**Mentoring>Empowering>Multiplication**

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From my studies of the life and leadership of Jesus, I have come to the conclusion that God’s message (Matthew 24: 14) is the gospel of the kingdom and his methodology (Matthew 28: 18-20) is mentoring>empowering> multiplication (M>E>M). The basic components of the M>E>M process are illustrated in the following diagram:

**Diagram 1: Mentoring>Empowering>Multiplication**

**EI2 Continuum**

***TRAINING PROGRAM***

***GENERAL PROGRAM***

***DISCIPLESHIP***

***PROGRAM***

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**ENGAGEMENT**

ATTRACTION EVENT

RECRUITMENT

TRANSFORMATION

SKILL DEVELOPMENT

MENTORING

ENGAGEMENT

INVITATION

INVESTMENT

EMPOWERING

MULTIPLICATION

ENGAGEMENT

The backdrop of this diagram is Jesus’ methodology of ministry mode: Jesus ministered to the multitudes while investing in a few faithful followers (who would duplicate this with others…).

With this in mind, let’s take a closer look at Diagram 2. General programs are attraction events where we serve others by ministering to their needs, but it is also a recruitment pool for the identification of potential disciples who can be recruited for life transformation and skills training so that they can repeat (“mentoring”) this relational process (“empowering”) with others (“multiplication”).

Effective attraction events meet the felt needs of people in caring ways. This is critical. These types of events can not be used as a recruitment program alone. They need to be genuine events designed to meet people’s real needs. BUT, these types of events will probably attract some who want to go to the next level in their discipleship. So, in the context of an attraction event, potential disciples may be identified.

What are the characteristics of potential disciples who we may want to help empower? Who are we looking for? The following characteristics of potential leaders can serve as a grid for identifying potential disciples to invest in.

**Characteristics of Potential Leaders:**

1. Faithful and able to follow through over time
2. Teachable and willing to be accountable
3. Servant orientation and willingness to do the “dirty” work
4. Appetite and application orientation toward the Word of God
5. Orientation toward growing in holiness/righteousness through the practice of the classical disciplines of grace
6. Orientation toward “hearing” and applying the voice of God
7. Self-starting motivation

Perspective disciples (and especially leaders who emerge out of discipleship pools) will not have all of these characteristics, but should have some with faithfulness and being teachable as primary characteristics. Remember from our study of II Timothy 2: 2 that we are to invest in faithful folks who, in turn, will invest in other faithful people. If we desire to become intentional in making disciples and developing leaders, we may want to participate (“engagement”) in the types of attraction events. From these attraction events, we can identify potential disciples and leaders and then initiate (“invite”) relational opportunities where growth and development (“investment”) can take place in transforming ways (“empowering”).

**CAUTION:** Generally,it is best (and safest) for men to mentor men and women to mentor women (see Titus 2). Cross gender mentoring is not forbidden in the Bible, BUT there are certain challenges and vulnerabilities that must be considered honestly and carefully. **Bottom line – as spiritual mentors we need to be “above reproach” in all of our actions and relationships** (I Timothy 3: 1-7, see v. 2).

I have been coming at this M>E>M process from several angles to reinforce the intentional process that Jesus modeled and that we can appropriate. Hopefully, you are becoming convinced of this powerful methodology that Jesus demonstrated and that we can apply in our own lives and ministries. Try it, you may like it!

Not many of us can command the attention of the multitudes through our charisma, dynamic communication skills, or miraculous gifting. There is certainly a place for these gifted few, BUT most of us do not have these qualities. The M>E>M process is for everyone. Remember, spiritual mentoring can be described as “intentional relationships” or “friendships with a purpose.” Over time, our engagement, invitation, investment, and empowering (EI2) can have a profound impact.

Remember Jesus’ words, “as you go about your daily affairs, intentionally mentor others who will mentor others, so that eventually we will impact the whole world with the good news of the kingdom” (my paraphrase of Matthew 24: 14 and Matthew 28: 18-20).