



# TRANSFORMATIONAL LEADERSHIP

IMPACT MENTORSHIP  
CONFERENCE



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## Impact Mentorship: Transformational Leadership

### John 13

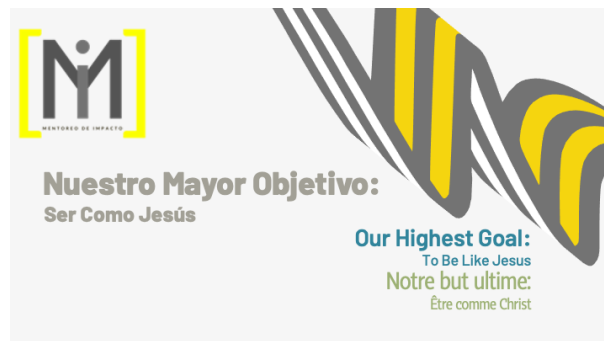
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*(NOTE: The participants will want to be prepared to share in the Lord's Supper together as part of this lesson.)*



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 Jesus more important than health, wealth, family, reputation, or ministry?



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





# Transformational LEADERSHIP

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 **Leadership**
7. Purposeful Compassion



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 servant 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?

**Empoderando Líderes Siervos de Equipo**  
Empowering Team Servant Leaders  
*Habiliter une équipe de leaders serviteurs*

- ¿Qué es un “líder siervo de equipo”?
- What is a “team servant leader”?
- Qu’est-ce qu’une “équipe de leaders serviteurs”?

- Piense en una persona que le dio poder para convertirse en líder. ¿Qué hicieron y qué le dijeron? ¿Cómo se sintió?
- Think of a person who empowered you to become a leader. What did they do and say? How did you feel?
- Pensez à quelqu’un qui vous a habilités à devenir un leader. Qu’est-ce qu’il a dit ou fait? Comment vous vous sentiez?

- Ahora piense en una persona que le “quitó el poder”. ¿Qué hicieron y qué le dijeron? ¿Cómo se sintió?
- Think of a person who “disempowered” you. What did they do and say? How did you feel?
- Pensez à quelqu’un qui vous a “empêchés”. Qu’est-ce qu’il a dit ou fait? Comment vous vous sentiez?

- Piense en una persona que modeló el servicio.
- Think of a person who modeled servanthood.
- Pensez à quelqu’un qui a modelé le leadership serviteur.

Let’s consider each of these three words: team servant leader. **A Leader** 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.

**EMPODERANDO LÍDERES SIERVOS DE EQUIPO**  
Empowering Team Servant Leaders  
*Habiliter une équipe de leaders serviteurs*

**Un LÍDER es**  
– Alguien que cumple objetivos  
– A través de otras personas.

**A LEADER is**  
– One who accomplishes objectives  
– Through other people.

**UN LEADER est**  
– Celui qui accomplit des objectifs  
– À travers les autres.

¿How would you define a **Servant**? 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 Servant** 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 **Servant** until my heart’s greatest joy is to see those I lead accomplishing their goals.



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**EMPODERANDO LÍDERES SIERVOS DE EQUIPO**  
Empowering Team Servant Leaders  
Habílitier une équipe de leaders serviteurs

**Un SIERVO es**

- Aquel que encuentra su mayor gozo y satisfacción.
- Cuando aquellos a quienes sirve alcanzan sus metas.

**A SERVANT is**

- One who finds their greatest joy and fulfillment
- When those they serve reach their goals.

*Un SERVITEUR est  
Celui qui trouve sa plus grande joie et son plus grand accomplissement.  
Quand ceux qu'il sert atteignent leurs objectifs.*



¿And what is a **Team**? **A Team is** “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.

**Un EQUIPO es**

- “Un pequeño número de personas
- con habilidades complementarias
- que están comprometidas con un propósito común
- por el cual se responsabilizan mutuamente.”

**La Sabiduría de los Equipos**

**A TEAM is**


- “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**

*Une ÉQUIPE est*

- “un petit groupe de gens
- Avec des habilités complémentaires
- Engagés dans un but commun
- dont ils se tiennent mutuellement responsables.”

*La Sagesse d'Équipes*



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.

**EMPODERANDO LÍDERES SIERVOS DE EQUIPO**  
Empowering Team Servant Leaders  
Habílitier une équipe de leaders serviteurs

**Nuestro mentor y nuestros mentoreados:**

- ¿A quién seguimos?
- ¿A quién servimos como nuestro equipo?

**Our mentor and our mentees:**

- Who do we follow?
- Who do we serve as our team?

*Notre mentor et nos mentorés :*

- Qui suivons-nous?
- Qui servons-nous en tant qu'équipe?





**La madre de los hermanos, hijos de Zebedeo, vino con sus dos hijos y se arrodilló ante Jesús con una petición. "¿Qué quieres?", preguntó Jesús. Ella dijo: "Ordena que en tu reino uno de estos dos hijos míos se siente a tu derecha y el otro a tu izquierda."**

**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."**

**"Alors la mère des fils de Zébédée s'approcha de Jésus avec ses fils, et se prosterna, pour lui faire une demande. Il lui dit: Que voulez-vous? Ordonne, lui dit-elle, que mes deux fils, que voici, soient assis, dans ton royaume, l'un à ta droite et l'autre à ta gauche."**

"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.'



**Ustedes no saben lo que están pidiendo —le replicó Jesús a Juan y a Jacobo—. "¿Pueden acaso beber el trago amargo de la copa que yo voy a beber?" Ellos dijeron: "Sí, podemos." "Ciertamente beberán de mi copa —les dijo Jesús—, pero el sentarse a mi derecha o a mi izquierda no me corresponde concederlo."**

**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."**

**Jésus répondit: Vous ne savez ce que vous demandez. Pouvez-vous boire la coupe que je dois boire? Nous le pouvons, dirent-ils. Et il leur répondit: Il est vrai que vous boirez ma coupe; mais pour ce qui est d'être assis à ma droite et à ma gauche, cela ne dépend pas de moi, et ne sera donné qu'à ceux à qui mon Père l'a réservé."**

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.'



**Eso ya lo ha decidido mi Padre." Cuando lo oyeron los otros diez, se indignaron contra los dos hermanos. Jesús los llamó y les dijo: "Como ustedes saben, los gobernantes de las naciones oprimen a los súbditos, y los altos oficiales abusan de su autoridad."**

**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've observed how godless rulers throw their weight around, how quickly a little power goes to their heads."**

**Les dix, ayant entendu cela, furent indignés contre les deux frères. Jésus les appela, et dit: Vous savez que les chefs des nations les tyrannisent, et que les grands les asservissent. Il n'en sera pas de même au milieu de vous. Mais quiconque veut être grand parmi vous, qu'il soit votre serviteur; et quiconque veut être le premier parmi vous, qu'il soit votre esclave."**

'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.'



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No va a ser así contigo. Quien quiera ser grande debe convertirse en siervo. Quien quiera ser el primero entre ustedes debe ser su esclavo. Eso es lo que ha hecho el Hijo del Hombre: vino a servir, no a ser servido, y luego a entregar su vida a cambio de los muchos cautivos.  
(Mateo 20:20-28 NVI)

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."  
(Matt 20:20-28 MSG)

C'est ainsi que le Fils de l'homme est venu, non pour être servi, mais pour servir et donner sa vie comme la rançon de plusieurs."  
(Matt 20:20-28 LSG)


'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.

**EMPODERANDO LÍDERES SIERVOS DE EQUIPO  
DIEZ MANDAMIENTOS PARA DESARROLLAR NUEVOS LÍDERES**


Empowering Team Servant Leaders Ten Commandments for developing new leaders

Serviteurs Dix commandements pour développer de nouveaux leaders



1. Enséñeles a creer en ellos mismos.  
**1. Teach them to believe in themselves.**

**1. Teach them to believe in themselves.**



**Commandment #1: Teach 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 responsibility. 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.





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<p><b>EMPODERANDO LÍDERES SIERVOS DE EQUIPO DIEZ MANDAMIENTOS PARA DESARROLLAR NUEVOS LÍDERES</b></p> <p>Empowering Team Servant Leaders Ten Commandments for developing new leaders</p> <p>serviteurs Dix commandements pour développer de nouveaux leaders</p> 	<p><b>3. Deles los recursos que necesitan:</b></p> <ul style="list-style-type: none"><li>- Formación</li><li>- Información</li><li>- Recursos Financieros</li></ul> <p><b>3. Give them the resources they need:</b></p> <ul style="list-style-type: none"><li>- Training</li><li>- Information</li><li>- Finances</li></ul> <p><b>3. Donnez-leur les ressources nécessaires</b></p> <ul style="list-style-type: none"><li>- Formation</li><li>- Information</li><li>- Finance</li></ul>
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**Commandment #3:** Give them the resources 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. training,
2. information, and
3. financial resources.

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.



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To empower the next generation of Mesoamerica Region leaders we need obey the **4<sup>th</sup> Commandment** as we give our mentees sufficient authority 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 permission to fail. 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 accountability 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



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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 there 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 friendship. 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

conference with

Dr. Jerry Porter



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:** Model disciple making. To empower the next generation of transformational leaders we need to model disciple making and encourage our mentees to be discipled and to make disciples. Disciple making in the Church of the Nazarene must be more than a program. Being discipled 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 discipled 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 **believe** in themselves.

**Commandment # 10.** Teach them to believe in **themselves**.



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.

(PP25) 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!




### EMPODERANDO LÍDERES SIERVOS DE EQUIPO

Empowering Team Servant Leaders  
Habílitier une équipe de leaders serviteurs

<p>Celebramos a cada uno de ustedes como líderes siervos de equipo. Obviamente, ustedes son líderes dotados. Han aprendido a ser grandes siendo siervos. También han aprendido que todos necesitamos de los demás. ¡Que Dios nos ayude a replicar la nueva generación de líderes siervos de equipo!</p>	<p>We celebrate each of you as team servant leaders. You are obviously gifted leaders. You have learned to be great by being the servant. You have also learned that we all need each other. May God help us replicate the next generation of team servant leaders!</p>	<p>Nous célébrons chacun de vous en tant que chefs d'équipe. Vous êtes évidemment des leaders doués. Vous avez appris à être grand en étant le serviteur. Vous avez également appris que nous avons tous besoin les uns des autres. Que Dieu nous aide à reproduire la prochaine génération de chefs d'équipe!</p>
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# Transformational LEADERSHIP



Jesús les pidió a Pedro y a Juan que prepararan la fiesta de la Pascua. Solo olvidaron un detalle. ¡No contrataron a un sirviente para que les lavara los pies!

Jesus asked Peter and John to prepare the passover feast. They only forgot one detail. They failed to hire a servant to wash the feet!

Jésus a demandé à Pierre et à Jean de préparer la fête de la Pâque. Ils n'ont oublié qu'un détail. Ils n'ont pas embauché un domestique pour laver les pieds!



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.

Jesús se levantó en silencio, se quitó el abrigo, tomó la toalla y la palangana con agua que estaba en la puerta.



Jesus got up, took off his coat, took the towel and the basin with water that was at the door.

Jésus s'est levé, a enlevé son manteau, a pris la serviette et le bassin d'eau qui se trouvaient à la porte.



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.



¡Jesús comenzó a lavar los pies de los discípulos!

Jesus began to wash the disciples' feet!

Jésus a commencé à laver les pieds des disciples!





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.









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 <p>Pedro estaba apenado y quería un baño completo. Jesús amorosamente solo lavó sus pies.</p> <p>Peter was embarrassed and wanted a full bath. Jesus lovingly simply washed his feet.</p> <p>Peter était embarrassé et voulait un bain complet. Jésus a simplement lavé ses pieds avec amour.</p> 	<p>A Êi, que quiere ser grande entre vosotros, permítanle ser vuestro siervo.</p> <p>He that wants to be great among you, let him be your servant.</p> <p>Celui qui veut être grand parmi vous, qu'il soit votre serviteur.</p> 
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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.

 <p>¿Entienden lo que he hecho con ustedes? Ustedes me llaman Maestro y Señor, y dicen bien, porque lo soy. Pues, si yo, el Señor y el Maestro, les he lavado los pies, también ustedes deben lavarse los pies unos a los otros.</p> <p>"Do you understand what I have done? 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.</p> <p>"Comprenez-vous ce que je vous ai fait? Vous m'appellez Maître et Seigneur, et vous dites bien, car je le suis. Si donc je vous ai lavé les pieds, moi, le Seigneur et le Maître, vous devez aussi vous laver les pieds les uns aux autres,</p> 	 <p>Les he puesto el ejemplo, para que hagan lo mismo que yo he hecho con ustedes. Ciertamente les aseguro que ningún siervo es más que su amo, y ningún mensajero es más que el que lo envió. ¿Entienden esto? Dichosos serán si lo ponen en práctica.” (Juan 13:12-17)</p> <p>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)</p> <p>car je vous ai donné un exemple, afin que vous fassiez comme je vous ai fait. En vérité, en vérité, je vous le dis, le serviteur n'est pas plus grand que son seigneur, ni l'apôtre plus grand que celui qui l'a envoyé. Si vous savez ces choses, vous êtes heureux, pourvu que vous les pratiquiez.” (Jn 13:12-17)</p> 
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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...

<p>“El Señor Jesús, la noche en que fue traicionado, tomó pan, y, después de dar gracias, lo partió</p> <p>“The Lord Jesus, on the night he was betrayed, took bread, and when he had given thanks, he broke it</p> <p>“le Seigneur Jésus, dans la nuit où il fut livré, prit du pain, et, après avoir rendu grâce, le rompit,</p> 	
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# Transformational LEADERSHIP

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.

 <p>y dijo: "Este pan es mi cuerpo, que por ustedes entrego; hagan esto en memoria de mí."</p> <p>and said, "This is my body, which is for you; do this in remembrance of me."</p> <p>et dit: Ceci est mon corps, qui est rompu pour vous; faites ceci en mémoire de moi.</p> 	<p>De la misma forma, después de la cena, él tomó la copa, diciendo,</p> <p>In the same way, after supper he took the cup, saying,</p> <p>De même, après avoir souppé, il prit la coupe, et dit:</p>  
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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,

 	<p>"Esta copa es el nuevo pacto en mi sangre; hagan esto, cada vez que beban de ella, en memoria de mí." (1 Corintios 11:24-25)</p> <p>"This cup is the new covenant in my blood; do this, whenever you drink it, in remembrance of me." (1 Cor 11:24-25)</p> <p>nouvelle alliance en mon sang; faites ceci en mémoire de moi toutes les fois que vous en boirez." (1 Cor 11:24-25)</p>
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'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.

<p>¡Jesús es nuestro mejor ejemplo de líder siervo de equipo!</p> <p>'Jesus is our best example of the team servant leader!</p> <p>Jésus est notre meilleur exemple de chef d'équipe!</p> 	
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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

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invites us to join his team of servant leaders and he commissions us to mentor new team servant leaders.



Jesús mentoreó pacientemente a sus discípulos como un equipo de líderes siervos... con su vida y sus enseñanzas.

Jesus patiently mentored his disciples as a team of servant leaders... with his life and with his teaching.

Jésus a patiemment encadré ses disciples en tant qu'équipe de leaders serveurs... avec sa vie et son enseignement.



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 **Do** and to **Teach**. 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.

(PP40) May God allow you, as Mesoamerica Region leaders, to multiply team servant leaders, to the glory of God!

¡Que Dios les permita, como líderes de la Región Mesoamérica, multiplicar los líderes siervos de equipo, para la gloria de Dios!

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

Que Dieu vous permette, en tant que dirigeants de la région de la Méso-Amérique, de multiplier les chefs de service d'équipe, à la gloire de Dieu!



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## Mesoamerica Region Impact Mentorship

*Jerry D. Porter*



(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 "to make Christlike 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.



# Transformational LEADERSHIP

MISIÓN DE LA IGLESIA DEL NAZARENO  
MISSION OF THE CHURCH OF THE NAZARENE  
MISSION DE L'ÉGLISE DU NAZARÉEN

Hacer Discípulos Semejantes a Cristo en las Naciones

To make Christlike in the disciples in the Nations

Faire des disciples à l'image à Christ dans les nations



The Mesoamerica Region is launching a vitally important renewed emphasis on **Impact Mentorship**. 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.



Los programas no hacen discipulos. ¡Los discipulos hacen discipulos!

Programs do not make disciples. Disciples make disciples!

Les programmes ne font pas de disciples. Les disciples font des disciples !



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.



Los programas no hacen líderes. ¡Los líderes hacen líderes!

Programs do not make leaders. Leaders make leaders!

Les programmes ne font pas des leaders, les leaders font des leaders !



But we are reminded that programs do not make leaders, **leaders make 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.



# Transformational LEADERSHIP

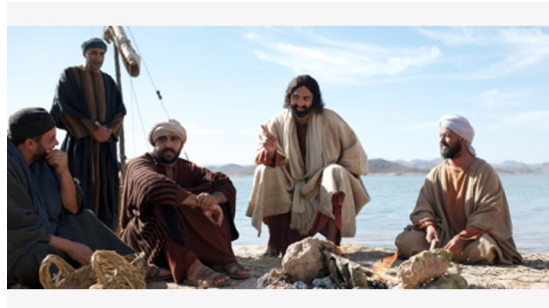
LA MENTORÍA SE TRATA  
DE RELACIONES DE  
AMOR

MENTORSHIP IS ABOUT  
LOVING RELATIONSHIPS

LE MENTORAT EST UNE  
QUESTION DE RELATION  
D'AMOUR



Mentorship is about loving **relationships**. 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.



¡SIEMPRE ENSEÑANDO Y SIEMPRE  
SIENDO ENSEÑADO!

ALWAYS TEACHING AND ALWAYS BEING  
TAUGHT!

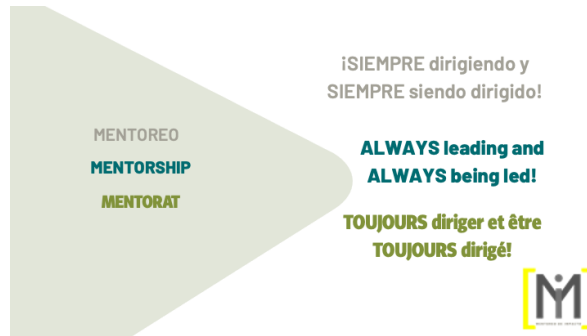
TOUJOURS ENSEIGNER ET TOUJOURS  
APPRENDRE



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



# Transformational LEADERSHIP



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.

Jesús se acercó entonces a ellos y es dijo: "Se me ha dado toda autoridad en el cielo y en la tierra. Por tanto, vayan y hagan discípulos de todas las naciones, bautizándolos en el nombre del Padre y del Hijo y del Espíritu Santo, enseñándoles a obedecer todo lo que les he mandado a ustedes. Y les aseguro que estaré con ustedes siempre, hasta el fin del mundo." (Mateo 28:18-20)

Jésus s'étant approché, leur parla ainsi: tout pouvoir m'a été donné dans le ciel et sur la terre. Allez, faites de toute les nations des disciples, les baptisant au nom du Père, du Fils et du Saint-Esprit, et enseignez-leur à observer tout ce que je vous ai prescrit. Et voici, je suis avec vous tous les jours, jusqu'à la fin du monde" (Matthieu 28:18-20)

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)



*"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)*



So if we, as the Church of the Nazarene, are wanting to make Christlike disciples, **what exactly 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.



# Transformational LEADERSHIP

¿Qué es un líder semejante a Cristo?  
What is a Christlike leader?  
Qu'est-ce qu'un leader chrétien?

Hacer Discípulos Semejantes a Cristo en las Naciones  
To Make Christlike Disciples In the Nations  
Faire des disciples à l'image du Christ dans les nations

By the same token, what is a Christian leader? 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.

Hacer Discípulos Semejantes a Cristo en las Naciones  
To Make Christlike Disciples In the Nations  
Faire des disciples à l'image du Christ dans les nations

¿Qué necesita cambiar en nuestra vida personal y en la vida de la iglesia para hacer más y mejores discípulos y líderes a la imagen de Cristo?  
What needs to change in our life and in our church to make more and better Christlike disciples and leaders?  
Que devons-nous changer dans nos vies et dans nos églises pour faire plus de disciples et de leaders à l'image de Christ?

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 personal lives 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.

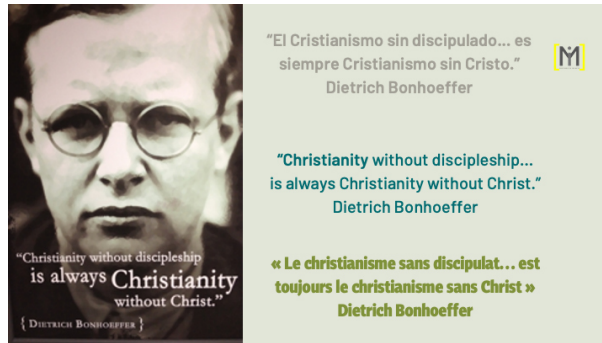
Necesitamos seguir el ejemplo de Jesús para hacer discípulos y líderes  
We need to follow the example of Jesus to make disciples and leaders  
Nous devons suivre l'exemple de Christ pour faire des disciples et des leaders

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 example of Jesus and prioritize our time investment in our disciples.** We need to take personal responsibility to reproduce ourselves as disciples and leaders.



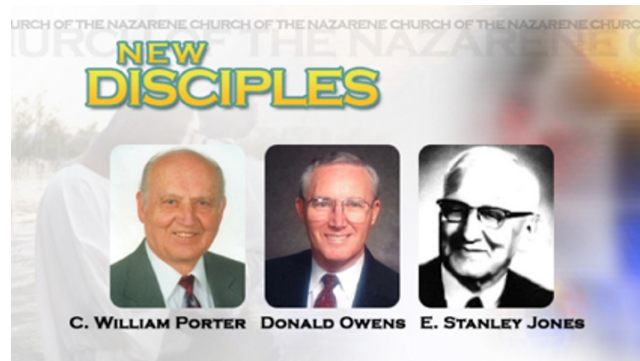


# Transformational LEADERSHIP



*“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 discipled me. You will want to delete these slides and add your own narrative of those who have lovingly discipled and mentored you.



I celebrate the three main disciplers who invested their lives and love in me: My father, Bill Porter, my professor, Don Owens, and missionary evangelist, E. Stanley Jones. Each of you could gratefully identify the most influential disciplers in your lives. But there were literally hundreds of brothers and sisters who discipled me. Some were older, veteran servants of God. Others were my peers who impacted and shaped me as a discipule and as a leader. All of these mentors were and are awesome friends! I will mention a few.

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# Transformational LEADERSHIP

**M** Mentoreo **Mentorship** **MENTORAT**

**PUERTO RICO**  
 Bill & Juanita Porter  
 Ángel Alvarado, Juan Vázquez Pla  
 Eligio Roldán, Rubén Marcano

I grew up in Puerto Rico, where my parents served as missionaries. They, of course, deeply impacted me with their love for Christ, their love for me, their love for the Church, and their love for others. A happy lay pastor, Angel Alvarado and a visionary young pastor, Juan Vázquez Pla, inspired me to me a passionate follower of Jesus. Two young men in our youth group, Eligio Roldán and Rubén Marcano, raised the level of my commitment to witness for Christ.

**M** Mentoreo  
 Mentorship  
 Mentorat

**BETHANY NAZARENE COLLEGE**  
 Don Owens, E. Stanley Jones  
 Gary Sivewright, Bob McCroskey,  
 Howard Culbertson

When I went to Bethany Nazarene College, I was deeply impacted by missions professor, Don Owens. He patiently dialogued with me about my doctrinal struggles. He led me to read a book by E. Stanley Jones on the work of the Holy Spirit. When I realized that this 87-year-old veteran missionary and author was contracting a young man to travel with him as secretary and traveling companion, I applied and had a life-changing 3 months with this saint. I heard him preach powerful messages and had rich conversations with him. During college I traveled with a small choir each weekend. Veteran team members, Gary Sivewright, Bob McCroskey, and Howard Culbertson modeled great preaching and missionary passion, which deeply shaped my life and ministry.

**Mentoreo** **Mentorshi** **Mentorat**  
 P

**ANGLETON, TEXAS**  
 • Buddy Scott  
 • Bob Britt

**M**

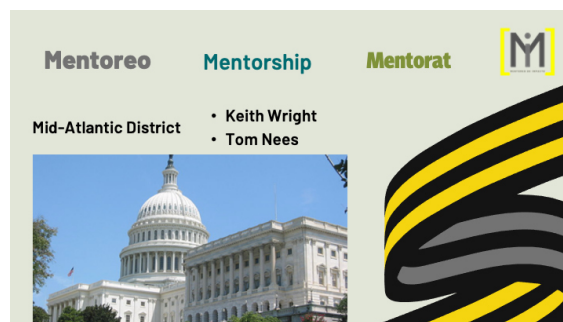


# Transformational LEADERSHIP

While I was pastor of a small congregation in south Texas, I had two significant mentors. One was a senior mentor, Bob Britt, who was pastor of Houston First Church. He and his wife, Galen, sought Toni and me out and invested quality time in us. We got together about once each month. There was also a colleague mentor, Buddy Scott, who was the pastor of the nearest Nazarene church. We would play racquet ball every Monday morning and then we would share our challenges, disappointments, and joys in the pastoral ministry. I was deeply impacted by Bob and Buddy.



As a missionary, seminary director in Costa Rica, and as Regional Director I was inspired and mentored by a host of servants of God. Louie Bustle taught me to dream big dreams and to set goals. Howard Conrad taught me to truly listen to others and to be sensitive to the needs of others. Jerald Johnson captured my heart with his optimism and creativity. L. Guy Nees taught me that the Church of the Nazarene is liberal in her methodology, but conservative in her doctrine. My life and ministry were forever changed by these leaders.



During my years as district superintendent in the Baltimore and Washington DC area, I was captivated by the strategic vision of veteran superintendent, Keith Wright. I also spent quality time with Tom Nees to learn about urban compassion ministry in the USA. It was during this season of our lives that our daughter died. We will be forever indebted to this dear district team that loved us during our most painful grief.



# Transformational LEADERSHIP

**Mentoreo**   **Mentorshi**   **Mentorat**   

John Knight, Bill Prince, Jim Diehl, Paul Cunningham, Jim Bond, Talmadge Johnson, Jesse Middendorf, Nina Gunter, J. K. Warrick, Eugenio Duarte, David Graves, Stan Toler, David Busic, and Gustavo Crocker.



During my 20 years as a general superintendent, each of my beloved colleagues impacted and shaped me. I am forever grateful for John Knight, Bill Prince, Jim Diehl, Paul Cunningham, Jim Bond, Talmadge Johnson, Jesse Middendorf, Nina Gunter, J. K. Warrick, Eugénio Duarte, David Graves, Stan Toler, David Busic, and Gustavo Crocker. As iron sharpens iron, these godly leaders helped me to become a better and more Christlike leader.

**Mentoreo**   **Mentorship**   **Mentorat**   

Elias Betanzos, Gustavo Crocker, Carlos De La Cruz, Sam Harrison, Adalberto Herrera, Roberto Hodgson, Larry McKain, Ken Mills, Oliver Phillips, Bob Prescott, Craig Rench, Phil Rodebush.



For the first 35 years of my ministry, my idea of discipleship was courses for new believers so they could understand and testify to their conversion, be baptized, entirely sanctified, and join the church. I did not understand lifelong discipleship. Nearly 15 year ago I began to work on this expanded discipleship vision. I invited some dear brothers to join my discipleship group. These godly leaders have enriched and blessed my life and ministry in more ways that I can enumerate. Each Wednesday we share brief articles with each other and once a month we share in a prayer and dialog discipleship chat, as we mutually disciple and mentor each other. These dear brothers include: Elías Betanzos, Gustavo Crocker, Carlos De La Cruz, Sam Harrison, Adalberto Herrera, Roberto Hodgson, Larry McKain, Ken Mills, Oliver Phillips, Bob Prescott, Craig Rench, and Phil Rodebush.

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# Transformational LEADERSHIP



My wife, Toni, and my son, Bill, have been two of the most significant mentors in my life. My son has been helpful as he lovingly confronts my weakness of overcommitting by saying “yes” to every person and every need. Bill has candidly spoken truth in love that has helped me remember that my first ministry is to my family.



My dear wife, Toni, is like Mary, who sat at the feet of Jesus, listening to every word. Sadly, I am often like Martha, always busy and not properly prioritizing my quiet time with the Lord. During these 49 wonderful years together, I have learned to protect my daily devotional time with my wife, and she has been my best mentor to help me enrich my personal devotional life. My wife has modeled the heart of Mary in my life. In our marriage, Jesus would say, Toni “has chosen what is better, and it will not be taken away from her.” (Luke 1:42)



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.



# Transformational LEADERSHIP

Jesús dijo:  
"Edificaré mi iglesia... Tú haces discípulos". En cambio, itodos estamos tratando de construir la iglesia y pocos de nosotros estamos haciendo discípulos!

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!

Jésus dit: "Je bâtirai mon église... Vous faites des disciples." Mais nous essayons de bâtir l'église et quelques uns font des disciples!

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.

El Sistema de Grupos  
Conectados de Wesley:  
• "Sociedad" - adoración  
• "Clase" - estudio bíblico  
• "Banda" - Cristianos maduros disciplinando Cristianos maduros

Wesley's System of Interlocking Groups:  
• "Society" - worship  
• "Class" - Bible study  
• "Band" - mature Christians disciplining mature Christians

Le système de regroupement de Wesley:  
• "Société" - adoration  
• "Classe" - Étude Biblique  
• "Groupe" - Aide mutuelle entre chrétiens matures

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 **Society 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 **Class** 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 **Spiritual Bands** to be formed. These were mature Christians disciplining mature Christians. These were weekly meetings with high levels of mutual accountability.



# Transformational LEADERSHIP



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.

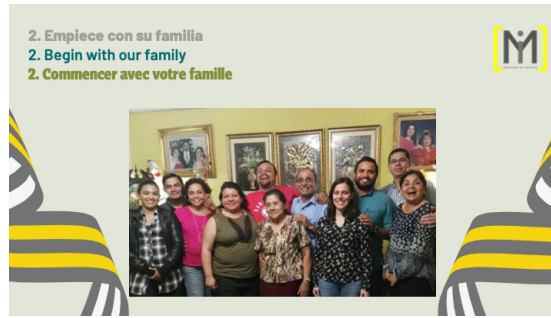


First of all, mentorship must be intentional. Jesus prayed all night and the next day he began to invite men to become his disciples. We must prayerfully ask the Lord to show us who should be a part of our mentorship group. There are some relationships that occur naturally, but to be effective we must 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.

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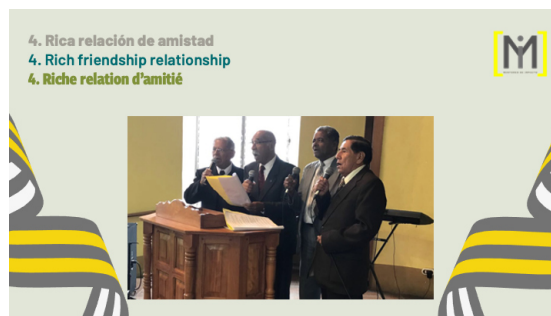
# Transformational LEADERSHIP



When we are making disciples, we should begin with our family. 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 fewer people. 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 friendship relationship. 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.



# Transformational LEADERSHIP

And 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.**

Il Timoteo 2:2 <sup>4</sup>Y lo que has oído de mí entre muchos testigos, esto encarga a los hombres fieles que serán idóneos para enseñar también a otros.

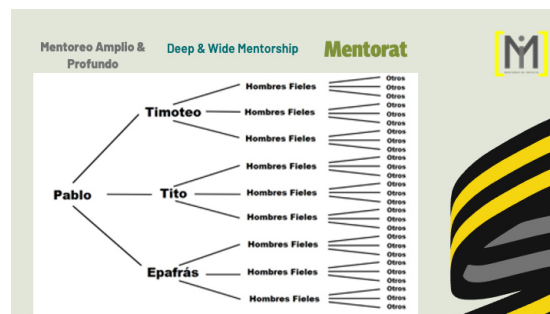
Il Timothée 2:2 <sup>4</sup>Et ce que tu as entendu de moi en présence de beaucoup de témoins, confie-le à des hommes fidèles, qui soient capables de l'enseigner aussi à d'autres.

2 Timothy 2:2

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.”

Mentoreo	Mentorship	Mentorat
1. Jesús	1. Jesus	1. Jésus
2. Pedro	2. Peter	2. Pierre
3. Barnabé	3. Barnabas	3. Barnabas
4. Pablo	4. Paul	4. Paul
5. Timoteo	5. Timothy	5. Timothée
6. "Personas Confiadas"	6. "Reliable persons"	6. "Des gens fidèles"
7. Calificadas para enseñar a otros.	7. Qualified to teach others."	7. Capables d'enseigner aux autres." (2 Tim 2:2)
(2 Tim 2:2 NIV)	(2 Tim 2:2 NIV)	

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?



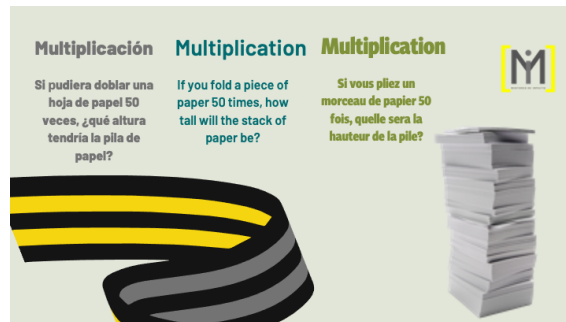
his mentorship model is deep and wide. It involves deep relationships between the discipler and the disciple. It is also wide because of the multiplication of disciples. Jesus had 12 disciples. Paul had many disciples and he instructed Timothy to invest his life in several reliable persons. This mentorship model

conference with  
 Dr. Jerry Porter

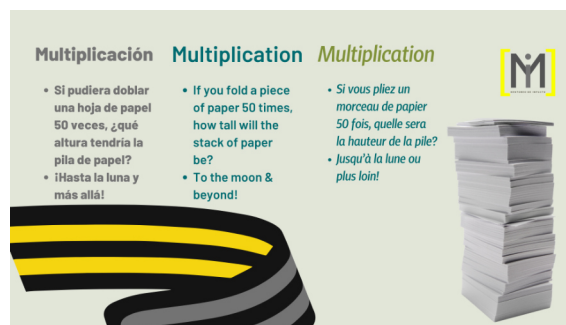


# Transformational LEADERSHIP

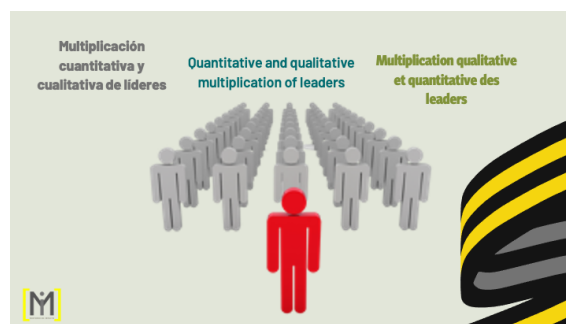
allows for rich deep personal investments, while at the same time multiplying the number of disciples.



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



# Transformational LEADERSHIP

shows us that we can pray for and expect the quantitative and qualitative 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.”



# Transformational LEADERSHIP



We celebrate the inspiring and challenging sessions you will have with Carla Sunberg, Scott Rainer, Lola Brickey, Lola & Tim Gulick, Gary Hartke, Filmão Chambo, Gustavo Crocker, Vern Ward, David González, 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!





# Transformational LEADERSHIP

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!

conference with  
Dr. Jerry Porter