

Principle

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FIVE PRINCIPLE WORLDWIDE TRAINING MANUAL

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Principle: Leadership

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### **Note to Trainer**

**Purpose:** We are all here because someone poured his or her life into us. We are called to pour our life into others. This session is designed to help you understand a biblical model of leadership and how to lead others.

*Below are some definitions for the words that we will be using throughout the teaching. Please choose a word in your context that will work the best for your audience. For example, mentor may work better for some audiences trying to communicate the message, and coach may work better in other contexts. You are the best judge as to which word will work for you.*

**Mentor/Coach:** a wise and trusted counselor or leader; someone who may be in a similar role as you but has more experience and wisdom; a senior supporter or teacher.

**Encourager/Partner:** someone that will inspire you and encourage you along your journey; someone who believes in you and knows your heart; someone that you can share honestly and openly with who will sharpen your spirit in a godly manner.

**Mentee:** a student, a disciple, a learner; someone who will follow in the footsteps of his or her teacher; someone who will continue the teaching of the mentor.



Dear Youth Leader,

One of the dreams of the Youth Ministry and Youth Network Teams for all of us in youth ministry is that we work together to help raise up a new generation of Christ-centered leaders around the world.

The 5 Principle Training system, developed in conjunction with the SHAPE initiative of the Church Of God, is intended to help train youth leaders around the world. It was developed with the belief that the five principles of vision, leadership, knowledge/culture, relational/connectivity, and spirituality apply across all cultural lines.

In January 2008, the principles were piloted with leaders in Africa; in 2009, the training materials were revised and updated, with the revised materials posted in January 2010.

The dream is that this system will be a tool that local, state/provincial, regional, and national leaders everywhere can use. Feel free to use all or portions of these lessons to teach and train your leaders.

The material can be used in a full-day or half-day training or as standalone training. If you see the symbol indicating a full day , each of the lessons will take 75–84 minutes. If you see the symbol indicating a half day , each of the five individual training sessions will take 50–59 minutes.

Committed to raising up a new generation of Christ-centered leaders,

The Youth Ministry and Youth Network Team

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- B. Give Two to Three Things That Are “Have-to-Remembers”
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**Key** (Follow according to the time you have allotted.)



**FD: Full Day** (if you have 75–84 minutes)



**HD: Half Day** (if you have 50–59 minutes)

## Introduction

**Pre-session:** Read over parts two and three to make sure you have materials you need for your students.



Open your class by letting attendees know the following: Throughout the Bible, we see examples of godly men and women raising up the next generation of God-centered or Christ-centered leaders. Sadly, we also have examples of what happens when biblical leaders fail to pass on the baton of leadership to the next set of leaders. To be the most effective and complete leader possible, it is essential to have a 360°-view of leadership, with someone below, above, and beside you in leadership. We should be coaching/mentoring younger leaders to take on the responsibility of teaching, leading, and working with the next generation of leaders. It is also necessary and biblical to have leaders with more wisdom and experience leading and teaching us as leaders. There is definitely a need for all of us to have peers walking along side of us and encouraging us and holding us accountable as we journey in our leadership role.

This is why we believe that this teaching is so important. This session will help you understand your need for a mentor/coach, an encourager, and a mentee. It will also encourage those you are teaching to take an active role in learning and teaching what they learn during this session for the betterment of the kingdom. We will be using an illustration in the shape of a cross throughout the session to help us teach this important principle. (see handout)

**Opener:** *Tell your story of why leadership and coaching have been important to you.*



10 min

If you are doing the FD, ask those you are teaching: “What are you doing in your ministry to produce leaders?” Ask them to share what they have been doing.



## Interaction

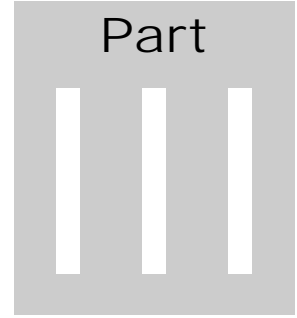


Cross Coaching Tree Idea (that is, being in relationship with someone above you – older than you; beside you—a peer; and someone below you—younger than you that you are pouring into and who is pouring into you)

Illustration: The Cross Coaching Tree (see handout)

There are three areas of the cross and there are three areas of leadership and coaching. This first is having a mentor/coach, that is, someone older and with more wisdom represented by the top of the cross. Second, having an encourager/partner, is represented in the horizontal bar of the cross. The third area of leadership is mentoring someone; the lower portion of the cross represents this. *Throughout the teaching, remember to keep the cross illustration in focus and to reference it frequently. The goal is that learners will be able to fill in their blanks throughout the teaching time. This will help the them visually identify these relationships in their lives.*

- Give each person a small cross and then hand out the cross model.
- Ask attendees to share with a neighbor (or entire group, if small) someone who has invested in their life and made it possible for them to be there that day.
- A possible fun activity: have attendees create play-dough/clay images of their mentor.



## Bible Teaching and Small Groups



There are three relationships that are important, biblical, and necessary in order to live out discipleship as Christian leaders.

- Mentor/Coach. Example: Paul to Timothy (1 and 2 Timothy)
- Partner, Encourager. Example: Barnabus to Paul (Acts 9:27)
- Mentee. Example: Timothy and Titus to Paul (1 and 2 Timothy and Titus)

### A. Mentor/Coach (The Top Portion of the Cross)



1. Why? We need to learn from those who have gone before us. Wise persons listen to persons wiser than themselves.
  - a. Biblical examples of coaches/mentors
    - 1.) Moses to Caleb, Joshua, Aaron (Numbers)
    - 2.) Elijah to Elisha (1 and 2 Kings)
    - 3.) Paul to Timothy and Titus
  - b. Proverbs 22:17. “Pay attention and listen to the saying of the wise; apply your heart to what I teach” (NIV).
2. How can I find a mentor/coach?
  - a. Pray about who God might put in your path that could mentor/coach you.
  - b. Look diligently for someone you admire and would like to be mentored/coached by.
  - c. Ask someone to be your mentor/coach whom you believe God may have guided your way.
  - d. Trust that God is working to stretch you as a leader and is working in your mentor’s life as well.
  - e. Find someone who may have similarities that you can identify with as well as differences that may stretch and help you.



### 3. **Experiential**

Have everyone write on a rock the initials of someone who has poured into their life. Then have them place the rocks all together in one large pile on one side of the room.

B. Partner, Encourager (This is represented by the horizontal bar of the cross on the cross handout.)



#### 1. Biblical Perspective:

- a. Galatians 6:2. “Carry each other’s burdens, and in this way you will fulfill the law of Christ” (NIV).
- b. Romans 15:5–6. “May the God who gives endurance and encouragement give you a spirit of unity among yourselves as you follow Christ Jesus, so that with one heart and mouth you may glorify the God and Father of our Lord Jesus Christ” (NIV).

#### 2. Example: Barnabus (name means “Son of Encouragement,” Acts 4:36)

Acts 9:26–28. He defended Paul: “When he came to Jerusalem, [Paul] tried to join the disciples, but they were all afraid of him, not believing that he really was a disciple. But Barnabas took him and brought him to the apostles. He told them how Saul on his journey had seen the Lord and that the Lord had spoken to him, and how in Damascus he had preached fearlessly in the name of Jesus. So Saul stayed with them and moved about freely in Jerusalem, speaking boldly in the name of the Lord” (NIV).

#### 3. How to find an encourager/partner

- a. Pray about whom God might put in your path that you could be encouragers to each other.
- b. Look for someone you admire who is trustworthy and would be authentic and real with in this type off relationship.
- c. Ask someone to partner with you to help encourage each other to stay strong in your faith and be the godly leaders God wants you to be in all areas.

#### 4. Tips for how to interact with your encourager/partner

- a. Stand firm with your partners; believe the best in them before jumping to any negative conclusions.
- b. Pray with each other and hold each other accountable.
- c. Spend time not only working with each other but also encouraging each other in all aspects of life (emotional, physical, spiritual, etc.).



5. **Experiential** (Choose one of the activities that best suits you.)  
Challenge those you are teaching to:
- Wrap together three branches or sticks with a ribbon to signify partnership. Take it to someone who has been an encourager/partner to you and express gratitude for their investment in you.
  - Choose and supply a small gift that each person can give to someone who has encouraged him or her and express gratitude for the investment.

C. Mentoring Others (This is represented by the lower vertical portion of the cross.)

- Biblical Perspective: 2 Timothy 2:2. “And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others” (NIV).
- We need to pass on the baton of faith and leadership to others so that the message of Christ will continue to spread throughout generations. Biblical examples of older mentors investing in younger mentees include:
  - Moses and Joshua
  - Elijah and Elisha
  - Paul and Timothy and Titus
  - Jesus and his disciples
- Why should we be mentoring/coaching someone younger?
  - Illustration: Mentoring is like the Sea of Galilee. It receives water from various tributaries and gives it out. As a result, the sea is full of life and produces life. The Dead Sea is like those who choose not to mentor. It receives water but never disperses any. As a result, the water doesn’t filter and chokes the life out of the sea. It is left as a lifeless, stagnant pool of water.
  - Mentoring assures that what we have learned will continue on to the next generation. When Moses mentored Joshua, the nation was able to move forward, but as Joshua neglected to mentor anyone, the nation fell apart after his death. It has been said we are one generation away from the extinction of Christianity. It is up to us to help younger leaders in helping them to understand and pass on the faith.



- How do I mentor?  
Let’s look at a biblical method of how to lead a mentee.

- a. 2 Timothy 1:1-3 (Loving and Praying)
    - 1.) This passage reminds us of the love that we need to have for those we are mentoring.
    - 2.) This passage also reminds us that prayer is needed for those we are teaching.
  - b. 2 Timothy 1:6-7 (Believing in someone)
 

This passage models how Paul believed in Timothy and in the gifts and talents that he had received from God. We are to be constant encouragers and reminders of God's gifts in each others lives.
  - c. 2 Timothy 1:13; 2:2 (Teaching)
 

The main goal of mentoring is to pass on the teaching of Jesus through what we teach to those we mentor. We need to teach in such a way that they are able to teach when we are gone.
  - d. 2 Timothy 2:2 (Empower)
 

This passage suggests that we are expected to create mentees who can and should teach others.
5. Other practical ways to mentor
- a. Walk with people through life. Don't be a Lone Ranger, but *be with* other people and do life with them.
  - b. Ask questions and invite questions about life, about decisions, and about mistakes and successes.
  - c. Develop relationships that are strong enough to bear the weight of the truth that you have to give. "Rules without relationship lead to rebellion. Rules with relationship lead to growth" (paraphrase of Josh McDowell, from his book *Disconnected Generation*).
6. **Experiential** (Materials needed: 2 basins and water)
- a. Take turns pouring water from one large basin into another; the basin signifies our commitment to pour our lives into someone else's.
  - b. If you have time, get into groups of three or four and take ten or fifteen minutes to share stories and struggles that relate to what you have just heard and pray for each other.



15 min

## Part

## IV

## Teaching Tool and Resources



10 min



10 min

See handout: Leadership: Coaching and Mentoring Tools.

Take some time to review some of the items on the handout with students

- Questions to ask when mentoring
- Effective Mentoring strategies (include prayer, Bible, encouragement, challenge);
- Web sites, books, resources on handout

## Part

## V

## Reflection Time



10 min



10 min

Recap training.

Give two or three things that are have-to-remembers.

If you have time, ask your students if they have any questions.

Close with Prayer.

## Handout–Worldwide Training Leadership: Coaching and Mentoring tools

### **Some practical tips in mentoring others:**

- Make a deal with those that you mentor: ask them to commit to mentoring someone else as well.
- Pray for those you are mentoring.
- Walk with them through life.
- Build a relationship with them and pour into their lives.
- Win the right to be heard and trusted.
- Provide experiences that are fun, connecting, and life-changing.
- Share our lives and the Good News of Jesus Christ with them.
- Model a genuine lifestyle of love for God and others.
- Make a positive connection every time you are together.
- Love them no matter what their response is to you or the gospel.
- Encourage them to grow.
- Help them discover their spiritual gifts and God-given design.
- Encourage them to be connected to a body of believers.
- Challenge them to make good decisions.
- Hold them accountable with reading the Bible and prayer.
- Ask solid questions.

### **Good mentors ask great questions, here are some good mentoring questions to ask your students:**

- How are you doing with your heart for God and others?
- Have you been connecting with God?
- What do you believe God's will is for your situation/life?
- What is something significant that has happened in the past week to help grow your faith?
- Are you having fun serving God?
- What are you passionate about in your life?
- Have you been able to share your faith with your friends?
- Do you think that making that decision will bring positive results?
- How are you growing in your relationship with God?
- What is frustrating you right now in your life?
- Are you excited about your future?
- What is the target you are aiming for?

**Some good mentoring resources:**

**Books:**

- *The Next Generation Leader* by Andy Stanley
- *The Purpose Driven Life* by Rick Warren
- *Communicating for a Change* by Andy Stanley
- *Velvet Elvis* by Rob Bell
- *Max Q* by Andy Stanley
- *Be With Factor* by Bo Boshers
- *Hurt* by Chap Clark
- *When Roosters Crow* by Lori Salierno
- *A Call to Die* by David Nasser
- *The Leadership Baton* by Rowland Forman
- *Dream Releasers* by Wayne Cordeiro

**Web sites and Resources:**

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| • Church of God Youth                    | <a href="http://www.chogy.org">www.chogy.org</a>                             |
| • Ultimate Adventure Discipleship Series | <a href="http://www.chogy.org">www.chogy.org</a>                             |
| • Spiritual Gifts Inventory              | <a href="http://www.chogy.org">www.chogy.org</a>                             |
| • Youth Specialties                      | <a href="http://www.youthspecialties.com">www.youthspecialties.com</a>       |
| • Simply Youth Ministry                  | <a href="http://www.simplyyouthministry.com">www.simplyyouthministry.com</a> |
| • Discipleship                           | <a href="http://www.studentdiscipleship.org">www.studentdiscipleship.org</a> |
| • Group                                  | <a href="http://www.youthministry.com">www.youthministry.com</a>             |
| • Center for Parent/Youth Understanding  | <a href="http://www.cpyu.org">www.cpyu.org</a>                               |
| • Focus on the Family                    | <a href="http://www.pluggedinonline.com">www.pluggedinonline.com</a>         |
| • Campus Evangelism                      | <a href="http://www.dare2share.com">www.dare2share.com</a>                   |
| • Student Devotionals                    | <a href="http://www.wuzupgod.com">www.wuzupgod.com</a>                       |
| • Youth Culture                          | <a href="http://www.theooze.com">www.theooze.com</a>                         |
| • Nooma Teaching Videos                  | <a href="http://www.nooma.com">www.nooma.com</a>                             |
| • <i>A Call to Die</i> Devotional        | <a href="http://www.davidnasser.com">www.davidnasser.com</a>                 |

