

Your Legacy Era: Mentoring the Next Generation of Leaders

Take a cue from Moses, Aquila and Priscilla, Paul, and Jesus, leaving a legacy of faithful service by investing in the generation of leaders coming up behind you.

Your Legacy Era

- Legacy defined: the long-lasting impact of particular events, actions, etc. that took place in the past, or of a person's life.
- Everyone leaves a legacy.
 - Will the reach of your impact be large or small, will your impact be positive or negative, will your legacy survive or fade after a couple months?
 - Tim Belber says, "there won't really be a legacy, unless there are people who care enough about it to carry it on into the future."
 - As ministers of the gospel and members of the global Church, as carriers of hope for eternity, as ones who care for the souls and lives of people, our legacy has the potential of being eternal.
- There are two seasons in leadership:
 - Training for your next opportunity or role
 - Training the next generation of leaders
 - These two seasons can be woven together.

Replicate not Replace

- We are not asking you to work yourself out of a job but rather steward the life you have lived, the experiences you have had, and the lessons God has taught you along the way.
- Eric Geiger said, "Leadership is always a temporary assignment — always. It is a temporary assignment because leaders do not ultimately own the teams, ministries or organizations they lead. They simply steward what the Lord has entrusted to their care for a season. Wise leaders embrace the temporal reality of leading, and they prepare the ministry for the future. Because the assignment is fleeting, developing others for leadership is an essential responsibility of a leader."
- Steps in the process of replication:
 - I do, you watch
 - I do, you help me
 - You do, I help you
 - You do on your own
 - You do, someone else watches you
- In the process of replication, the mentor or coach asks great questions.
 - Feedback is crucial in every step of the replication process
- Eventually, we will release mentees to go into the game of life or ministry on their own, and we will have the privilege of being on the sidelines cheering them on and offering the occasional huddle moment or peptalk along the way.

Biblical examples of mentoring/coaching

- **Moses – Joshua**
 - Moses was the first mass replicator, but he didn't start out that way.
 - In Exodus 18, we find Jethro, Moses's father-in-law, asking him, challenging him to delegate and raise up leaders to lighten Moses's load.
 - Exodus 18:17-18 Jethro says, "What you're doing is not good...You will certainly wear out both yourself and these people who are with you, because the task is too heavy for you. You can't do it alone."
 - Not only will you wear out if you don't delegate, but it is a gift to those that you mentor in that you help them develop and begin fully utilizing the gifts that the Holy Spirit has bestowed upon them.
 - Moses's last leadership handoff was to Joshua. But he didn't just pass the baton on one day and in one moment. He brought Joshua alongside him and developed him and coached him along the way.
 - When Moses showed Joshua the promised land and told him that he would lead the Israelites forward without him, Joshua did have a feeling of uncertainty, but it wasn't the first time that he and Moses had a leadership conversation. Moses had been grooming him, empowering him along the way.
 - Great article on this relationship can be found here <https://christianleadershipalliance.org/blog/2015/08/10/moses-equipping-joshua-eric-geiger/>
- **Aquila and Priscilla – Apollos**
 - Aquila and Priscilla were husband and wife who partnered with the apostle Paul preaching and teaching in the early church.
 - The Bible tells us that Apollos it was a great communicator, and then he knew the Scripture well, but he had been raised to know the Lord.
 - Acts 18:26 tells us that even he with his gifting and training needed additional coaching and Aquila and Priscilla recognized this and took the opportunity to encourage him but also to refine his craft and his gift.
- **Paul – Timothy**
 - Paul had many followers, companions, co-laborers, but his relationship with Timothy was unique.
 - Stacy E. Hoehl describes it this way, "Paul carefully **selected** Timothy to work with him in the ministry, **equipped** him for ministerial tasks, **empowered** him for success, **employed** him in a challenging work environment, and **communicated** to Timothy the value of their relationship."
 - Anyone can do a task, but passing off a responsibility communicates value for the person doing the task. "Can you move those tables? vs "we are having a gathering in this room later today. Can you be responsible for setting up the environment so families feel welcome?" That person is doing the same task, but their internal motivation and the value that we have given them inviting them into the mission is powerful.

- Paul invited Timothy in and gave him responsibility and value.
- This article delves into this topic further. <https://www.regent.edu/journal/journal-of-biblical-perspectives-in-leadership/paul-and-timothy/>
- Jesus – 12 disciples, closest with Peter, James, and John
 - Jesus knew that He would not always be around and so as He recruited the 12, as He began to replicate Himself by inviting others into the mission of His Father, He was preparing them for a time when they would carry on without Him.
 - In John 14:28-29 Jesus says, "You heard me say to you, 'I am going away, and I will come to you.' If you loved me, you would have rejoiced, because I am going to the Father, for the Father is greater than I. And now I have told you before it takes place, so that when it does take place you may believe."
 - Jesus expertly followed the process of replication with His disciples. He did for them, then with them, then through them with the power of the Holy Spirit after He returned to Heaven.
- Other examples in Scripture:
 - Elijah and Elisha
 - Naomi and Ruth
 - Eli and Samuel
 - Mordecai and Esther
 - David and Solomon

Characteristics of a Coachable Leader

- People of all ages
 - Do not dismiss or overlook a potential mentoring relationship with someone that is older than you.
 - Age does not determine leadership or the desire to learn.
- One who exercises humility
 - There are many verses in proverbs that speak about humility.
 - 'A modest view of one's importance' is a good definition.
 - A humble person is approachable and authentic.
 - Philippians 2:3 says, "Do nothing from selfish ambition or conceit, but in humility count others more significant than yourselves."
- A hunger to chase after the dream and the mission
 - It is so much fun to be around someone who is hungry to learn, will do anything just so they can be a part of a mission.
 - They come early and they stay late, they read and study, they take notes, they take advantage of every opportunity.
- A teachable spirit
 - They have a mindset and approach situations as that of a perpetual student or a learner.

- These people ask great questions and surround themselves with like-minded people but also position themselves in circles where they are not the smartest so that they can glean and be challenged by others.

Practical Mentorship

- As I begin to meet with somebody, our very first talk includes boundaries and expectations.
 - We will both express what we are hoping to gain from time spent together.
 - We talk about how often we are going to meet.
 - We talk about how we are going to show up for each other. This relationship will be a safe place for both of us, and over time, as a mentor, I desire to become a trusted confident with the understanding that I will challenge and sharpen and also encourage. We will go deep and we will go wide in this relationship.
 - Every mentoring relationship meets for a different length of time.
 - These boundaries and expectations will be revisited as needed throughout the relationship.
- Mentoring and coaching can happen organically and in every conversation, but is also intentional over coffee, a long walk, dinner in my home or out at a restaurant, or me teaching how to make a homemade pie as we talk about life and ministry.
- Depending on the goals of the mentee, we will do a book study together, we will read Scripture and pray together, I will ask questions and we will journal together. As the mentor, I intentionally prepare for the time together with my mentees.
- Whatever you do, whatever the length of time, no matter the types of conversations, invest in them with a holistic mindset. Lead and shepherd and care for their total being; mind, body, soul, and spirit.

I'll end with these verses that encapsulate this topic:

- 1 Corinthians 11:1 "Be imitators of me, as I am of Christ."
- Proverbs 27:17 "Iron sharpens iron, and one man sharpens another."
- Psalm 145:4 "One generation shall commend your works to another, and shall declare your mighty acts."

Replicate yourself and leave a legacy that last into eternity!

Resources on this topic I recommend:

Developing the Leaders Around You by John Maxwell

- There is a partner workbook for this resource that is excellent as well.
- If you have never read it, I would start with *Developing the Leader Within You* also by John Maxwell.

The Purpose Driven Life by Rick Warren

- This is a much older text, but the content is excellent to navigate.

I'd love to stay connected! jayne.hoare@trbc.org