



First Chinese Baptist Church Los Angeles

MENTORING

Enlistment and Training of Church Leaders

Pastor Cory Ishida



I. Enlistment of leaders

A. Major impediment of mentoring future leaders is lack of enlistment or recruitment.

4 “No soldier in active service entangles himself in the affairs of everyday life, so that he may please the one who enlisted him.”

2 Timothy 2:4

Jesus recruited
His disciples / leaders
of the church.

18 “Now as Jesus was walking by the Sea of Galilee, He saw two brothers, Simon who was called Peter, and Andrew his brother, casting a net into the sea; for they were fishermen.
19 And He said to them, ‘Follow Me, and I will make you fishers of men.’ **20** Immediately they left their nets and followed Him.

Matthew 4:18-22

21 Going on from there He saw two other brothers, James the son of Zebedee, and John his brother, in the boat with Zebedee their father, mending their nets; and He called them. **22** Immediately they left the boat and their father, and followed Him.”

Matthew 4:18-22

15 “As He passed by, He saw Levi the son of Alphaeus sitting in the tax booth, and He said to him, ‘Follow Me!’ And he got up and followed Him.”

Mark 2:15

Common characteristics of
Jesus' recruitment.

1. Jesus 'called' them to
become disciples.



2. Jesus found them while
they were living their
everyday lives.



3. None of them were
apparently qualified for what
they were being called to do.



4. Future leaders need to have the call of God to serve.



Leaders need to recruit
future leaders.

1. Paul identified Timothy during his second missionary tour, recruited him and began to mentor him.

1 “Paul came also to Derbe and to Lystra.
And a disciple was there, named Timothy,
the son of a Jewish woman who was a
believer, but his father was a Greek,
2 and he was well spoken of by the
brethren who were in Lystra and Iconium.

Acts 16:1-3

3 Paul wanted this man to go with him; and he took him and circumcised him because of the Jews who were in those parts, for they all knew that his father was a Greek.”

Acts 16:1-3

Helpful hints for recruiting
future leaders.

1. Be on the lookout for
potential leaders from
childhood.



2. Ask teenagers to serve.

3. Ask young adults and others to join various committees.

4. Value of committees.

a. You will learn a lot about prospective leaders as they serve alongside you.

b. You will be able to develop leaders within the area of their interests, gifts and concerns.

c. You will develop a relationship with prospective leaders and have opportunities to mentor them along the way.

5. Have young adults who are invested recruit other young adults.



II. Two parts of leadership development

72 “So he shepherded them according to the integrity of his heart, and guided them with his skillful hands.”

Psalm 78:72

2. David was noted for two things.

a. Integrity of heart.

b. Skillful hands.

B. Integrity of heart.

14 “But now your kingdom shall not endure. The Lord has sought out for Himself a man after His own heart, and the Lord has appointed him as ruler over His people, because you have not kept what the Lord commanded you.”

Samuel 13:14



<https://cdn.britannica.com/22/233022-050-31156905/American-basketball-coach-John-Wooden-1993.jpg>



“Be more concerned with your character than your reputation, because your character is what you really are, while your reputation is merely what others think you are.”

~ *John Wooden*

Coach John Wooden

Character Development.

1. Every leader should be a Christian.
2. Every leader should be in a Bible Study.
3. Every leader should be meeting with a mature believer of the same gender.
4. Every leader should be given menial task assignments or little things to see if they are faithful in the little things

10 “He who is faithful in a very little thing is faithful also in much; and he who is unrighteous in a very little thing is unrighteous also in much.”

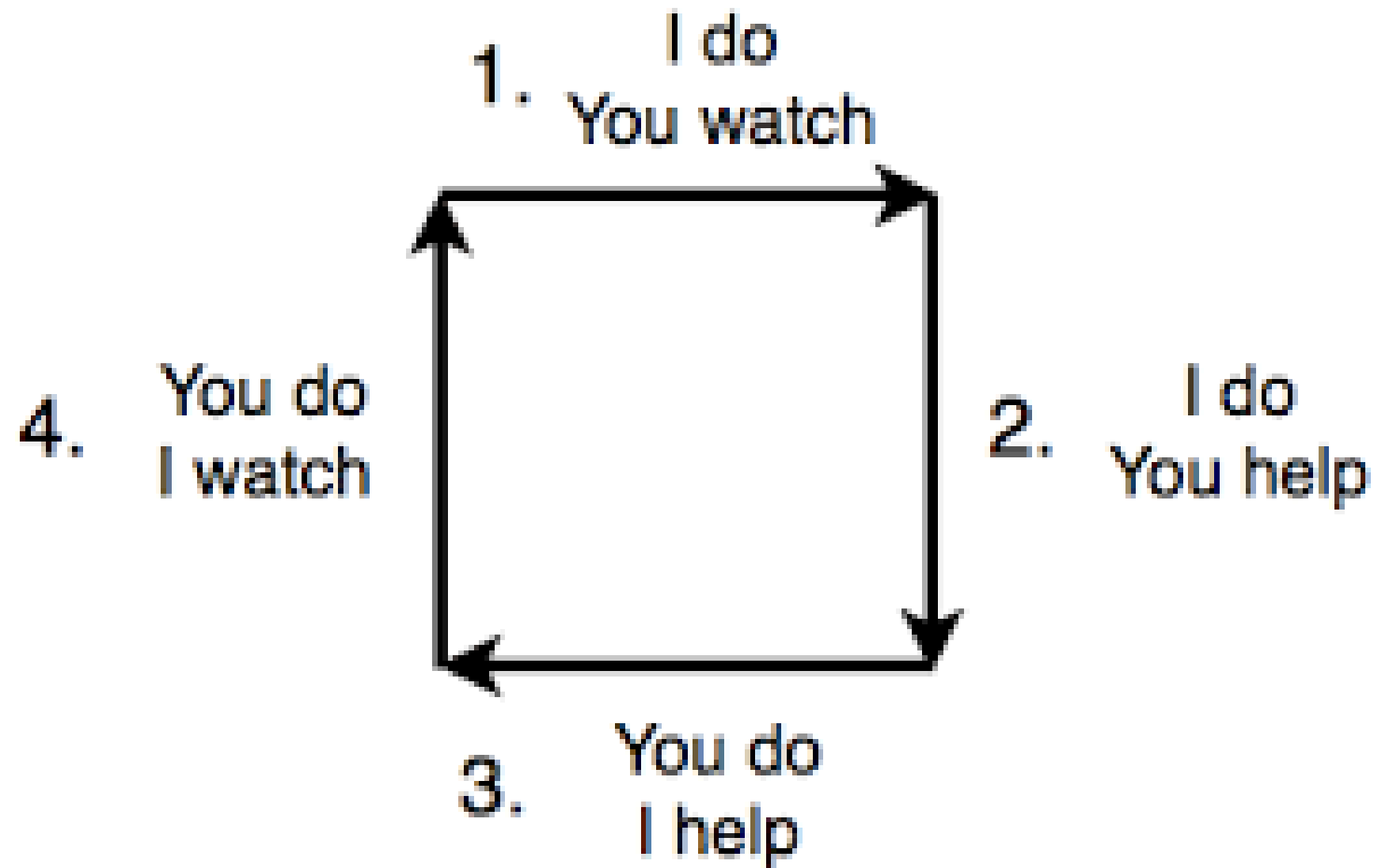
Luke 16:10

Every leader should be
mentored and trained
spiritually.

III. Four-Step method of leadership skills development

B. Four Steps of Leadership Development

<https://www.encounterbaptist.org.au/images/content/1000000067/1000179024.png>



1. I do, you watch.
2. I do, you help.
3. You do, I help.
4. You do, I watch.

A. Partake together.

3. Two important moments happened while they were partaking together.

a. Institution of the Lord's Supper.

26 “While they were eating, Jesus took some bread, and after a blessing, He broke it and gave it to the disciples, and said, ‘Take, eat; this is My body.’”

Matthew 26:26

b. Meal after the resurrection.

1 “After these things Jesus manifested Himself again to the disciples at the Sea of Tiberias, and He manifested Himself in this way... 9 So when they got out on the land, they saw a charcoal fire already laid and fish placed on it, and bread.”

John 21:1, 9



B. Pray together.

20 “For where two or three have gathered together in My name, I am there in their midst.”

Matthew 18:20



C. Praise together.

42 “They were continually devoting themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer. 43 Everyone kept feeling a sense of awe; and many wonders and signs were taking place through the apostles.

Acts 2:42-47

44 And all those who had believed were together and had all things in common;
45 and they began selling their property and possessions and were sharing them with all, as anyone might have need. 46 Day by day continuing with one mind in the temple,

Acts 2:42-47

and breaking bread from house to house, they were taking their meals together with gladness and sincerity of heart, 47 praising God and having favor with all the people. And the Lord was adding to their number day by day those who were being saved.”

Acts 2:42-47

30 “After singing a hymn, they went out to the Mount of Olives.”

Matthew 26:30

18 “And do not get drunk with wine, for that is dissipation, but be filled with the Spirit,
19 speaking to one another in psalms and hymns and spiritual songs, singing and making melody with your heart to the Lord”.

Ephesians 5:18-19

D. Ponder together.

1. We are meant to ponder the things of God and what He has done.

9 “Then all mankind fears; they tell what God has brought about and ponder what he has done.”

Psalm 64:9

5 “I remember the days of old; I meditate on all that you have done; I ponder the work of your hands.”

Psalm 143:5

2. We are meant to ponder the
Word of God.

16 “All Scripture is inspired by God and profitable for teaching, for reproof, for correction, for training in righteousness;
17 so that the man of God may be adequate, equipped for every good work.”

2 Timothy 3:16-17

15 “Be diligent to present yourself approved to God as a workman who does not need to be ashamed, accurately handling the word of truth.”

2 Timothy 2:15

2 “The things which you have heard from me in the presence of many witnesses, entrust these to faithful men who will be able to teach others also.”

2 Timothy 2:2



E. Plan together.

5 “The plans of the diligent lead surely to advantage, but everyone who is hasty comes surely to poverty.”

Proverbs 21:5

22 “Without consultation, plans are frustrated, but with many counselors they succeed.”

Proverbs 15:22



F. Participate (Labor) together.

13 “Now when Jesus heard about John,
He withdrew from there in a boat to a
secluded place by Himself; and when the
people heard of this, they followed Him on
foot from the cities. **14** When He went
ashore, He saw a large crowd, and felt
compassion for them and healed their sick.

Matthew 14:13-21

15 When it was evening, the disciples came to Him and said, 'This place is desolate and the hour is already late; so send the crowds away, that they may go into the villages and buy food for themselves.' **16** But Jesus said to them, 'They do not need to go away; you give them something to eat!'

Matthew 14:13-21

17 They said to Him, 'We have here only five loaves and two fish.' 18 And He said, 'Bring them here to Me.' 19 Ordering the people to sit down on the grass, He took the five loaves and the two fish, and looking up toward heaven, He blessed the food, and breaking the loaves He gave

Matthew 14:13-21

them to the disciples, and the disciples gave them to the crowds, 20 and they all ate and were satisfied. They picked up what was left over of the broken pieces, twelve full baskets. 21 There were about five thousand men who ate, besides women and children.”

Matthew 14:13-21

9 “Two are better than one because they have a good return for their labor. 10 For if either of them falls, the one will lift up his companion. But woe to the one who falls when there is not another to lift him up. 11 Furthermore, if two lie down together they keep warm, but how can one be warm

Ecclesiastes 4:9-12

alone? **12** And if one can overpower him who is alone, two can resist him. A cord of three strands is not quickly torn apart.”

Ecclesiastes 4:9-12



G. Play together.

42 “They were continually devoting themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer.”

Acts 2:42

