

The Strategy of Mentoring and Multiplying Leaders:

Mentoring or discipling is a form of teaching or training in which a mentor sets forth an example and asks a person to follow the example that is set. Biblically, Paul said, *"Follow my example, as I follow the example of Christ."* (**I Corinthians 11:1**) Paul is modeling accountability -- modeling and expecting someone to follow what is modeled. Also he says, *"What you heard from me, keep as a pattern of sound teaching with faith and love in Christ Jesus. Guard the good deposit that was entrusted to you -- guard it with the help of the Holy Spirit who lives in us."* (**II Timothy 1:13-14**)

There is and urgency in what we are doing. Poles are dying and going to hell today. Paul admonishes us and says, *"Wake up, O sleeper, rise from the dead, and Christ will shine on you. Be very careful, then, how you live -- not as unwise, but as wise, making the most of every opportunity, because the days are evil. Therefore do not be foolish, but understand what the Lord's will is. Do not get drunk on wine, which leads to debauchery. Instead be filled with the Spirit."* (**Ephesians 5:14-18**)

God has brought us, as missionaries, to Warsaw to make the *"most of every opportunity, because the days are evil"* and hence God desires to use us as His vessels, as His servants to *"present the Word of God in its fullness"* to the People of Warsaw. Therefore, since we who were once dead in sin and have been made alive in Christ, having His Glory revealed in us, we must make known *"the mystery that has been kept hidden for the ages and generations, but is now disclosed to the saints, . . . which is Christ in you the Hope of Glory."* (**Colossians 1:27**)

We therefore need to be careful then how we live. We need to be wise in our walk and make the best use of every opportunity for Christ's Glory, understanding completely that by doing this one thing that we are doing God's Will. We must be in step with God, by being filled with the Spirit and proclaim, admonish and teach those that God gives us, so that we may *"present everyone perfect"* -- complete or mature -- *"in Christ."* (**Colossians 1:24-29**)

To this end, Paul tells Timothy in II 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."* Investing in and multiplying Leaders, is the Key to the Harvest and Planting Churches. Through Paul's principle, Missionaries may ensure doctrinal integrity and the vitality of the Churches they plant by personal, direct mentoring, teaching, discipling and training of people privately, behind the scenes and requiring their disciples reproduce what is taught to them, in the lives of others.

This commitment to biblical discipleship is also a key element that has been commonly found in Church Planting Movements.

We will call this the **5 by 5 Strategy**, which is simply a method to mentor/disciple and multiply leaders. We want to use this strategy because the resources for the Harvest are **IN** the people and **NOT** in us.

The Five by Five Strategy

The **Five by Five Strategy** is a simple discipleship or mentoring method that missionaries will employ to teach, equip and train others how to follow Christ, start and lead Bible studies, as well as how to plant churches. This approach is a multiplication strategy and based on one person who discipless five (or more) people, who do the same, who do the same, and so on. Multiple cell or house churches will be planted (super) naturally using this mentoring method.

Generally, it has been shown that people can handle about 15 relationships at a time. Missionaries will seek five people who are spiritually ready to begin mentoring, five who are spiritually close but not willing to commit, and five that are spiritually further away within their network of relationships or contacts. The missionary will disciple five people intentionally and challenge their disciples to pray and seek other people to disciple in their network of relationships or contacts.

Each disciple will mentor at least five people that God brings into their life. The disciple will challenge each of their disciples to do the same with their disciples, that is seek 15 people and identify five that they can mentor or disciple to Christ and repeat the process with the next group. This is a multiplication strategy, which has multiple generations and has thousands of disciples. Notice in the following table (**Table 2**) how the number of disciples multiplies with each generation.

First Generation	The Missionary mentors 5 People for a total of 5 Disciples.
Second Generation	Disciples of the 1st Generation mentor 5 People for a total of 25 Disciples.
Third Generation	Disciples of the 2nd Generation mentor 5 People for a total of 125 Disciples.
Fourth Generation	Disciples of the 3rd Generation mentor 5 People for a total of 625 Disciples.
Fifth Generation	Disciples of the 4th Generation mentor 5 People for a total of 3,125 Disciples.
Sixth Generation	Disciples of the 5th Generation mentor 5 People for a total of 15,625 Disciples.
Total Disciples	Six Generations of Disciples are mentoring 19,530 total Disciples.

Table 2: Multiplication of Disciples

On the following page, **Figure 3** illustrates visually how the **Five by Five Mentoring Strategy** functions. For clarity and for demonstration, only three generations are diagramed, but the principles above remain the same.

It is clear that this is an ideal model, which does not account for what people are really like or will actually do in this type of situation. It especially does not take into consideration People, who are Polish, nor does it account for time; however God will do the work. He will honor His Kingdom Principles and produce the Harvest, if we are faithful to do our part and "*sow the Seed of the Word*" in the lives of People that He gives us (**Mark 4:3-20; Mark 4:26-29; Luke 10:5; Acts 16**).

Secondly, it is also clear that Bible studies can, will, and should form out of these mentoring relationships, as well as along these lines of mentoring or discipling relationships. Remember, the missionary is developing and training leaders, who will start and lead Bible studies, and many of these Bible studies can and will become cell or house churches.

What would a cell church look like in Warsaw with 19,530 members? Think about it.

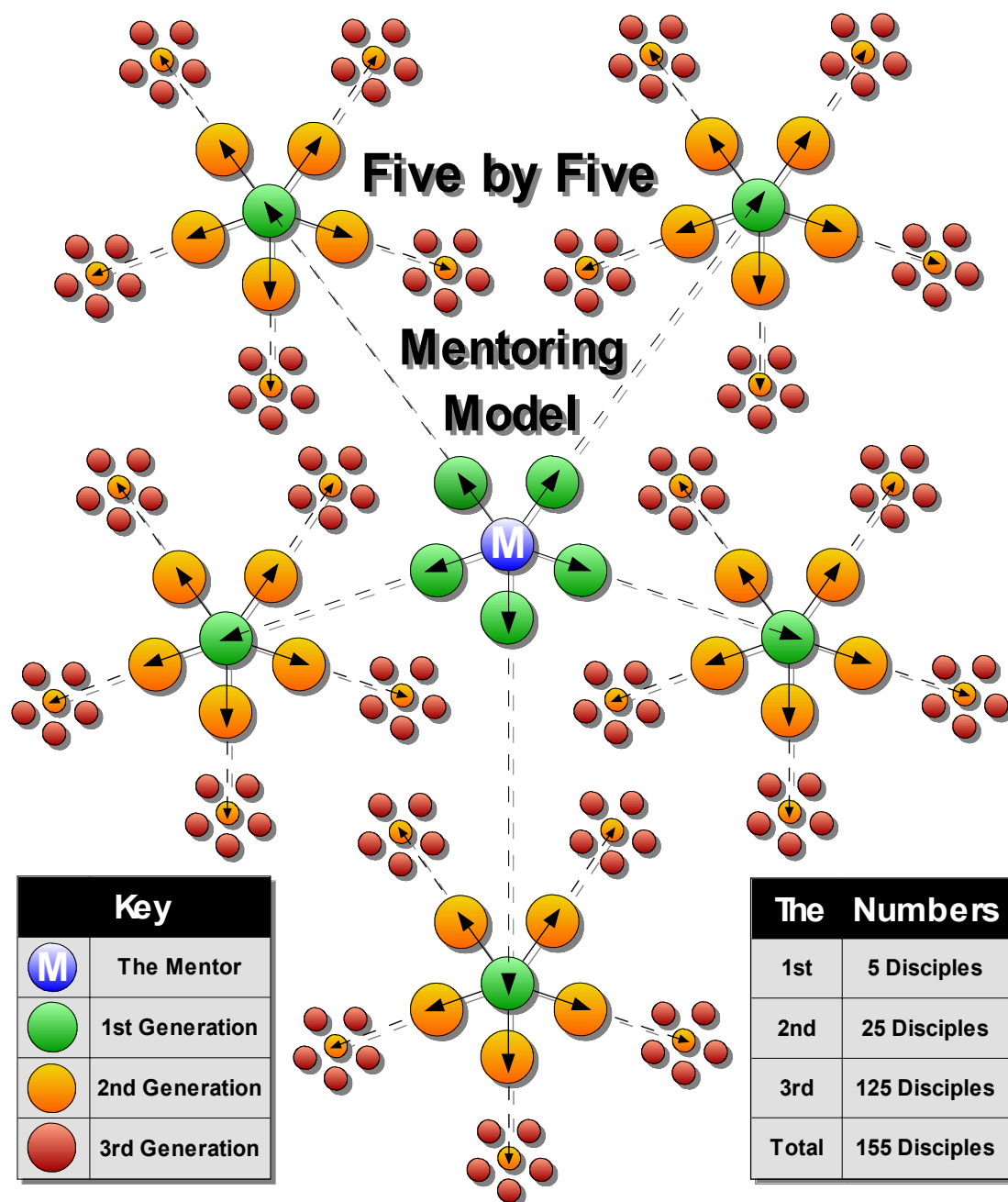


Figure 3: Multiplication of Disciples

In order to implement this strategy, missionaries will need to:

1. Pray and ask God to give them 5 (or more) People to mentor or disciple, who are or who will be *"qualified to teach others."*
2. The missionary must cast the vision of mentoring and discipling from the beginning leading to the formation of Bible studies and the planting of cell or house churches with each disciple they mentor. **Vision casting is crucial.**
3. Missionaries will need to enter intentionally into a formal mentoring or discipling relationship, clearly expressing accountability, expectations, and requirements of the relationship.
4. Missionaries must challenge and pray with those, whom they are mentoring/discipling to ask God to bring 5 people into their lives that He wants them to mentor/disciple.

5. Missionaries need to give their disciples a clear goal, which specifically asks them to seek 5 people to mentor or disciple.
6. Missionaries must lead their disciples from the beginning to begin Bible Studies and start cell or house churches.

NOTE: Most missionaries have used or are aware of several types of discipleship materials. It is important to note that the Bible must be viewed as the Authority and the primary source of teaching and learning for the Disciple and not some type of literature, no matter how excellent that material may be.

The introduction of a pre-packaged “western-style” study guide could unnecessarily introduce a barrier for the Missionary to overcome in a mentoring or discipling relationship. **Do not do this!**

Discipleship materials may be used as a guide for the Missionary, but the Missionary needs to keep these materials out of the relationship and only use the material in the form of study questions for example in Bible study.

The relationship is also important and must be maintained and developed. The Missionary will need to accommodate the Disciple – be flexible -- and work around their disciple’s schedule to ensure consistency in the relationship. This accommodation and flexibility is especially important in the Polish context, since rigid scheduling or strict rules run counter to Polish Culture.

The main thing the missionary will need to do is to boil everything down to the bare minimum and communicate/teach the basic biblical truths from the Bible.

The Goal is to begin multiple Bible study groups by multiplying leadership, which could become multiple Cell or House churches, while at the same time maintaining doctrinal integrity.

The Strategy of Developing, Training and Equipping Leaders:

Team Warsaw will use the **MAWL** Approach for basic Leadership Development and Training along with Five By Five Mentoring Model. **MAWL** is an acronym, which stands for:

1. **M**odel
2. **A**ssist
3. **W**atch
4. **L**eave

This approach is a simply designed method for facilitating discipleship, leadership development and training, which easily facilitates beginning Bible studies and planting churches **simultaneously**.

Leaders should develop or flow out of the missionary’s mentoring relationships -- that is directly from the disciples that the missionary is mentoring. As the missionary mentors his or her disciples and fans “into flame the gift of God,” (II Timothy 1:6) which is in their disciples through the Holy Spirit, God will reveal the leaders through the exercise of their spiritual gifting. Once missionaries recognize their leaders, they must begin to **MODEL** what they want the leaders to do.

This modeling has practical application for both the leaders and other disciples that a missionary may be mentoring, because as missionaries follow Christ, they must show their disciples what they should do, encourage them to do it and to give them practical opportunities to exercise their spiritual gifting,

while working with them in the background. The missionary should always take one or two of their disciples with them when they are involved in ministry, evangelism, etc. This allows the disciple to observe and learn, as the missionary models for them *“how to do it.”*

Secondly, Missionaries must **ASSIST** their leaders or work with them along the way to help them facilitate a Bible study behind the scenes. The missionary will be modeling for them what they want them to do and he will ask the Leader to do the same with someone else. This assistance introduces accountability and provides **On the Job Training (OJT)** or **Just in Time Training (JTT)**. Both of these training methods provide what the Leader needs at the point when he or she needs to learn something.

1. Disciple the leader by teaching him or her how to facilitate a Bible reading or a Bible study in the simplest way possible. There is no need to develop an elaborate Bible study. A simple method is the best method.
2. Again as before in the Mentoring Model, **DO NOT USE ANY LITERATURE OTHER THAN THE BIBLE**. The Bible must be viewed as the **ONLY AUTHORITY**.
3. There is a practical reason for not introducing literature. Introducing literature will introduce an unnecessary barrier for church planting, because literature is costly and hence not reproducible. Missionaries do not want to introduce the idea or mentality that in order to lead a Bible study, *“I have to have this book, or I have to have this particular Bible study material.”*
4. Good material can be introduced from Bible studies that are in existence now, but the introduction should be done in other forms or in more reproducible ways. For example, missionaries could write out questions by hand, or use the questions verbally.
5. It is necessary to introduce a simple pattern or Bible study that can be modeled, caught and then taught easily by Polish Leadership. Once the Bible study groups form and begin to grow, missionaries can introduce other materials and methods, as needed, such as Charles Brock’s Good News for You.
6. Experimentation with various Bible study approaches needs to be done in order to discover effective methods of Bible study among Poles.
7. Since people generally like to discuss things and give their opinions on many subjects, a model such as the **“Discovery Method”** would be good model to use in Bible Studies and is outlined below:

Key Questions to use in a Discovery Bible Study Method:	
1.	What did you like most?
2.	What did you like least?
3.	What did you not understand?
4.	What did you learn about God?
5.	What do you need to do as a result of reading this passage?
6.	What do you want to remember about this passage (What do you want to take away with you, as a result of this passage)?

This is only a beginning point, a point of departure and it is clear that this model may be viewed by some as *“a simple approach,”* but as one Team Warsaw Missionary observed, *“I suppose it needs to be (simple) if we are getting new believers or certainly young believers to lead in the Bible study. It causes us to depend not upon our skills as much as upon the Holy Spirit to teach and give understanding of the Word for these young believers.”*

The main thing here is that this method is reproducible and anyone, any person will be able to use this method immediately, without *"formal training."* Additionally, this approach puts the missionary in the **background** and puts the Pole in the foreground and, as a result, they will be perceived, and actually be the leader of the group.

As mentioned above, the missionary must **ASSIST** the person that they are mentoring/discipling to lead a group as the missionary remains in the background. This will take discipline on the part of the missionary, but the rewards will be great. Assisting works best through a discipling relationship, as the missionary works directly with the person as they model what they want the disciple to do. Missionaries may hold their disciples accountable by teaching them this maxim: ***"What I teach you today, you teach someone else tomorrow."***

Then thirdly, missionaries **WATCH**, or observe the person's work. The missionary steps back and lets the disciple do the work. It will not be pretty, but it must be done this way. The missionary must trust the Holy Spirit. The disciple will not do the work exactly like the missionary would, but the missionary needs to let the disciple implement what is taught them in their own way.

The content or core of what the missionary teaches their disciple is the most important part. Missionaries must focus on the content and reinforce it as they go along with their disciples; however, the method they employ in facilitating or leading can and will be different. Encourage the disciple in their work from behind the scenes. If the missionary goes to a study that the disciple is leading, let the disciple facilitate and the missionary may participate, as the language allows, but the missionary must not lead or direct the group. It is important that missionary not be seen or perceived as the leader.

Finally, the missionary will need to **LEAVE** or back out of direct involvement with their disciple that they are discipling. The missionary needs to let the disciple go and work on his or her own. Have this mind, *"What I have taught you, you teach others."* Basically, what the missionary will need to develop an exit strategy in their work with any Pole that they mentor or disciple. Missionaries will need to work themselves out of a job and in order to do this, missionaries will need to determine when they need to leave, and then **LEAVE**.