



Developing Leaders



4G Mentoring: Growing, Guiding, and
Guarding the Global Bride of Christ

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Foreword

This document has been designed for use with small groups using cell-phones, tablets, computers, TV connections, or projectors. This document is not designed as a printed book (though it may be printed) or large group presentation but rather an electronic discussion guide for small or medium sized multi-language groups. The graphics on each page are designed to ease cross-cultural communication issues when using a translator or with group members using a second language. We hope that this document helps facilitate discussions about the Gospel of Jesus Christ in both formal and informal discussion groups in homes, churches, and coffee shops around the world. The copyright on this document allows you to freely distribute and even modify the content (except modifying the King's Witness symbols) to meet your needs.

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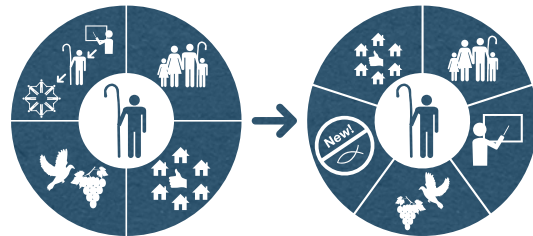


Leadership
Qualifications:

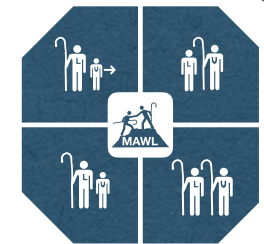
Give Small Tasks
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Leadership
Qualifications



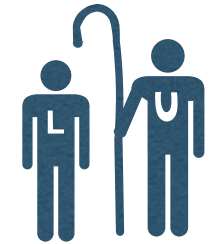
MAWL: Model,
Assist, Watch, Leave



Titus Model
(Pioneer Areas)



Model



Timothy Model
(Established Areas)



Assist



MAWL:

Watch



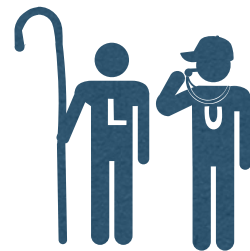


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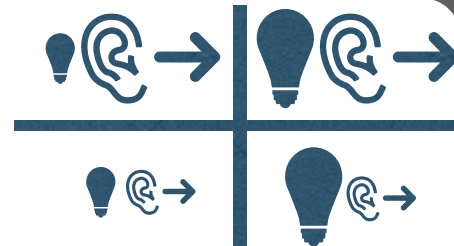
Leave



Coach New Leaders
Through Mistakes



Situational
Leadership



Do It, Train It,
Step Aside

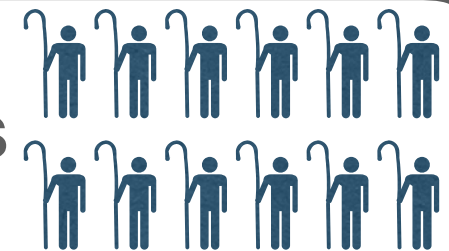


Gather Leaders
For Ongoing Training



Developing Young
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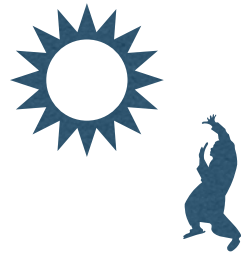
The Demoniac



Stephen and
The Deacons



Paul



Tychicus, Trophimus,
And Epaphras



Intentionally Mentor
Young Believers



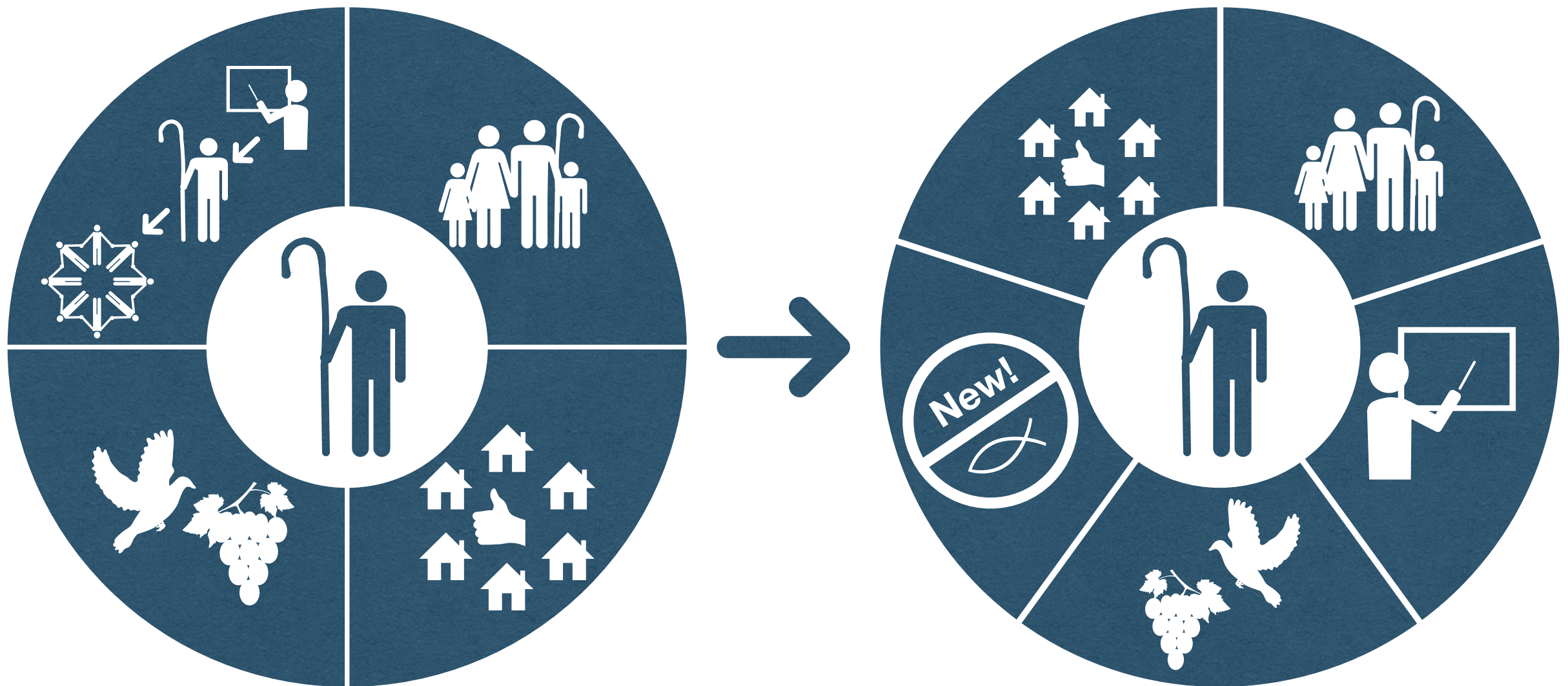
Case Studies:

Case Studies



Leadership Qualifications

Leadership Qualifications



Key Idea: In pioneer areas, use the Titus model of choosing new believers as leaders but move as quickly as possible to the Timothy model of appointing only seasoned believers as leaders.

Titus Model (Pioneer Areas)



- Manage family well (vs. 6)
- Good reputation in the community (vs. 7)
- Good character (basically Fruit of the Spirit) (vs. 7-8)
- Hold the truth he receives and is able to pass it on (vs. 9)

Titus and 1 Timothy were written by Paul at about the same time (around 62-65 ad) to 2 types of churches: pioneer (Titus 1:5) and established (Acts 19:8-10). Titus is on the island of Crete in a pioneer area probably established within the last 6 months. Titus only has new believers to choose from. In Acts 14 Paul quickly appoints elders in Lystra, Iconium, and Antioch (vs. 21-23)— pioneer areas.

*“This is why I left you in Crete, so that you might put what remained into order, and appoint elders in every town as I directed you— if anyone is **above reproach, the husband of one wife, and his children are believers and not open to the charge of debauchery or insubordination.** For an overseer, as God's steward, must be above reproach. He **must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. He must hold firm to the trustworthy word as taught,** so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it.” (Titus 1:5-9)*

*“When they had preached the gospel to that city and had made many disciples, **they returned to Lystra and to Iconium and to Antioch**, strengthening the souls of the disciples, encouraging them to continue in the faith, and saying that through many tribulations we must enter the kingdom of God. **And when they had appointed elders for them in every church**, with prayer and fasting they committed them to the Lord in whom they had believed.” (Acts 14:21-23)*

Key Idea: In pioneer areas, leaders need to manage their family well, have a good reputation, have good character, and can hold and pass on the teaching they receive. These leaders can be relatively new believers.

Timothy Model (Established Areas)



- Manage family well (vs. 2, 4)
- Able to teach (vs. 2)
- Good character (vs. 2)
- Not a new believer (vs. 6)
- Good reputation in the community (vs. 7)

Timothy is in the well established area of Ephesus where there seem to be well seasoned believers (Acts 19) ready and desiring to take on higher leadership responsibilities - including teaching.

We want to move to this model as quickly as possible.

*“The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. Therefore an overseer must be **above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own household well, with all dignity keeping his children submissive, for if someone does not know how to manage his own household, how will he care for God's church? He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil. Moreover, he must be **well thought of by outsiders**, so that he may not fall into disgrace, into a snare of the devil.”*** (1 Timothy 3:1-7)

“Do not be hasty in the laying on of hands, nor take part in the sins of others; keep yourself pure. (No longer drink only water, but use a little wine for the sake of your stomach and your frequent ailments.) The sins of some people are conspicuous, going before them to judgment, **but the sins of others appear later.** So also good works are conspicuous, and even those that are not cannot remain hidden.” (1 Timothy 5:22-25)

Key Idea: In established areas we want to chose leaders who manage their family well, are able to teach, have good character, are not new believers, and have good reputations.

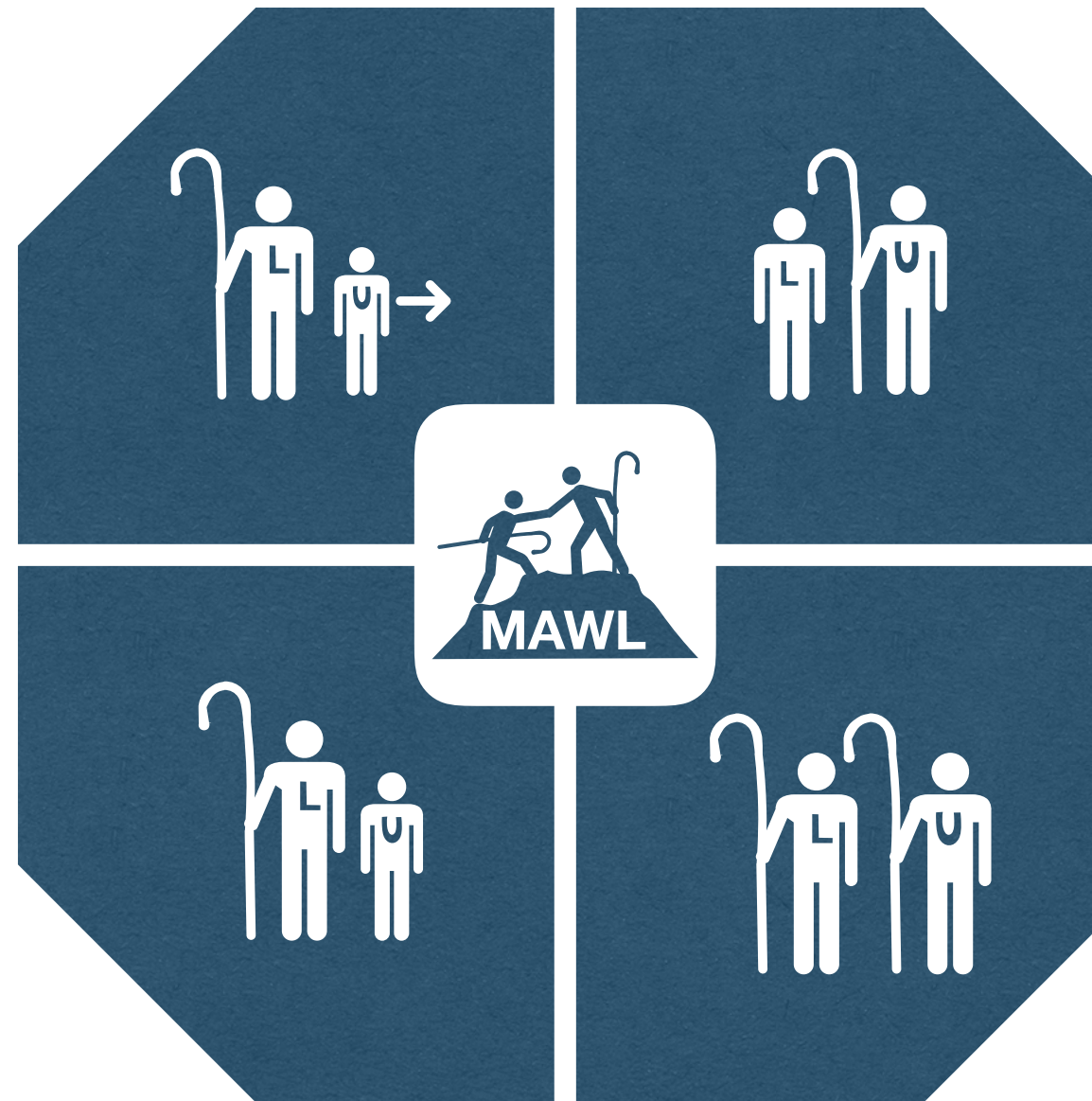
MAWL

Give Small Tasks To Find (Potential) Leaders



Key Idea: We find potential leaders by giving group members small tasks and seeing who is capable and faithful.

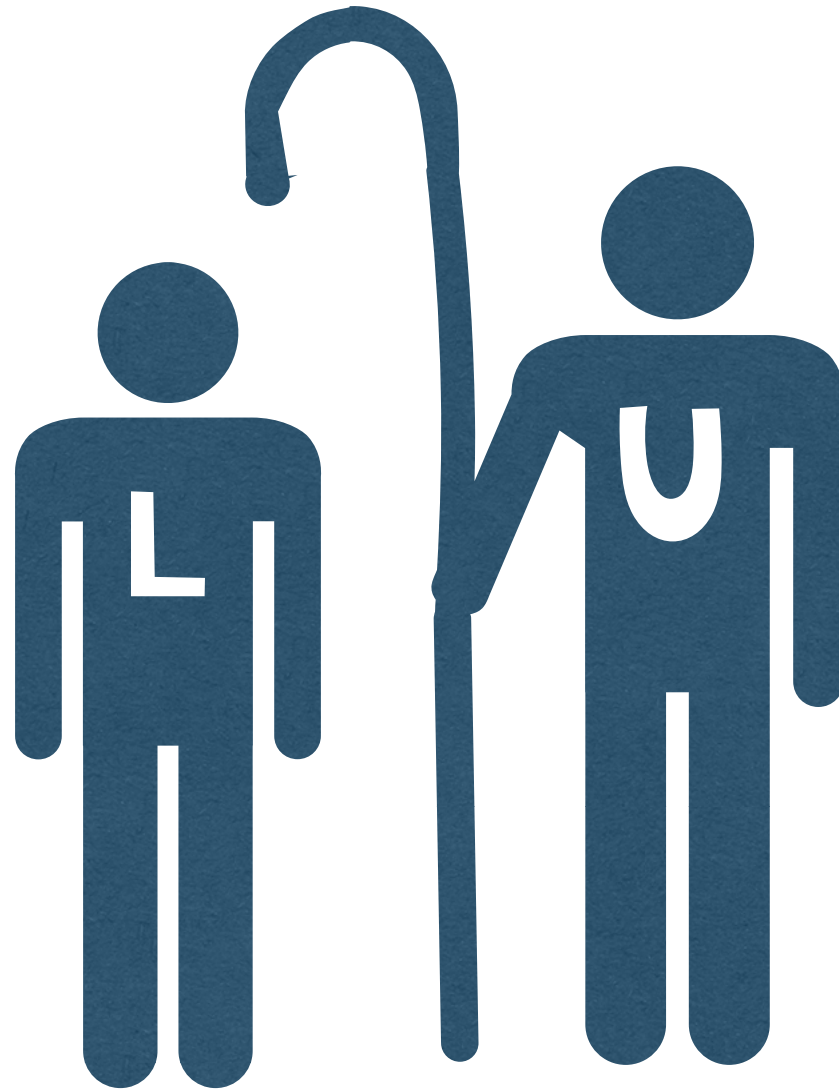
MAWL: Model, Assist, Watch, Leave



Model
Assist
Watch
Leave

Key Idea: We want to develop new group leaders by using the MAWL process: Model, Assist, Watch, Leave.

Model



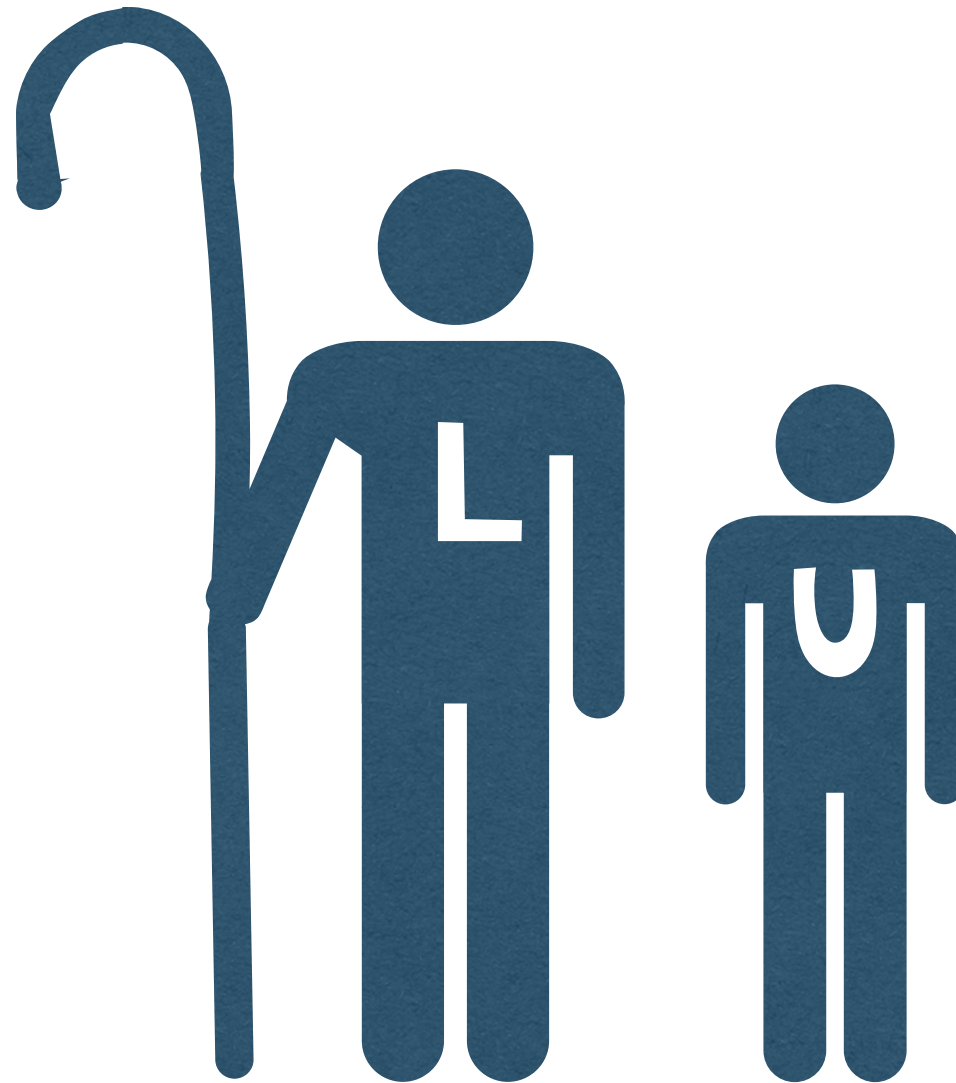
Key Idea: Model the kind of leadership you want in the home group 3 or 4 times.

Assist



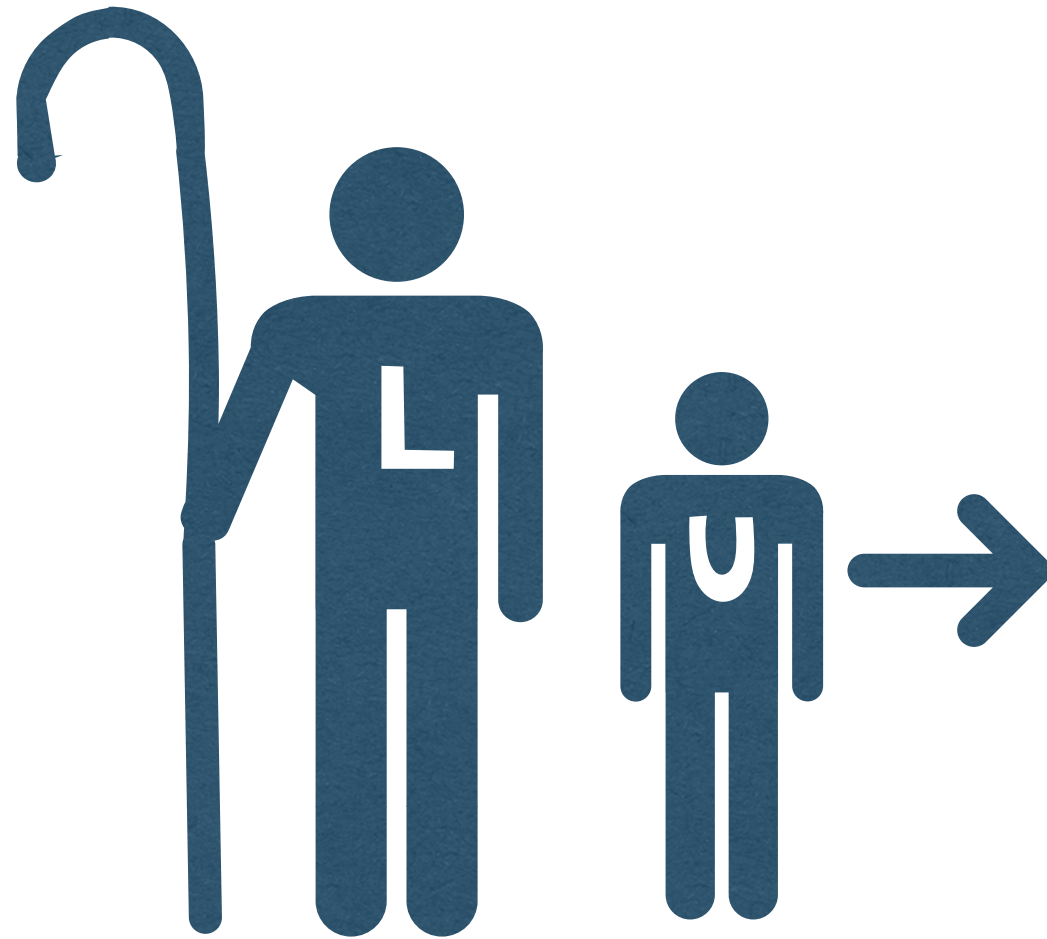
Key Idea: Teach the person outside of the group how to do what you want, then assist them in the group meeting.

Watch



Key Idea: Let the new leader lead the group while you watch. Don't correct mistakes in the group but continue to mentor them outside of the group.

Leave (Come Back Occasionally)



Key Idea: You need to begin missing meetings so that the new leader can lead. Eventually you will only come every few months to evaluate how things are going and provide training.

Coach New Leaders Through Their Mistakes



What kind of
mistakes did
the disciples
make?

Key Idea: New leaders are going to make mistakes.
Coach them gently through these mistakes.

Situational Leadership

High knowledge,
high obedience



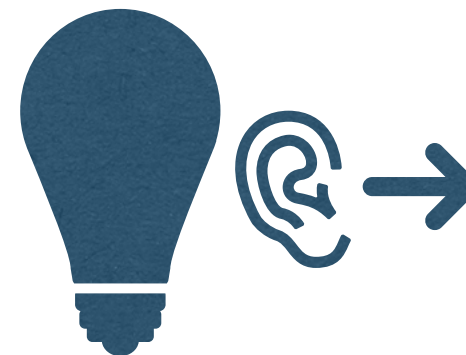
High knowledge,
low obedience

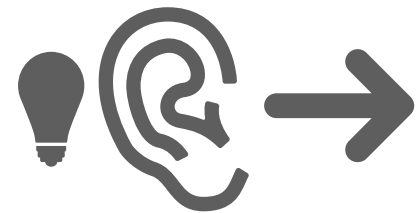


Low knowledge,
low obedience



Low knowledge,
high obedience





**Low knowledge,
high obedience**

**Needs training and mentoring
with moderate accountability.**



Help him know how...

**High knowledge,
high obedience.**

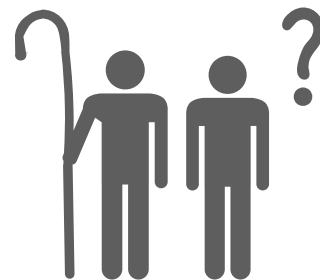


**Becomes a ministry and
accountability partner.**

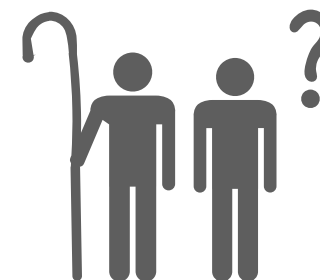


Walk with him as an partner...

Help him know why and how...



**Needs vision casting, training, and
mentoring with high accountability.
Leadership potential is unknown.**



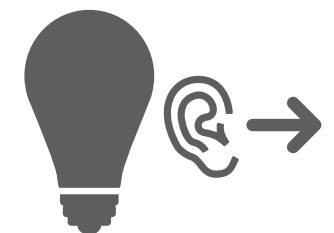
Help him know why...

**Needs vision casting, mentoring, and high
accountability. If no improvement happens
should not be placed in a leadership role.**



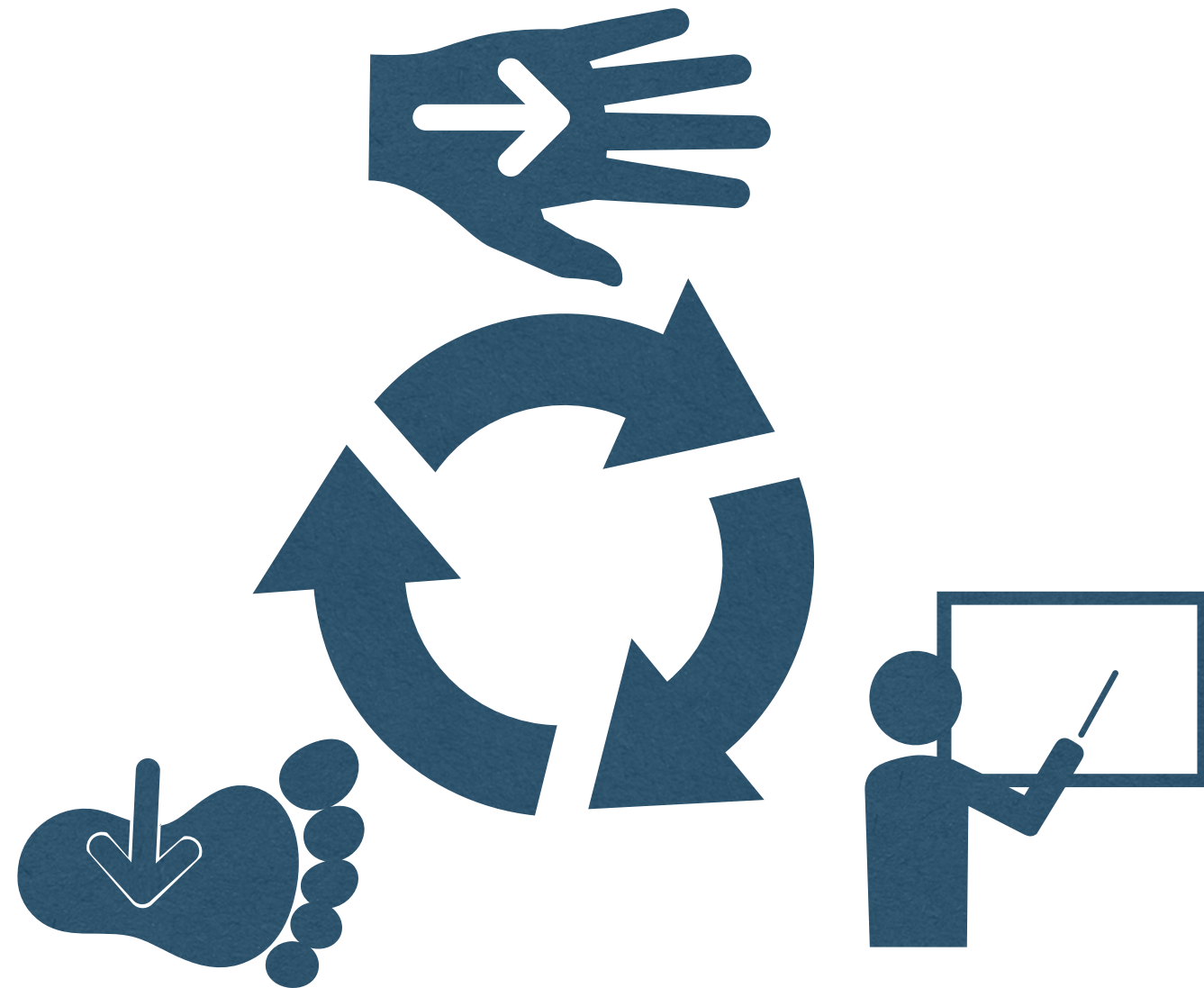
**Low knowledge,
low obedience**

**High knowledge,
low obedience.**



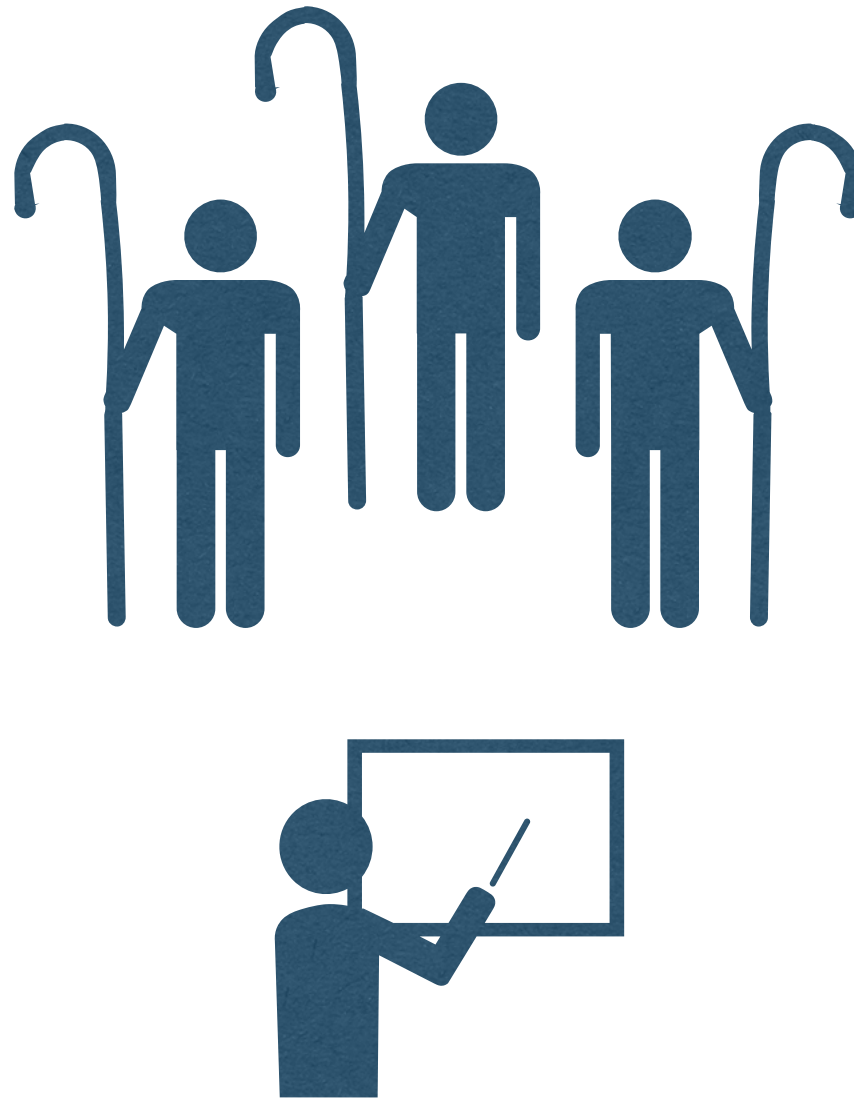
Key Idea: We can help group members move toward leadership potential by following situational leadership principles.

Do It, Train It, Step Aside



Key Idea: Do it, train it, then step aside and let those you have trained take over. Repeat this cycle of mentoring for reproducibility.

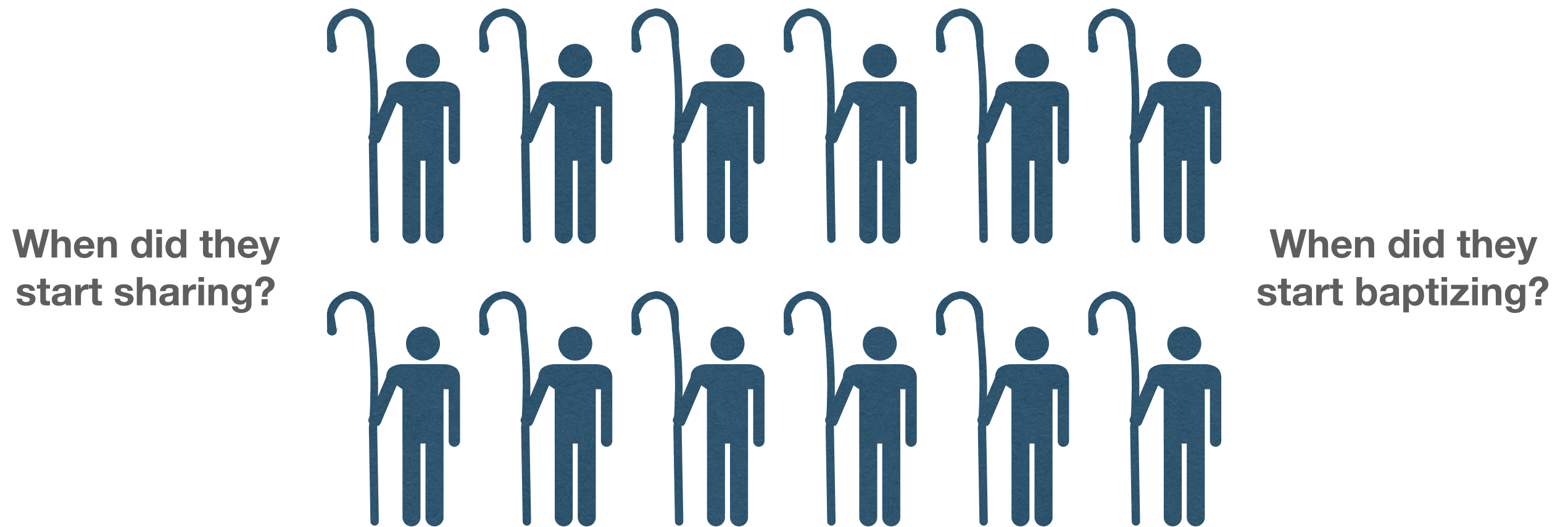
Gather Leaders for Ongoing Training



Key Idea: Gather leaders together for ongoing training and mutual support and accountability.

Developing Young Believers

The 12 Disciples/Apostles (3 Years of On-the-Job Training)



*“Now when Jesus learned that the Pharisees had heard that Jesus was making and baptizing more disciples than John (**although Jesus himself did not baptize, but only his disciples**), he left Judea and departed again for Galilee.” (John 4:1-3)*

“And he called the twelve and began to send them out two by two, and gave them authority over the unclean spirits. He charged them to take nothing for their journey except a staff—no bread, no bag, no money in their belts — but to wear sandals and not put on two tunics. And he said to them, ‘Whenever you enter a house, stay there until you depart from there. And if any place will not receive you and they will not listen to you, when you leave, shake off the dust that is on your feet as a testimony against them.’ So they went out and proclaimed that people should repent. And they cast out many demons and anointed with oil many who were sick and healed them.” (Mark 6:7-13)

Key Idea: Jesus did on-the-job leadership training with the 12 Disciples over a period of 3 years.

Sending Out the 72 (3 Year Limited Training)



“After this the Lord appointed seventy-two others and sent them on ahead of him, two by two, into every town and place where he himself was about to go. And he said to them, ‘The harvest is plentiful, but the laborers are few. Therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest.’” (Luke 10:1-2)

“The seventy-two returned with joy, saying, ‘Lord, even the demons are subject to us in your name!’” (Luke 10:17)

Key Idea: Jesus sent out 72 disciples ahead of him sometime within his 3 years of ministry and they seemed to have had success.

The Demoniac

(Sent Out Without Training)



*“The man from whom the demons had gone begged that he might be with him, but Jesus sent him away, saying, ‘**Return to your home, and declare how much God has done for you.**’ And he went away, proclaiming throughout the whole city how much Jesus had done for him.” (Luke 8:38-39)*

Key Idea: Jesus sent the newly healed demoniac immediately back to his people to share what Jesus had done for him.

Stephen and the Deacons (Believers for 3-4 Years)



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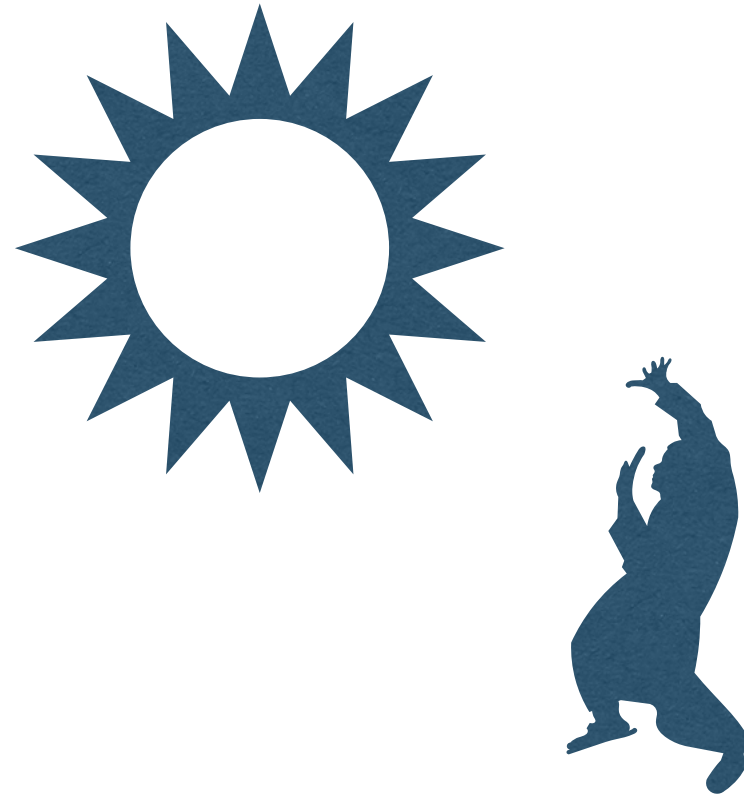
*“Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty. But we will devote ourselves to prayer and to the ministry of the word.’ And what they said pleased the whole gathering, and they chose Stephen, a man **full of faith and of the Holy Spirit**, and Philip, and Prochorus, and Nicanor, and Timon, and Parmenas, and Nicolaus, a proselyte of Antioch. These they set before the apostles, and they prayed and laid their hands on them.” (Acts 6:3-6)*

“And Stephen, full of grace and power, was doing great wonders and signs among the people. Then some of those who belonged to the synagogue of the Freedmen (as it was called), and of the Cyrenians, and of the Alexandrians, and of those from Cilicia and Asia, rose up and disputed with Stephen. But they could not withstand the wisdom and the Spirit with which he was speaking.”
(Acts 6:8-10)

Key Idea: Stephen and the first deacons were fairly new believers who ministered to physical needs and Stephen also shared his faith with power through the Holy Spirit.

Paul

(Biblically Literate, Shared Immediately)



*“I am a Jew, born in Tarsus in Cilicia, but brought up in this city, **educated at the feet of Gamaliel** according to the strict manner of the law of our fathers, being zealous for God as all of you are this day.” (Acts 22:3)*

*“And immediately something like scales fell from his eyes, and he regained his sight. Then he rose and was baptized; and taking food, he was strengthened. For some days he was with the disciples at Damascus. And **immediately he proclaimed Jesus in the synagogues**, saying, ‘He is the Son of God.’” (Acts 9:18-20)*

Key Idea: Paul was extremely biblically literate before coming to Christ and immediately begins to share his faith when he comes to Christ.

Tychicus, Trophimus, and Epaphras (2 Years on-the-Job Training)



*“But when some became stubborn and continued in unbelief, speaking evil of the Way before the congregation, **he withdrew from them and took the disciples with him, reasoning daily in the hall of Tyrannus. This continued for two years, so that all the residents of Asia heard the word of the Lord, both Jews and Greeks.**” (Acts 19:9-10)*

*“Sopater the Berean, son of Pyrrhus, accompanied him; and of the Thessalonians, Aristarchus and Secundus; and Gaius of Derbe, and Timothy; **and the Asians, Tychicus and Trophimus.**” (Acts 20:4)*

*“**Epaphras, who is one of you**, a servant of Christ Jesus, greets you, always struggling on your behalf in his prayers, that you may stand mature and fully assured in all the will of God.” (Colossians 4:12)*

Key Idea: Tychicus, Trophimus, and Epaprus seemed to have been trained by Paul during his two years in Ephesus at the School of Tyrannus.

Intentionally Mentor Young Believers (0-3)



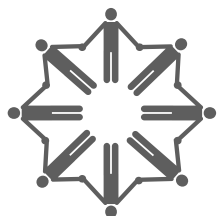
Key Idea: It is biblical to intentionally mentor young believers by involving them in ministry (sharing, baptizing, discipling) from the beginning and help develop them into leaders.

Case Studies

Case Study 1



You have been leading a group for 8 months and your group has quickly grown to 14 people. There are now too many people to fit into your apartment and too many people for everyone to be able to participate equally in discussions. You know that you need to split your group into two groups but you are the only leader in the group and you do not have time to lead two groups. What should you do next?



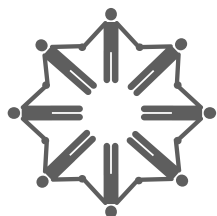
**Break up into groups and discuss.
(suggested time - 10 minutes)**

Case Study 2



You have finished the modeling stage with a new leader and have begun to assist him to lead a new group. After several weeks you can see that this new leader is not yet capable of leading many parts of the group meeting.

What do you do next?

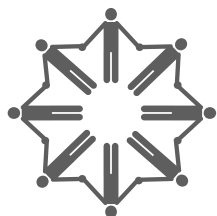


**Break up into groups and discuss.
(suggested time - 10 minutes)**

Case Study 3



You have been mentoring a new leader for the last few months to take over a group. This leader has been doing very well but in the last group meeting he got into a heated argument with another group member over a very difficult to interpret Bible passage. What should you do next?

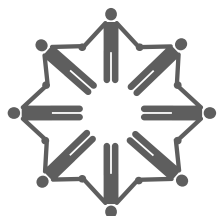


**Break up into groups and discuss.
(suggested time - 10 minutes)**

Case Study 4



You have been mentoring a new leader for three months and he has been doing very well in the “Watch” stage. You have decided that it is now time to enter the “Leave” stage of MAWL. What kind of interaction should you have with this leader and group in the future?

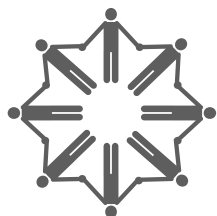


**Break up into groups and discuss.
(suggested time - 10 minutes)**

Case Study 5



You are mentoring several group leaders who lead small groups. You have been meeting with them separately to give them training, support, and accountability. What is the next step in leadership development for these leaders?



**Break up into groups and discuss.
(suggested time - 10 minutes)**



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