

Some leaders are born; others are made. Regardless of how they evolve, great leaders will tell you it didn't happen alone. Someone helped them, encouraged them, guided them at critical points and sometimes even pushed them out of their comfort zone into what God was drawing them to. A mentor-based development model simply acknowledges the importance of coaches and mentors in guiding other leaders through their process of development. In addition to formal training, and on-the-job experience, I have found you need trusted leaders you can process your learnings with and who ensure you are drawing the best conclusions. Those who will ask you the tough questions, especially the ones you don't really want them to ask, but need them to ask.

This doesn't usually take place in classrooms or conference rooms. You will more often find these mentoring moments over coffee, scribbled notes on a napkin, or sometimes on a long drive to who knows where, but as a leader you remember when those moments took place in your life. Jesus mentored his disciples as they fished, fed, travelled and interacted with others. A great mentoring example in the Old Testament took place when the prophet Samuel was but a boy. Samuel came as an answer to Hannah's fervent prayer for a child. He grew up assisting the high priest Eli in the Tabernacle until God directed him to other responsibilities.

Samuel - a future judge, priest, prophet, counselor and God's man at a critical turning point in Israel's history whose name came from a Hebrew expression "heard of God," -didn't know how to hear God until the high priest Eli helped him understand how to recognize the voice of God in his life. Eli never taught him how to be a great leader – but did coach him on how to listen to the one who calls and leads the heart of the servant leader. Eli served as a mentor in this critical turning point in Samuel's life (1 Samuel 3:9).

Of course there are many other biblical examples: Barnabas and Paul, Paul and Timothy, Naomi and Ruth, Elijah and Elisha, Moses and Joshua, Deborah and Barak, Elizabeth and Mary (the mother of Jesus), and many others are all powerful examples of pairs and the *God-inspired actions* they took to help each other develop. Leadership development is clearly more effective and enjoyable when others are willing to help you in the journey.

Perhaps you are a seasoned leader and God is drawing you to help bring others along. Your impact and legacy is never going to be fully realized until you do. If you are interested in building your skills as a mentor, here are a couple great resources that can get you started: "Mentoring 101" by Dr. John Maxwell, and "Mentoring like Jesus" by Regi Campbell. Let your campus leaders know that you want to make yourself available to be a mentor to others.

If you are a leader that would like help in finding a mentor, complete the form online at <http://leadsync.org/pipeline/experience.php> and we will get you started. Check out <http://leadsync.org/> for more information and resources on leadership development.

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