of mentoring!”

My Third Premise
Challenge the church to discipleship and mentoring!
Philosophy of Disciplemaking

“Disciplemaking is all about a certain kind of PERSON, radically committed to a certain kind of PURPOSE; who through a certain kind of PROCESS, reproduces a certain kind of PRODUCT.”
Mentoring The Next Generation of Leaders

1. Begin with the end in mind

- Aim for Spiritual Transformation
- Aim for Spiritual Multiplication
Mentoring The Next Generation of Leaders

1. Begin with the end in mind

2. Select mentoring relationships wisely

   - Select **Kindred Spirits**
   - Select by **Divine Appointments**
Mentoring The Next Generation of Leaders

1. Begin with the end in mind
2. Select mentoring relationships wisely
3. Build trust and credibility
   - Build Trust thru’ Transparency
   - Build Credibility thru’ Authenticity
Mentoring The Next Generation of Leaders

1. Begin with the end in mind
2. Select mentoring relationships wisely
3. Build trust and credibility
4. Stick to the Fundamentals
   - Back to the Basics in the Word
   - Back to the Basics in Prayer
Mentoring The Next Generation of Leaders

5. Mentor from the Inside-Out

- Cultivate a sense of **Destiny**
- Cultivate a sense of **Desperation**
Mentoring The Next Generation of Leaders

1. Begin with the end in mind
2. Select mentoring relationships wisely
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4. Stick to the Fundamentals
5. Mentor from the Inside-Out
Who are the few good people that the Lord is giving you to invest and pour your life into?
Discipleship Movement

WIN 

DISCIPLE 

SEND
2 Tim 2:2
The Importance of Disciplemaking.......
Notice the four generations mentioned here.

Paul – Timothy – Faithful Men – Others Also
Why are there dying churches across the world?

1st Generation *(Knew God)*
Jos 24:15 **REALITY** Of Faith
– CONVICTION that leads to COMMITMENT –
Joshua 24:15

“If it is disagreeable in your sight to serve the Lord, choose for yourselves today whom you will serve: whether the gods which your fathers served which were beyond the River, or the gods of the Amorites in whose land you are living; but as for me and my house, we will serve the Lord.”
Why are there dying churches across the world?

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Jos 24:15 REALITY Of Faith
– CONVINCION that leads to COMMITMENT –

2nd Generation (Knew About God)
Jos 24:31 ROUTINE Of Faith
- CONVENIENCE that leads to CARELESSNESS –
Joshua 24:31

“Israel served the Lord all the days of Joshua and all the days of the elders who survived Joshua, and had known all the deeds of the Lord which He had done for Israel.”
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3rd Generation (Knew Not God)
Judg 2:10 REJECTION of Faith
- COMPROMISE that leads to CONFUSION –
Judges 2:10

“All that generation also were gathered to their fathers; and there arose another generation after them who did not know the Lord, nor yet the work which He had done for Israel.”
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What about you?

- What generation Christian are you?
- Have you begun to drift away?
- Has Christianity become merely a routine?
- Has worldliness crept into your life?
- Do you really know God?
- Are you enjoying intimacy with God?
- How’s your daily devotional life?
Mentoring the Next Generation

A. SEE THE CRITICAL NEED
"Returning the Church to its disciplemaking roots”

B. UNDERSTAND THE BIBLICAL STRATEGY
“Thru' authentic discipleship and intentional disciplemaking”

C. DETERMINE THE END-PRODUCT
“…so as to reproduce disciples of a certain kind…”

D. ACCOMPLISH THE MISSION
“…and to multiply them to win the world for Christ!”
Catch the Vision!
Ignite the Fire!
Why Mentoring Is Important
Mentoring Our Kids: Back To Basics ... 

“My Heart Is For .......”
- Belicia Chan
Why didn’t Jesus go to the people and say, “Hey guys, I’ve got news for you, you are the gold of the world”?
FOUR DEBILITATING MYTHS OF MENTORING
(from Focused Living Retreat by CRM)

1. You only have one mentor.
2. Mentors must be older.
3. I don’t need one.
4. I can’t be one.