

# Monument of Joy International Kingdom Church

*Apostle Zoe El Senior Pastor/Founder*



**Facilitator: Apostle Zoe El – Team Leader**

# EFFECTIVE LEADERSHIP MENTORING 101

*Monument of Joy Int'l Kingdom Church  
3110 Sewells Point Rd. Norfolk, VA 23513  
757.858.0078  
[www.monumentofjoy.org](http://www.monumentofjoy.org)*

## **WANT TO BE AN EFFECTIVE LEADER?**

As becoming an effective leader in the Body of Christ, you will come to learn, through various experiences that there are leadership traits we glean that greatly improve our effectiveness.

What was Jesus' secret to leading? Jesus trained people to become what he was -- a maker of disciples. As becoming an effective leader your role is to disciple others. You are to be a spiritual trainer and mentor -- an example. The question may be, do you have this mental picture of yourself?

A content leader typically assumes that his/her role is to attend church services, attend meetings and support special functions. Spiritual mentors do more than attend church and maintain structure. They share life. They give unselfishly of their time, talent and treasure. I challenge you today, to begin to take on the mindset of an effective leader and to begin thinking of yourself as such.

### **THE GOAL: SPIRIT-FILLED DISCIPLES**

As followers of Christ, we are expected to read the Bible for ourselves, confess sins and pray for the lost. The consistent time spent in God's word, repentance and praying for lost are the foundational principals of being a believer. To be an effective leader, one must integrate these three practices into your daily lives.

### **THE FOCUS: THE DEVELOPMENT OF CHARACTER**

These lessons are more than an opportunity to simply learn information. Jesus gave his followers instructions to obey, not simply to know information. What we lack in the church today is Christ-like character. Because Christ-like character has not yet been developed; many believers only experience God on the surface and never reap the benefits of a true relationship with God. In order to be an effective leader, a disciple maker, a spiritual liaison between God and his people; Christ-like character is absolutely essential in *"Reaching the Lost At Any Cost!"* As an effective leader, our Christ-like character is the foundation of our credibility.

### **WHAT MAKES A GOOD LEADER? HELPING OTHERS BECOME LIKE CHRIST**

These mentoring keys will make a significant difference on your journey to becoming an effective leader. By following these simple principles, you will experience a real change. You will:

- Move beyond passive listening AND BEGIN studying the Scriptures for yourself and applying God's word to your life.
- Move beyond surface relationships AND BEGIN being real, raw, relevant & transparent.
- Move beyond hoping the lost come to Christ AND BEGIN interceding on the behalf of others and specifically asking God to move in the lives of His people.

## MENTORING 101

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# KEY #1 -- LEARN HOW TO STUDY

## CONSIDER A NEW FORMAT FOR YOUR STUDY TIME

Here is a more effective way: Read the Bible text your pastor has recently taught from. This approach cultivates the expectation that you will continue to study and connect with the preaching and teachings of what God is saying right now. Oftentimes, people don't study the messages their pastor has become because they aren't taught to.

## THE BENEFITS OF KNOWING HOW TO STUDY THE BIBLE

### Benefits:

- The Holy Spirit can teach you what He has for you to know.
- You learn and remember better when you study for yourself and then practically apply the Word to your life.
- You will feel more qualified to be called an effective leader once you understand and know what God has said about you.

### Know This:

God's word is Truth. II Timothy 3:16-17 says, "All scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness: That the man of God may be perfect, thoroughly furnished unto all good works." Stand and Believe on God's Word.

Just as God spoke directly to Noah, Abraham and Moses, God continues to speak directly to us through His Word. Approach the Bible as God speaking directly to you. The Bible is not a book that was simply written – it is God speaking here and now (rhema). Read God's Word with your spirit not just our intellect.

## OBSERVATIONS AND APPLICATIONS

As you learn to how to study the Bible for yourself, here are some guidelines that will help you know what to look for. Write your answers to these questions when reading & studying scripture: (Note: not every question will apply to each passage of scripture)

In this Bible passage. . .

1. What truth about God (who He is and what He does) is revealed?
2. What teaching about salvation by grace, through Jesus have I found?
3. What blessings, rewards, and promises do I see?
4. What warnings are in this passage?
5. What words of comfort, confidence and hope are there?
6. What temptations should I resist?
7. What sins should I stop, avoid or confess?
8. What steps of obedience are commanded?
9. What attitudes and actions toward God and others are emphasized?
10. What key people, times and places do I notice?
11. What ideas do I not understand?

12. What do I need to pray for?
13. What do I sense God is telling me to do?

*Remember: Jesus died for us, but He will not read for us; Share with someone what you've learned and how it has, can and will make a difference in your life.*

## KEY #2 -- LEADERSHIP CHARACTERISTICS

### ***WHAT LEADERSHIP CHARACTERISTICS ARE NECESSARY?***

#### **DESPERATELY SEEKING CHRIST**

Firstly, all effective leaders lead. Are you seeking to be like Christ?

**Assignment:** Select a person to disciple that also has a strong desire to become like Christ. You will know they desire to become more like Christ and mature spiritually because they demonstrate an open, receptive and willing spirit. Try to avoid spending lots of time with a person who is not desperately seeking Christ. You can lead a horse to the water, but you can't force it to drink.

#### **DECIDE UPON A TIME AND PLACE**

Secondly, effective leaders have a plan for when to meet.

Decide upon when and how often you will meet. These meetings could be breakfast or lunch held in restaurants.

#### **DO YOU HAVE A PLAN?**

Thirdly, effective leaders know the goal of meeting.

If there's not a plan, the meeting time will just be "talking together." Follow the pattern Jesus gave us when he discipled the twelve. Disciple-making is simply transmitting the DNA of Jesus to a person who is ready to receive it.

Spiritually speaking, Jesus embodied this genetic code and he passed it on to his disciples.

Divine Truth takes root in the human heart by reading the scriptures and listening for the voice of God. Relationships grow deeper & closer when a safe and open environment has been established; which allows people to be real, share their struggles confess their sins. Mission means reproduction. This begins when growing disciples begin to pray for lost souls.

Consistent time spent in God's words, repentance and praying for lost are the foundational principals of being a follower of Jesus Christ. To be an effective leader, one must integrate these three practices into your daily lives.

Remember - the first characteristic is of most importance - becoming more and more like Jesus.

*It is enough for the disciple to be like his teacher. Matthew 10:25*

## **KEY #3 -- THE IMPORTANCE OF GOOD CHARACTER**

### **GOOD CHARACTER TRAITS ARE A NECESSITY**

Leadership Development seems to be big problem in many churches today, but if we look closely good character is what's missing. Leaders are in position but are they operating in excellence and integrity.

### **HOW DO YOU SEE YOURSELF?**

Most people do not see themselves as leaders. Does this surprise you? Consider this, think of the people whom you see on a regular basis. Do they think of themselves as leaders? Will they take charge of a team, lead a group, or cast a vision for others to follow. Why or why not? The simple answer is that most people are not leaders and will only influence others out of who they are. This is why good character is essential.

### **INFLUENCE BEGINS WITH US**

Jesus trained his followers to be like Him -- to take on His character. Likewise, Jesus wants us to become like him, proclaim the gospel to a lost and dying world in need a savior. Discipleship is about a change of character. Christ's mission was more about character development. He knew that our influence begins with who we are not only our talents and abilities.

### **CAN YOU DISCIPLE SOMEONE?**

We would be wise to stop expecting people to be something that they will never be. Jesus told his disciples, *Follow me, and I will make you fishers of men* (Matthew 4:19). In other words, a follower of Jesus is expected to learn how to disciple one other person.

## **KEY #4 – INFLUENCE... THROUGH FRIENDSHIP AND SERVICE**

### **DISCIPLING THEN CONVERSION**

Discipling is a process that begins before conversion. Jesus demonstrates this example for us by first becoming friends with the 12 disciples then they were converted. Our job as leaders is to disciple and it is exclusively God's territory to convert. Every person whom you encounter is a person you could disciple – by first becoming his or her friend.

### **WHO HAS THE POWER OF INFLUENCE?**

An effective leader is a person who believes in a certain goal and who has a certain vision. Effective leaders are able to influence others easily because they strongly believe in the vision/message they are conveying. This means: unless you strongly believe in the vision, goal or message you are delivering you will not be successful in influencing others.

### **SEEK GUIDANCE**

With an acute spiritual and relational awareness Jesus looked for people. Ask God to show you who to connect with, who to impart spiritual gifts to, and who to mentor. Just as we have earthly assignments, there are people who have been assigned to us – for us to help them and often times for them to help us. Effective leaders are builders of true friendships and relationships with God's people.

### **BEGIN WITH FRIENDSHIP**

The discipleship process begins with friendship. When unbelievers see us as friends they are more likely to see Jesus as a friend. Offering grace and truth, we can be spiritual guides to those who are struggling with life. Confidently believe that your daily work serves the Kingdom. To God is not about your ability but your availability. Your friendship is more valuable than a title. And through friendship God is able to channel his grace through you.

### **QUALITY TIME**

Relationships are built by spending time together outside of the formal meeting (church or office). Phone calls, breakfasts, lunches, socializing and serving together connect people at a deeper level.

Quality Time Activity Ideas:

- Day trips
- Sporting events i.e. basketball games, football games, baseball games etc.
- Hunting trips
- Concerts
- Free events in your community
- Helping your community

The more time you can spend the better.

Sounds easy and obvious? But, when is the last time you spent time with someone you are discipling? Spending time is how you influence those whom Jesus has put in your path.



## KEY #5 – CREATE AN ATMOSPHERE OF ACCOUNTABILITY

### ACCOUNTABILITY

The lack of Christian accountability hinders character development. Too often our relationships remain on a surface level and a depth of trust is never reached. Example: how many Christian friends do you have, whom you feel comfortable sharing your deepest struggles...

Open and honest relationships will not just happen. Trust must be established. Relationships must be cultivated. Personal gain at the expense of another is inappropriate, functioning as an effective leader.

### TRUST IS VITAL

Think about this, would you listen to advice from a person you do not trust or from someone whom you feel does not have your best interest at heart or from someone whom you feel is not honest? I didn't think you would either. This leads us to an important discipling principle:

***When the goal is helping people become more like Jesus there are two vital ingredients necessary: trust and truth.***

*\*Notice:* trust in relationships always precedes truth. The relationship building process: close relationships and truth births transformation. Without trust, truth is unable to take root. Likewise, transformation cannot take place without truth.

### TRUST IS THE FOUNDATION

The Bible teaches that one of Jesus' priorities was to ask his disciples to be *with him* (Mark 3:14). This helps us realize that forming close relationships is foundationally essential for receiving truth. Why? Because the person giving the advice must be someone we know, trust and respect.

### PEOPLE TRUST YOU WHEN. . .

- You avoid talking about others – this let's individuals know you wouldn't talk about them.
- Your words are filled with godly wisdom – a soft answer seasoned with salt.
- Your behavior and actions line up with your communication.
- You speak the truth in love.

### BE TRANSPARENT

The only chance we have at developing close relationships is being open, honest and real with one another. Here are some questions that could help you get a discussion going:

- How would you describe your relationship with God today?
- Do you ever talk about spiritual things with your spouse or children? What? When?

- What challenge are you facing right now at work?
- How do you spend most of your leisure time?

## **KEY #6 – PRIORITY: CHRISTIAN RELATIONSHIPS**

The gospel of Jesus Christ flows through relationships. And to be an effective leader you must be a builder of relationships. Building relationships with the people of God allows you the opportunity to know them that labor among you. In building relationships you develop a better working knowledge of those whom are a part of your ministry. Building relationships builds trust and through trust a genuine love and concern for the God's people is birthed.

### **A CLOSER LOOK**

If you look closely at the ministry of Jesus Christ, he selected individuals, taught them, imparted into them, and sent them. To be an effective leader, once you've been taught and spiritual impartation has taken place, it is time to work; sharing the lessons, messages, teachings etc. that you have received with others (evangelism) ensuring the continual spreading of the Gospel.

### **CONSIDER THIS SAYING**

Sheep beget sheep... it's not the responsibility of the pastor to bring in people. The leaders of the ministry set the example and in turn the partners grasp the evangelistic concept. A growing ministry is an evangelistic ministry.

### **THE PRIORITY**

Understand the vision of your ministry. Learn the heart of your pastor and replicate his actions amongst the people – not simply the people in the pews but additionally the people outside the four walls of the church. Just like with the example of the pastor, your example amongst the people should again replicate with them.

### **IMPERSONAL VS. PERSONABLE**

Often times what you'll discover is that people will join or be a part of something that someone they know, love or trust is a part of; which is why the composition of most churches is families and why most people refer to their church's congregation & members as their church family. Family consists of those whom you love and spend time with. The goal should be for everyone to feel connected.

### **WHAT ARE YOUR CHRISTIAN PRIORITIES?**

As you examine yourself, make sure you follow the pattern that Jesus himself set. Make sure you devote personal time with God for direction of what connections to make and with whom. The gospel flows primarily through connections.

## **KEY #7 -- DEFINE YOUR PURPOSE**

### ***WHAT ARE YOU WIRED TO DO?***

#### **WHO AM I?**

Jeremiah 1:5 says, "Before I formed thee in the belly I knew thee; and before thou camest forth out of the womb I sanctified thee, and I ordained thee a prophet unto the nations." God has a purpose for each of us; it's up to us to discover who we are.

#### **WHY AM I HERE?**

Because you were created in the image and likeness of God, created for a purpose and destined for greatness – you have an assignment to fulfill.

"He who has a *why* to live for can bear with almost any *how*." – Friedrich Nietzsche

#### **WHERE AM I GOING?**

We need to stop asking about the meaning of life, and, instead, think of ourselves as those who are being questioned by life – daily and hourly. Life ultimately means taking responsibility for your actions and decisions and with focus and determination you will arrive to your next destiny stop.

#### **KINGDOM IMAGE**

The question you must ask yourself, Am I doing this for God or am I doing this for man. To be an effective leader your goal is to be a God-pleaser and not a man-pleaser. You were created to be an Ambassador for Christ. Your assignment, like an Ambassador is to make peace and represent your Kingdom correctly; so that by others looking at you, you resemble the characteristics of Christ.

#### **KINGDOM MINDSET**

To be an effective leader, you must understand the difference between church and Kingdom. Jesus did not bring a church – rather, He brought a Kingdom. Church talks about religion; Kingdom talks about salvation. Church talks about respecting protocol, Kingdom talks about respecting people. Church points fingers, Kingdom joins hands. To be an effective leader be careful to not get caught up in churchy stuff – Embrace the Kingdom mindset, Kingdom living and Kingdom authority and discover who you are.

## KEY #8 -- LEARN HOW TO SET PRIORITIES AND HOW TO SAY NO

Learning how to set priorities can be a challenge. Once you have chosen your priorities, then you have to learn to say *no*. Have you ever asked yourself the question: why is it so hard to stick to my priorities? Sometimes it could be we are asked to do other things which pull us away from what we've decided to do (distractions) or we may be people pleasers and for sake of likeability are unable to tell people no. There is not enough time in the day to everything everyone asks of us. Focus on your priorities, and you will be able to get things done in a timely, effective manner.

### JESUS KNEW HOW TO SET PRIORITIES

During his earthly ministry, Jesus faced similar challenges regarding where he should invest his time and energy. At the end of Jesus' earthly life, Jesus said, *I have glorified thee on the earth: I have finished the work which thou gavest me to do.* (John 17:4). How did Jesus determine where to spend his time? He narrowed his focus, prioritized his time and managed his time. Specifically Jesus did these three things:

1. He prayed and received his assignment from God.
2. He lovingly gave himself to those whom he was instructed to.
3. He humbly said, *No* to other legitimate needs & persons pulling on him.

He left us this example to follow.

### TWO QUESTIONS TO ASK

We should ask ourselves on a regular basis:

- *What are my true priorities?*
- *In this season of my life, where does God want me to spend the majority of my time?*

If we are honest with ourselves, we would quickly admit that there are not enough hours in the day to spend time with God (prayer time, studying & devotion), work, spend quality time with our family, be involved in numerous church ministries, and oblige those whom requests things from us. This tension is real and to deny it is unwise.

### WHAT WILL YOU DEVOTE YOURSELF TO?

Decide to what you will devote your time, talents, and treasures to. Things to think about when deciding:

1. Is this something that God has called me to do?
2. Will I be making a difference by doing this?

Once you dialogue on these questions, you should be able to narrow your focus. As a result, you will learn to say no to legitimate requests. This will require courage, but it's simply a matter of priorities. When asked to do something than will pull you away from your focus, explain that you don't have the time

because it competes with the work to which God has called you. Explain that you have said "yes" to what God is asking of you and that commitment means saying "no" to other legitimate requests.

## **JESUS IS OUR MODEL**

The Scriptures record episodes where Jesus was required to say *no* to the crowds, his friends, and even his own mother. If he could say *no*, so can we. I am convinced that until we slow down and listen to Jesus, we'll never understand how to set priorities in order to complete the work God has given us to do. But take heart. The more you narrow your focus, the more you will understand the way Jesus practiced his ministry.

## **KEY #9 - SIMPLY SHARE YOUR LIFE TO BE A MENTOR**

### **HAVE YOU WONDERED HOW TO BE A MENTOR?**

The idea of being a mentor may sound intimidating. But being a good mentor is about caring and taking the time to invest in another person.

### **SHARE YOUR LIFE**

A good mentor as well as an effective leader is a person who opens up and shares what he or she knows about following Christ and the lessons they have learned. Simply put a good mentor provides guidance by sharing real life experiences that have shaped his or her life.

### **AVID READING**

A good mentor chooses books for both mentee and mentor to read. The book(s) selected are designed to assist all parties in their walk with Christ. Book Suggestion: "Pattern of Purpose" Discovery Who You Are!

### **CONSISTENCY + TIME**

Open, honest communication takes time, but it does come. Be patient, as God leads, the relationship will deepen; and the person you mentor will use what you've taught and mentor someone else. This is what it's all about.

## KEY #10 -- PRACTICE SUCCESSION

Legacy is essential in the Kingdom of God. The only Biblical record of Jesus spending all night in prayer was the night before he chose his successors. He designated them "Apostles."

### JESUS' SUCCESSION PLAN

Jesus invested in five distinct social groupings:

- The Inner Core: Peter, James and John
- The Leadership Core: The Twelve Disciples or Apostles
- The 72 he personally equipped & sent
- The network of 120 who gathered in the upper room
- The multitudes he taught, healed and fed.

Jesus knew that his success depended on succession; he invested the greatest amount of time with the smallest groups.

### PAUL'S PLAN

In II Timothy 2:2 Paul reminds Timothy of this principle. He said, "And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also." Paul gives Timothy a spiritual leadership key that includes succession.

HOW, you ask? The faith is passed from **Christ** to Paul; **Paul** to Timothy; **Timothy** to faithful men; **faithful men** to others. This key works naturally & spiritually: make disciples who can make disciples.

### EVERY CENT COUNTS!

At first, this approach may seem a little slow, but watch closely: Would you rather have \$100,000 today....or one penny, doubled every day for a month? One cent, doubled every day, for 31 days is over ten million dollars. This is the principle behind all effective succession planning.

### LEADERS MUST REPRODUCE

God has charged us to be fruitful and multiply. Where do you spend the most of your time? Resist the urge to concentrate on the masses. The goal is not to be a church that maintains itself, but to be a church that reproduces itself. Who are you mentoring to be your successor? Succession is success.