

Leadership Tips

on Bible-Centered Leadership

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QUOTES

“A Bible-Centered Leader refers to a leader whose leadership is informed by the Bible, who has been personally shaped by Biblical values, has grasped the intent of Scriptural books and their content in such a way as to apply them to current situations and who uses the Bible in ministry so as to impact followers.”

J. Robert Clinton, *Having a Ministry that Lasts*, p. 17

A Lasting Source

“The grass withers, the flower fades; but the Word of our God will stand forever.”

Isaiah 40:8

A Guarantee about the Source

“Every Scripture inspired of God is profitable for teaching, for setting things right, for confronting, for inspiring righteous living, in order that God’s leader be thoroughly equipped to lead God’s people.” II Timothy 3:16-17

The Proper Response to the Guarantee

“Make every effort to be pleasing to God, a Bible-Centered leader who is completely confident in using God’s Word with impact in lives.”

II Timothy 2:15

Introduction to Bible-Centered Leadership

THE ENDANGERED SPECIES OF “BIBLE-CENTERED LEADERS”

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| <ul style="list-style-type: none">➤ There is a desperate need for Bible-Centered leaders➤ We can become one➤ This course is designed to help us become one |
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Biblical References (Clinton’s translation):

- **Isaiah 40:8 – A Lasting Source**
“The grass withers, the flower fades; but the Word of our God will stand forever.”
- **II Timothy 3:16-17 – A Guarantee About the Source**
“Every Scripture inspired of God is profitable for teaching, for setting things right, for confronting, for inspiring righteous living, in order that God’s leader be thoroughly equipped to lead God’s people.”
- **II Timothy 2:15 – The Proper Response to the Guarantee**
“Make every effort to be pleasing to God, a Bible-Centered leader who is completely confident in using God’s Word with impact in lives.”

Effective leaders should have an appropriate, unique, lifelong plan for mastering the Word in order to use it with impact in their ministries.

The Notion of Core:

1. All leaders have at least one word gift; most have a set of word gifts.
2. There are three different levels of word gifts: *Foundational, Superstructural, and Remote*.
3. Each level requires a different kind of mastery of the Word.
4. All leaders have *core items* [books and passages] in the Bible that are important to them.

The “Equipping Formula”:

Component 1: **Devotional Input** (from any Core Items)

Component 2: **Mastery** (of Core Items)

Component 3: **Familiarity Reading** (of weak Bible portions)

Component 4: **Situational Study** (of specific Books and/or passages to meet personal and/or ministry needs)

Life-long Bible Mastery Paradigm:

- It is individualized
- It builds on strength
- It is doable
- It is a process
- It focuses on using the Bible with impact
- It is reproducible

A Bible-Centered Leader refers to a leader whose leadership is informed by the Bible, who has been personally shaped by Biblical values, has grasped the intent of Scriptural books and their content in such a way as to apply them to current situations and who uses the Bible in ministry so as to impact followers.

Old Testament Examples of Bible-Centered Leaders:

- Joshua – “Courageous Leader”
- David – “Worship Leader”
- Jeremiah – “Catalytic Leader”
- Daniel – “Stabilizing Leader”
- Ezra – “Impact Leader”

New Testament Examples of Bible-Centered Leaders:

- Jesus – “Authoritative Leader”
- Peter – “Evangelistic Leader”
- Paul – “Pioneer Leader”

Introduction to Core and Word Gifts

Leaders usually have favorite Bible books, or special passages, which God has used mightily in their own lives to spur their growth or solve their problems or otherwise meet them. It is these books or special passages which form the basis for much of what they share with others in their ministries.

❖ **Core Items** include:

- **Core Set** – “a collection of very important Bible books, usually from 5-20, which are or have been extremely meaningful...” and
 - **Core Selection** – “[a collection of] important passages, key biographical characters, special Psalms, special parables, special values or key topics which are or have been extremely meaningful...”
1. Persons gifted with a teaching gift in combination with other Word Gifts will usually have a larger core set (10-20). Persons gifted with other Word Gifts but not teaching will have smaller core sets (5-10). One can expect core items to expand over time. But the major portion of core items will be discovered in the first 10-15 years of ministry.
 2. Over a lifetime a person should be challenged to master his/her core set and to have good familiarity with the rest of the Bible. This is a doable goal. It is one which will result in productive ministry.
 3. Individuals will have a range of core items to be mastered over a lifetime.
Range – “refers to the extent of one’s core items and includes the size and kind of core items.”
 4. You can expect your range to grow over time until you reach your capacity and level of gifting.
 5. Build a base on which you can advance.

❖ **Three Levels of Word Gifting:**

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| <p>1. Foundational Word Gifts – “the major thrust of these gifts is the explanation of God and God’s will.”</p> <ul style="list-style-type: none">• Teaching• Exhortation• Prophecy | <p>2. Superstructural Word Gifts – “their major function is... using God’s word to accomplish... major tasks in the body of Christ.”</p> <ul style="list-style-type: none">• Apostleship• Evangelism• Pastor• Leadership | <p>3. Remote Word Gifts – “the operation of these gifts [involves] the primary dependency... on the Holy Spirit and not an accumulated body of knowledge.”</p> <ul style="list-style-type: none">• Word of wisdom• Word of knowledge• Word of faith• Discernment |
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Introduction to Equipping Formula

The “Equipping Formula”:

- COMPONENT 1:** *Devotional Input* (from any Core Items)
- COMPONENT 2:** *Mastery* (of Core Items)
- COMPONENT 3:** *Familiarity Reading* (of weak Bible portions)
- COMPONENT 4:** *Situational Study* (of specific Books and/or passages to meet personal and/or ministry needs)

➤ **COMPONENT 1: Devotional Input** (from any Core Item)

“Regular devotional input means a disciplined quiet time in which you use the Word to feed your soul and to grow in your intimacy with God and His ways.”

1. Make sure you have a right heart attitude;
2. Let God speak to you;
3. Talk to God prayerfully during your quiet time; and
4. Share with others what happens in your quiet time.

➤ **COMPONENT 2: Mastery** (of Core Items)

CORE WORK: “refers to the yearly on-going study of one or more of your core items.

1. With a view of advancing your knowledge of the core item(s) and
2. To designing communication events to use the results of those studies.”

Core Work can involve:

- Study of core books,
- Study of core passages, Psalms, and/or parables,
- Study of core biographical material,
- Study of core values, and/or
- Study of core topics.

Suggestions for identifying:

- **Core Passages:**
 - Be alert to the notion of core passages
 - Be *familiar* (periodic reading through the entire Bible) with the Word
 - Find a contemporary model with a similar gift-mix and interview him/her
 - Identify core books and/or passages that relate to gift-mix (i.e. apostolic gifting > Acts)
 - Read good sermon collections and/or commentaries on core books/passages
- **Core Psalms:**
 - Read 5 Psalms a day in your quiet time (30 days to read all of Psalms)
 - Identify Psalms and/or sections from Psalms that are meaningful
 - Study and meditate on these Psalms
 - Ask word gifted leaders what Psalms they have found meaningful
 - Read carefully the following Psalms that have been core Psalms for many leaders throughout history (Psalms 1, 3, 8, 19, 23, 27, 42, 51, 90, 139)
- **Core Parables:**
 - List any parable that has been meaningful for you in the past
 - Add to the list any parable(s) you have used in your ministry
 - Re-read through each of these parables
 - Re-study and meditate on these parables
 - Read good sermon series and/or commentaries on these parables
- **Core Biographies:**
 - List Bible characters who interest you
 - Identify any specific Bible character who has influenced you in the past and prayerfully analyze (i.e. how/for what?)
 - Identify Bible characters who you have used as examples in your teaching
 - Do time-line/leadership lesson study on core Bible biographies
- **Core Values:**
 - Identify primary values (“things you are willing to die for”) in your life and/or ministry

- Study/meditate on these values in books, passages, and biographies throughout the whole Bible

CORE TOPICS:

- Identify topics in the Bible that are important for your life and/or ministry
 - Women in ministry
 - Church planting
 - The Great Commission
 - Church growth
 - Prayer, etc.
- Ask other leaders what their core topics are
- Read contemporary books, periodicals, etc., identify important topics, and study them in the Bible

➤ **COMPONENT 3: Familiarity Reading** (of weak Bible portions)

“Refers to a leader’s reading of Scripture so as to stimulate remembrance of it and to provide an opportunity for discovery of new Core materials.”

➤ **COMPONENT 4: Situational Study** (of specific Books and/or passages to meet personal and/or ministry needs)

“Refers to the special study that a leader does in the Bible which arises due to needs in a given situation or to ministry needs in general.”

Bible Mastery Paradigm

“A leader ought to primarily build on his/her strengths and secondarily improve weaknesses.”

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| • It is individualized | • It is a process |
| • It builds on strength | • It focuses on using the Bible with impact |
| • It is doable | • It is reproducible |

“A leader should build on past studies and advance them at each new opportunity.”

HOW TO STUDY ... CORE PSALMS:

- Determine major theme of Psalm
- Select important idea(s) from study of Psalm
- Write down theme/important idea(s)
- Relate each idea to theme
- Ask the following questions:
 1. Why is this idea important to me?
 2. What do I want a hearer to do if they are to respond to my teaching of this idea?
 3. What other ideas relate to and/or support this idea?
 4. How can I motivate others to respond properly to this idea?
- Study related ideas in the Bible
- Design a communication event to share findings with others

Example

Psalms 37 – The Wicked and the Righteous

*“Trust in the Lord and do good; dwell in the land and enjoy safe pasture.
Delight yourself in the Lord and He will give you the desires of your heart.”
(Psalms 37:3-4, NIV)*

Premise: 1. The Wicked may prosper for awhile but it will not last and they will suffer loss

Premise: 2. The Righteous may suffer for awhile but it will not last and they will eventually prosper

New Testament parallels: Galatians 6:7-8 and Matthew 6:33

Characteristics of the Righteous:

- They trust in the Lord and do good (v. 3)
- They delight themselves in the Lord (v. 4)
- They commit their ways to the Lord (v. 5)
- They are still before the Lord (v. 7)
- They do not fret (v. 7)
- They refrain from anger (v. 8)
- They turn away from wrath (v. 8)
- They are meek and enjoy peace and prosperity (v. 11)
- They are content with what God gives them (v. 16)
- They are blameless and receive God’s care (v. 18)
- They give generously (v. 21)
- They may stumble but do not fall (v. 24)
- They are never forsaken by God (v. 25)
- their children are blessed (v. 26)
- They turn from evil and do good (v. 27)
- They are loved by God because they are just (v. 28)
- They utter wisdom with their mouths (v. 30)
- They have the Law of the Lord on their hearts (v. 31)
- They hope in the Lord and He will exalt them (v. 34)
- They find strength/refuge in God in times of trouble (v. 39-40)

*“The salvation of the righteous comes from the Lord; he is their stronghold
in time of trouble...” (Psalms 37:39, NIV)*

HOW TO STUDY ... CORE PARABLE:

- Determine central truth of parable
- Select important idea(s) from study of Psalm
- Write down central truth/important idea(s)
- Relate each idea to the central truth
- Ask the following questions,
 - Why was this important to Jesus’ hearers?
 - What do I want a hearer to do if they are to respond to my teaching of this idea?
 - What other ideas relate to and/or support this idea?
 - How can I motivate others to respond properly to this idea?
- Study related ideas in the Bible
- Design a communication event to share findings with others

Example

Luke 8:1-15 – The Parable of the Seed and the Soil

Context: traditionally called “the parable of the sower.” Also included in Matthew 13:1-8, 18-23 and Mark 4:3-8, 14-20

“Jesus traveled about from one town and village to another, proclaiming the good news ... The twelve were with him, and also some women who had been cured of evil spirits and diseases...” (8:1-3)

A parable is a simple story designed to communicate a single point of teaching.

Content: *“A farmer went out to sow his seed. As he was scattering the seed, some fell along the path; it was trampled on, and birds of the air ate it up. Some fell on rock, and when it came up, the plant withered because they had no moisture. Other seed fell among thorns, which grew up with it and choked the plants. Still other seed fell on good soil. It came up and yielded a crop, a hundred [‘sixty or thirty’ in Matthew 13:8] times more than was sown.” (8:5-8a)*

TYPE 1	TYPE 2	TYPE 3	TYPE 4
Pre-Christian	Nominal Christian	Nominal Christian	Disciple
seed/path	seed/rock	seed/thorns	seed/good soil
trampled on	came up	grew up	came up
birds ate it	withered	choked	yielded a crop

Interpretation: *“His disciples ask him what this parable meant.” (8:9a)*

“The seed is the word of God. Those along the path are the ones who hear, and then the devil comes and takes away the word from their hearts, so they may not believe and be saved. Those on the rock are the ones who receive the word with joy and when they hear it, but they have no root. They believe for a while, but in the time of testing they fall away. The seed that fell among thorns stands for those who hear, but as they go on their way they are choked by life’s worries, riches and pleasure, and they do not mature. But the seed on good soil stands for those with a noble and good heart, who hear the word, retain it, and by persevering produce a crop.” (8:9-15)

TYPE 1	TYPE 2	TYPE 3	TYPE 4
Pre-Christian	Nominal Christian	Nominal Christian	Disciple
word/hear	word/receive with joy	word/hear	word/hear
devil takes away	believe for a while	believe for a while	persevere
not saved	in time of testing they fall away	life’s worries, riches, pleasure, do not mature	produce a crop

Application:

TYPE 1: Need to believe word of God and be saved

- God became man [Jesus] and died on the cross for our sin (Philippians 2:5-6)
- Jesus was tempted in all things but did not sin (Hebrews 4:15)
- Jesus, through the cross, became the propitiation [“full payment”] for sin (1 John 4:10)
- All men and women have sinned [“missed the mark”] (Romans 3:23)
- Faith [“belief”] in who Jesus is and what he has done is the basis of salvation (John 3:16)
- Faith in Jesus is the only way of salvation (John 14:6)
- Confession of our sin leads to forgiveness and cleansing (1 John 1:9)

TYPE 2: Need to endure

- Testing of faith produces endurance [“complete resources”] (James 1:2-4)

TYPE 3: Need to pay the price

- Need to carry cross daily [“die to self”] (Luke 14:25-35)

TYPE 4: Need to continue to hear and obey

- Need to abide, knowing that fruit will com (John 15:1-8)

HOW TO STUDY ... CORE BIOGRAPHIES:

- Step 1:** Identify all the passages that refer to the leader
- Step 2:** Seek to order the information in these passages in chronological order
- Step 3:** Construct a time-line of the leader’s life/ministry
- Step 4:** Look for process items
- Step 5:** Identify pivotal points in the leader’s life/ministry
- Step 6:** Identify any lessons you can learn from leader
- Step 7:** Identify any response patterns from the leader
- Step 8:** Identify leader’s characteristics (i.e. gift-mix, leadership style, etc.)
- Step 9:** Identify leader’s influence patterns (i.e. teaching, mentoring, etc.)
- Step 10:** Identify leader’s major accomplishments
- Step 11:** Observe NT passages (for OT leaders) and/or general Biblical commentary on leader and/or related leadership issues
- Step 12:** Use presentation format to communicate findings to others
- Step 13:** Design a communication event to share findings with others

Example

II Samuel 11-12 – David: Compromise and Burnout

Text: *“In the spring, at the time when kings go off to war... David remained in Jerusalem.”*
(II Samuel 11:1, NIV)

Background:

- David was one of the 8 sons of Jesse (I Samuel 16:1, 10-12)
- He was a shepherd as a boy (I Samuel 16:11)
- He was anointed as the future king of Israel by Samuel (I Samuel 16:13)

- David is anointed as king of Judah in Hebron (II Samuel 2:4)
- David is crowned king of Israel (II Samuel 5:1-2)
- After David left Hebron, he took more concubines and wives in Jerusalem (II Samuel 5:13, also see Deuteronomy 17:16-17)

Compromise and Burnout:

- David is about 50 years old and has served as king for about 20 years (II Samuel 11)
- David decides not to go to war and stays in Jerusalem (II Samuel 11:1)
- After napping, while on the roof of his palace, he saw a beautiful woman bathing (II Samuel 11:2)
- David sent someone to find out about her/she was Bathsheba, the wife of Uriah (II Samuel 11:3)
- David sent for her and slept with her (II Samuel 11:4)
- Bathsheba become pregnant by David (II Samuel 11:5)
- David tries to cover up his adultery and pregnancy by having Uriah, Bathsheba's husband, return from the battlefield to sleep with her (II Samuel 11: 6-10)
- The cover up does not work as Uriah refuses to sleep with his wife while his countrymen are on the battlefield (II Samuel 11:11-13)
- David orders Joab, his commander, to murder Uriah by putting him on the front where the strongest defenders were (II Samuel 11:14-15)
- Uriah dies in battle (II Samuel 11:17)
- Nathan the prophet confronts David about his sins (II Samuel 12)
- David repents of his sins (Psalms 32 and 51)
- Calamity in David's household results (II Samuel 12:11)/rebellion of Absalom (II Samuel 15-17)
- The child of adultery dies (II Samuel 12:18) and Solomon is conceived (II Samuel 12:24)

Lessons from David:

- Sin cannot be contained, it must be confessed to be stopped (I John 1:9)
- Sin can be forgiven, but there may be long term consequences (II Samuel 12:11, 18)
- Submitting to God in the consequences can become the context for learning of God's mercy (II Samuel 12:24)
- It is possible to have victory over sin through the power of the Spirit (Romans 6:11-14)
- Intimacy with God is essential for effectiveness in life and ministry (John 15:1-8)

HOW TO STUDY ... CORE PASSAGES:

- Identify contextual relationship between passage and section/book of Bible
- Use appropriate Bible study method
- Determine main theme of passage
- Select important idea(s) from study of passage
- Write down main theme/important idea(s)
- Relate each idea to the main theme
- Ask the following questions:
 - Why is the idea important to me?
 - What do I want a hearer to do if they are to respond to my teaching of this idea?
 - What other ideas relate to and/or support this idea?
 - How can I motivate others to respond properly to this idea?
- Study related ideas in the Bible
- Design a communication event to share findings with others

Example

James 1:2-4 and Hebrews: 12:11 – Trials, Temptations and Discipline

TRIALS:

“Consider it pure joy, brothers [and sisters], whenever you face trails of many kinds, because you know that the testing of your faith develops perseverance. Perseverance must finish its work so you may be mature and complete, not lacking in anything.” James 1:2-4

- ❖ **JOY** (chara) – the filling and overflow of the Spirit that results from intimacy with God (Galatians 5:22)
 - ◆ Relational ... not circumstantial
 - ◆ Volitional ... not emotional
 - ◆ Enduring ... not temporary
- ❖ **TRIALS** (peirasmos) – pressure that causes exposure of impurities for:
 - ◆ Purification (II Corinthians 7:9, 11)
 - ◆ Endurance (Romans 5:3)
 - ◆ Humility (II Corinthians 12:7-10)
 - ◆ Dependence on God (II Corinthians 1:8-9)
- ❖ **TESTING** (dokimazo) – the refining process used to make sterling coins
- ❖ **PERSEVERANCE** (hupomone)- “an abiding under...”
 - ◆ Mature (teleois) – “having reached its end, finished, complete...”
 - ◆ Complete (holokleros) – “sound in every part...”
 - ◆ Not lacking (leipo) – “to be wanting...nothing”

TEMPTATION:

“When tempted, no one should say, ‘God is tempting me.’ For God cannot be tempted by evil, nor does he tempt anyone; but each one is tempted when, by his own evil desire, he is dragged away and enticed.” James 1:13-14

- ❖ **TEMPTATION** (peirasmos) – pressure that can cause one to give in to the flesh and sin
- ❖ **ENTICED** (deleazo) – “to lure by a bait...”

DISCIPLINE:

“No discipline seems pleasant at the time, but painful. Later on however, it produces a harvest of righteousness and peace for those who have been trained by it.” Hebrews 12:11

- ❖ **DISCIPLINE** (paideuo) – “The training of a child, involves training, correction and punishment ... for the purpose of character development.”

HOW TO STUDY ... CORE VALUES:

- Explicitly state the value in a clear and forceful way
- Relate this value to your core materials (i.e. core books, passages, etc.)
- Identify other core material that support this value
- Ask the following questions:
 1. Why is this value important to me?

2. What do I want a hearer to do if they are to respond to my teaching of this value?
 3. What other ideas relate to and/or support this value?
 4. How can I motivate others to respond properly to this value?
- Study the value throughout the whole Bible
 - Design a communication event to share findings with others

Example

II Corinthians 10:3-5 – Winning the Battle of the Mind

Introduction: The mind is the primary battlefield for spiritual growth and blessing

Text: “For though we live in the world, we do not wage war the way the world does. The weapons we fight with are not the weapons of the world. On the contrary, they have divine power to demolish strongholds. We demolish arguments and every pretension that sets itself up against the knowledge of God, and ***we take captive every thought to make it obedient to Christ.***”

THE ENEMIES STRATEGY

- **Three fronts**
 - ❶ Flesh (Ephesians 2:1-3)
 - ❷ World (I John 2:15)
 - ❸ Demonic (I Timothy 4:1)
- **Basic Strategy – lie and destroy** (John 8:44)
 - ❶ Lies about God and/or others
 - ❷ Isolates us from God and/or his people
 - ❸ Torments us
 - ❹ Destroys us
- **Means of Deception**
 - ❶ Temptation (James 1:13-15)
 - ❷ False accusations (Revelation 12:10)
 - ❸ Self-deception (I Peter 1:13)
 - ❹ Counterfeits (II Peter 2:1)
 - ❺ Trials (James 1:2-5)
 - ❻ Suffering (I Peter 5:8-11)
 - ❼ Day of evil (Ephesians 6:13)

SPIRITUAL WEAPONS:

“Put on the full armor of God so that you can take your stand against the devil’s schemes.”
(Ephesians 6:11)

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| <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Belt of truth <input checked="" type="checkbox"/> Shoes of peace <input checked="" type="checkbox"/> Helmet of salvation <input checked="" type="checkbox"/> Prayer | <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Breastplate of righteousness <input checked="" type="checkbox"/> Shield of faith <input checked="" type="checkbox"/> Sword of the spirit |
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BRINGING EVERY THOUGHT CAPTIVE:

Strongholds are established when a person sins, fails to repent which grieves the spirit (Ephesians 4:30). If they continue to grieve the spirit they can quench the spirit (I Thessalonians 5:19) which will eventually lead to demonic strongholds (II Corinthians 10:4) in a person's life.

- ❖ **TAKE CAPTIVE** (aichmalotizo) – “to take by the sword”
- ❖ **EVERY THOUGHT** (noema) – ideas, concepts, memories
- ❖ **OBEDIENT** (hupakoe) **TO CHRIST** – “to hear under and submit...”

HOW TO STUDY ... CORE TOPICS:

- Identify the topic of interest
- Relate this topic to your core materials (i.e. core books, passages, etc.)
- Identify other core material that support this topic
- Ask the following questions:
 1. Why is this topic important to me?
 2. What do I want a hearer to do if they are to respond to my teaching of this topic?
 3. What other ideas relate to and/or support this topic?
 4. How can I motivate others to respond properly to this topic?
- Study the value throughout the whole Bible
- Design a communication event to share findings with others

Example

Matthew 28:18-20 – Disciplemaking and Mentoring

DISCIPLESHIP

Definition: “a life transforming relationship with Christ as savior and lord involving change in character, perception and behavior that reflects the life and ministry of Christ who came to love and save the lost.”

Discipleship involves:

- Lordship salvation
- Life changing relationship with Jesus Christ as Lord
- Change in heart that will lead to a change in perception and behavior
- Life of love for others (especially the needy)
- Participating in sharing the “good news” with people

COMPONENTS OF DISCIPLESHIP

- ❖ The 5C's of Discipleship

Calling – Matthew 4:18-22

Cost – Luke 14:25-35

Commandment – Matthew 22:34-40

Character – Matthew 5:3-10

PRINCIPLES OF DISCIPLESHIP

“Effective ministry comes out of healthy relationships with God and others.”

- God develops a disciple over a life time
- God sovereignly uses people, circumstances and ministry assignments to shape the life of the disciple
- Effective ministry comes out of a “being” relationship with God
- If we obey God’s will, we will grow in character and influence. If we do not obey God’s will, we will stagnate in character and influence
- Mature discipleship involves a blending of:

Spiritual Formation – emphasis on developing intimacy with God and integrity

Ministry Formation – emphasis on identifying and developing gift mix (spiritual gifts, natural abilities, and acquired skills)

Strategic Formation – emphasis on understanding and developing God’s call and unique philosophy of ministry and being intentional about accomplishing it

MENTORING

Definition: “Mentoring is a relational experience in which *one person empowers another by sharing God-given resources.*” (Clinton, *Connecting*)

CHARACTERISTICS OF EFFECTIVE MENTORS

- Ability to see potential in others
- Tolerance with mistakes, brashness, abrasiveness, etc. in others to see potential developed
- Flexibility in responding to people and circumstances
- Patience, knowing that time and experience are needed for a person to develop potential
- Perspective, having vision and ability to see down the road
- Gifts and abilities to build up and encourage people

MENTORING CATEGORIES

A. Intensive Mentoring

- **Discipler** – establishing basics of following Christ
- **Spiritual Guide** – establishing spiritual disciplines
- **Coach** – motivation and ministry skill development

B. Occasional Mentoring

- **Counselor** – Biblical perspective and advise for relationships, circumstances, and ministry
- **Teacher** – knowledge and understanding of particular subject
- **Sponsor** – career guidance, protection, and promotion

C. Passive Mentoring

- **Divine Contact** – person, word, and/or circumstances used to confirm God’s will
- **Contemporary Model** – living model for life and ministry

- **Historical Model** – dead model for life and ministry

MENTORING RELATIONSHIPS

- A. Downward Mentoring** – developing the capacity, capability, commitment, and values that will enable younger and/or less developed leaders to serve God faithfully
- B. Peer Mentoring** – accountable and empowering relationships among peers:
 - Internal – within your organization
 - External – outside your organization
- C. Upward Mentoring** – provides perspective, accountability, and resources to keep growing and learning

INITIATING A MENTORING RELATIONSHIP

- A. Downward Mentoring**
 - Identify gift mix and ministry effectiveness
 - Pray about and for perspective mentorees
 - Watch for emerging leaders
 - Initiate relationship with emerging leaders
 - Test emerging leaders to see if they are faithful and teachable
 - Initiate mentoring relationship
 - Define relationship and scope of mentoring relationship (type of mentoring, expectations, time frame)
 - Hold mentorees accountable
- B. Peer and Upward Mentoring**
 - Identify and define your need(s)
 - Pray about and for (a) perspective mentor(s)
 - Initiate relationship with (a) perspective mentor(s)
 - Define relationship and scope of mentoring relationship (type of mentoring, expectations, time frame)
 - Submit to mentor and follow through

“A Bible-Centered Leader refers to a leader whose leadership is informed by the Bible, who has been personally shaped by Biblical values, has grasped the intent of Scriptural books and their content in such a way as to apply them to current situations and who uses the Bible in ministry so as to impact followers.”

J. Robert Clinton, Having a Ministry that Lasts, p. 17
