



MENTORSHIP FOR NEW GENERATIONS

Equipping Session

Based on the seminar and book
"Generational Leadership".



MENTORSHIP FOR THE NEW GENERATIONS

INTRODUCTION

Innovation is not reduced to fixing what does not work, rather it is to keep changing what is good so that it becomes better and better.

What is generational leadership?

In the last decade there is more information on neuroscience, specifically on how the human being learns.

What does Generational leadership propose?

Going to the Bible and science to respect God's design when making disciples, discovering how the human brain develops, how to take advantage of it in teaching and who should be participating in these processes.

We will talk about missiology.

5 STAGES ON THE WAY TO ADULTHOOD

Science does not go against faith, discovering and manipulating God's creation.

We must learn to live with biblical reality with the natural reality of God's design.

1. **Early childhood 0-5 years.** Important effect of having a father and what the lack of him produces.
2. **Childhood 6-10 years.** The arrival of concrete thinking. The best stage is childhood, according to God's design. We need a good biblical pedagogy.
3. **Preadolescence 11-12 years.** Questions ideas learned. Questions behind the stories. It begins to define what values he will adopt.
4. **Adolescence 13-18 years.** Physiological development and who I am is defined. Small groups.

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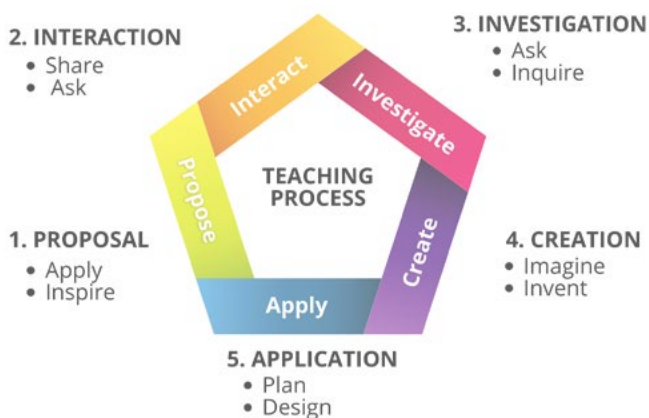
5. **Youth 19-25 years.** Brain’s physiological development finishes at the age of 25.

Let’s not be accomplices in the perpetuation of eternal adolescence.

Teaching process

Normally the teaching in our churches begins with a proposal, where we explain and inspire and then apply.

For 45 minutes we talk and hope that people apply what we explained and tried to inspire. But the teaching process must go further.



Four Paradigms to rule out

- 1. Children’s and youth’s ministries are two totally separate ministries.
- 2. Adults are the priority of senior Pastors. We assume that those who begin in the ministry are those who work with children or youth.

Jesus worked with the youngest. The Gospel of Luke tells us that Jesus was 30 years old when He began His ministry, normally the disciples of a rabbi were younger.

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Another factor is that there was only one disciple who was married according to the evangelists, Peter, we could believe that the rest were not married; the general age for Jews to get married began at 20 years of age.

We cannot afford not to develop an intentional vision of working with new generations

3. Ministry takes place in the temple and not in the family. After the great commandment, the first tactical premise given to Moses was to take care of the next generation.

“Love the Lord your God with all your heart and with all your soul and with all your strength. These commandments that I give you today are to be on your hearts. Impress them on your children. Talk about them when you sit at home and when you walk along the road, when you lie down and when you get up.” Deuteronomy 6:5-7

God does not take care of us only on weekends; and we should enjoy Him the most at home, with the family.

4. Success is measured in the number of people sitting in the temple. The important thing is that people can move forward imitating Jesus.

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The strategy of generational vision

We need an intentional and organized vision of how the following elements coexist:

1. Mission
2. Public
3. We, the leaders
4. Programs
5. Relationships
6. Culture

We must be clear about what we want to achieve.

“He is the one we proclaim, admonishing, and teaching everyone with all wisdom, so that we may present everyone fully mature in Christ.” Colossians 1:28

Proclaim, admonish, and teach.

If what we proclaim, admonish, and teach is biblical, it is anchored in divine wisdom.

But why do we do this? To present you all perfect in Him.

τέλειος (Telios): complete (in various applications of work, growth, mentally, and character morally, etc.); quality of complete.

This perfection that Paul refers to is maturity, from the Greek understanding perfection is the correct way to achieve a correct goal.

In Hebrew thought the purpose is to be complete. Aging is mandatory, but maturing is optional. To be complete in Christ is to make good decisions.

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6 active keys of the generational vision

- Key 1:** Focus on the great mission of generational leadership.
- Key 2:** Respect the stages of human development.
- Key 3:** Exercise appropriate leadership.
- Key 4:** Develop intentional relationships.
- Key 5:** Implement successful programs.
- Key 6:** Influence the culture.

KEY 1 : FOCUS ON THE GREAT MISSION OF LEADERSHIP

We must focus on the maturity of the disciples.
When we speak of maturity we go to the great commandment in Matthew.

“Jesus replied: “Love the Lord your God with all your heart and with all your soul and with all your mind.’ This is the first and greatest commandment. And the second is like it: ‘Love your neighbor as yourself.’ All the Law and the Prophets hang on these two commandments...”

Matthew 22:37-40

“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.” Matthew 28:19-20

From these verses we can break down the purposes of maturity that the disciples must achieve.

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1. **Adoration:** "You shall love the Lord your God with all that you are." New generations must love God above everything.
2. **Service:** "You will love your neighbor as yourself." Service should not be reduced to what is done within the church, especially with a title within the church.
3. **Evangelism:** "Go and make disciples." There is a natural sequence between loving God, loving people, and introducing them to that God we love.
4. **Discipleship:** "Baptizing them in the name of the Father, of the Son, and of the Holy Spirit, teaching them to obey." Make them part of the family and educate them. That is, sharing the Kerygma and the Didache, who is Christ and the teaching of Jesus' practices respectively.

Someone is spiritually mature when he lives in an attitude of worship, serves his fellow men, naturally evangelizes, and continues to grow in obedience, while setting an example for others to grow.

COMMUNICATION

1. **Customize.** Make the message, your message; do the mission, your mission.
2. **Repeat.** It is very common to forget why we do what we do.
3. **Evaluate.** Evaluate if the efforts are working and if we are achieving what God wants.

What can we do to personalize, replicate, and evaluate the mission and purposes of our mentorship/discipleship on an ongoing basis?

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Some important questions to ask ourselves periodically:

- What is the purpose of our mentorship and discipleship?

- Is there a better way to optimize results with something we haven't tried?

- In what ways can we help the new generations so that Christ may be formed in them? Name at least three.

*First activity
in groups*

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KEY 2: UNDERSTAND GOD'S DESIGN OF HUMAN DEVELOPMENT

"When we are in front of a work of art, the first thing we do is surrender. We observe. We try to understand." - C. S. Lewis.

Five Stages from the Church's Perspective

- 1. Early Childhood:** We should not kidnap the parents of your children at this stage. There should be a balance between activities for parents and their presence with their children.

- 2. Childhood:** Children are like a sponge when memorizing, this did not happen before and it will not happen again. We must take advantage of this stage by teaching the rudiments of faith and doctrine, what the Word of God says, the stories, and the characters. The important thing is that they retain it, not that they necessarily understand it.
- 3. Preadolescence:** Now is the stage in which thinking is abstract, with this comes the attempt to understand why things and biblical events happen.
- 4. Adolescence:** Friends are very important, to such a degree that decisions will depend largely on them. Strong relationships with their leaders will facilitate relationships between adolescents themselves.
- 5. Youth:** They have less free time and this is something we must understand when designing programs for them.

Five development tracks

It is important that we also understand that the human being is a living person, with elements that are integrated and related.

- 1. Physical.
- 2. Intellectual.
- 3. Emotional.
- 4. Social.
- 5. Spiritual.

Although Jesus cared about the spirituality of people, He worked with the whole person.

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KEY 3: EXERCISE APPROPRIATE LEADERSHIP

"True leadership begins in love."

Glenn C. Stewart.

If we do not love the new generations, we will not be able to get involved in their service.

There are different levels of predisposition to participation, especially within the church.

We must also consider the level of predisposition to participation according to age.

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P1 - Low	P2 - Moderate	P3 - Changing	P4 - High
Not willing Not skillful Kids	Willing Not skillful Preadolescent	No willing Skilled Teenagers	Willing Skilled Youths

P1. They demand a pedagogy that is concrete enough to take advantage of the high data retention at this stage. **They need to see.** Puppets, videos, figures, visual illustrations, are the elements that should be used in teaching.

P2. They demand involvement and needs to know what is behind the information. **They need to understand.**

P3. They demand protagonism and an external and energetic expression of internal commitments. **They need to believe.** They need movement, friends, a very dynamic ministry.

P4. They demand freedom. They are able to assimilate the purposes without strong relational behavior on behalf of the leaders, without depending on the attraction of the program. **They need confidence.** They need to work getting involved in the work of the program. If they did not, there is not much commitment to participate.

LEADERSHIP STYLES

There is no super leadership style, but there are different styles relevant to different levels of maturity.

Two types of interest:

1. Interest in production.
2. Interest in people.

In the secular realm, four styles of leadership are commonly known:

- **Style 1:** Highly directive leadership.
Someone who orders.
- **Style 2:** Highly directive leadership, as well as highly relational. Someone who inspires and persuades.
- **Style 3:** Highly relational leadership. Someone who prioritizes relationships. First you earn their interest and then we can advise.
- **Style 4:** Minimally directive and relational leadership.
Someone who delegates and let go. Meetings are not sacred, the people are, therefore there must be a high participation of young people in the direction and creativity in the meetings.

Waterfall-Type Team

It is impossible to have the greatest impact on the church if we only have one person in charge of everything. Especially, if the goal is discipleship and not just having a full service.

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We need multidisciplinary teams in each of the arenas of generational pastoral work.

- The church must learn to involve parents.
- Parents must learn to involve the church in their family.

Summary of exercising appropriate leadership:

- Use situational leadership.
- Work in a team.
- Involve parents.

KEY 4: DEVELOP INTENTIONAL RELATIONSHIPS.

In all churches and ministries there are relationships, but there is very little intentionality.

Most of the relationships that occur within the church take place by homogeneity, that is not healthy. We need to learn to live in heterogeneity and the church must teach it intentionally.

Relationships in the church are discipleship, because discipleship is not a program. The essence of discipleship is relationships.

Some tips to improve relationships:

- 1. Learn their names.** Let all leaders know the names of the members. When you don't know the person's name, you make them understand that you are not interested in him.
- 2. Affirm continually.** Be someone who celebrates the good and not someone who highlights the bad. Earn the relationship so you will have the opportunity and authority to talk about the details that need to be corrected.

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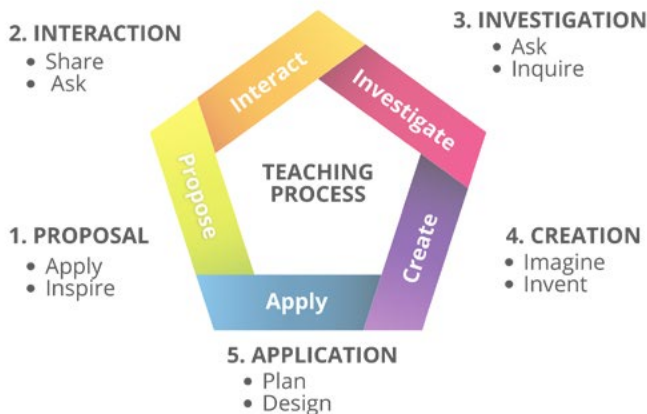


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3. **Listen with devotion.** God's design is important, He put only one mouth, but two ears. What does this mean for us? In leadership, especially with teenagers and young people, they need someone to pay attention to them. The last thing they are looking for is someone to tell them what to do.
4. **Help to think. Jesus,** on many occasions, instead of answering the questions of those who approached, He returned a question to them. It is not about saying what to believe or what to think, rather helping them to think by themselves so that they make their own decisions and affirm their convictions.
5. **Don't fake perfection.** We lose credibility when we make others believe that we are perfect. The new generations will not trust someone who thinks is perfect.

KEY 5 : IMPLEMENT SUCCESSFUL PROGRAMS.



Two sacred connections

A balanced and effective program makes 2 connections continuously.

Connection 1. With the purposes of Christ for the Church.

Connection 2. With God's holistic design.

KEY 6: INFLUENCE CULTURE

The church cannot arrive 7 years later.

Charles Spurgeon.

CULTURAL EXCHANGES

- **Absolute by relative.** Not an absolutely negative change since there are many things in culture, life and even the gospel that are relative while others are absolute. The secret is to keep what is absolute as absolute and what is relative to keep it in constant change, according to the discernment that the Holy Spirit and the Word give you.
- **Legacy of fame.** Today fame has a great cultural value like never before, but the great trap is depending on the applause and recognition of the people, that will lead you to frustration or to do things that you would never do.
- **Rebellion due to indifference.** Today the new generations have already abandoned rebellion for indifference, we must facilitate rebellion against things that are wrong.
- **Family for multifamily.** Today the families are made up of stepmother, stepfather, and stepsiblings. It is necessary that we take it into account in our ministry, we have to read the families we minister to.
- **Convictions for sensations.** The dangerous thing is to feel without having convictions.

If we are going to pastor correctly we must integrate a coherent structure in our churches.

1. Prepare a pertinent pastoral for each stage of development.
2. A team made up of married couples. So that, from childhood to youth, we present a model of the family that God wants.

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- 3. General Pastor supervises everything. Although the proposal is to create the figure of generational Pastors, where a sixth married couple can command the supervision of all ministries.

CONCLUSION

We believe that there is something powerful that we can take advantage of at church, models. The family is attacked by the media; statistics reveal the large number of dysfunctional families. Therefore, the proposal is that married couples, pastoral couples, can guide children, preadolescents, adolescents, and young people, presenting themselves as models, vulnerable, but alive and mature close to them.

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