



The Update

Cuba

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Equipping the Next Generation



Carlos, Javier & Aidelys

This year marks 10 years since we first began training leaders in Cuba. Over the years we have trained hundreds of leaders throughout the country, however two key leaders (Raydel and Javier) emerged who not only were

trained, but then began training others.

Our goal in any country we serve is to identify such leaders, who are not just consumers of our materials, but also have the vision to reproduce it in others. We have highlighted their ministry many times in the Update, as they are now ministry coaches in our network.

Several years ago, before he moved to the Dominican Republic, Raydel began the Samaritan Network in Cuba to facilitate the training of leaders. Over the last couple years he has been assisting his friend and colleague, Carlos, with leadership training in that country. Carlos provides direction to a ministry in DR and together they are now training leaders in DR as well as looking to expand into other countries.

Javier lives in Cuba and is serving within this network as he 'trains the trainers' by teaching them how to use our workshops and mentoring materials.

Thank you for your prayers for Javier and Cuba. Carlos has been supporting this network in Cuba from his ministry in the Dominican Rep. for many years. Phil will be joining him in Cuba in June as they seek to strengthen these leaders. Also please remember the overall work in Latin America as Raydel will be travelling to several countries this year to launch the leadership training.

Greetings from Cuba!

Blessings Phil and beloved partners of the Network!

We greet you wishing that God strengthens your life and ministry as well as all those working with you. Recently we had the consultation of the Samaritan Network (ed. MCNet partner in Cuba) in Old Havana. I was presenting the tools of Mentoring, since some of the leaders had not been exposed to them and did not know all the resources that were available as they train others.

All of this is having a positive impact and encouragement to those of us doing this work. We have our challenges here, but for now we are taking the first short, but firm, steps.

"Now may the God of peace. . .equip you with everything good for doing his will. . ."Heb. 13:20-21

*God bless you,
Javier, Havana, Cuba*



Javier teaching ICM's Mentoring Workshop



Madelines & Raydel

Is there a difference between Discipling or Mentoring?

by Dr. Phil

The short answer to this question is yes. . . and no! While these terms are used interchangeably, we make a distinction for various specific reasons. Let me explain.



Since we first released our mentoring materials (*Mentoring thru Intentional Relationships*, 2003), you have been reading a lot about mentoring in our newsletters,

as we believe this is a sustainable and reproducible model to develop new leaders within any cultural context. After doing my PhD work, I released my book, *Mentoring Intelligence* (2011), which drilled down a bit deeper into the topic and tried to answer the question, Why after all the years of bible schools and Christian training are we still falling behind in leadership development in the church around the world. (To get a PDF of this book, send me an email).

Terms are important as they reflect our values or understanding of a subject. "Discipling" in the church is generally understood as helping someone grow as a believer. However, it has been my observation that "discipling" and "mentoring" have often been used interchangeably and I think this diminishes the different goal of each. In our context, mentoring has the specific meaning of coming alongside of someone to help them grow as a servant leader that Jesus modeled for us. It's about leadership growth.

The similarity of both is the relational approach to growth, rather than just an academic or intellectual one. Our western focus tends to be in information rather than transformation ("just get the right info and the problem will be solved."). The difference is the goal or outcome of each.

Interestingly, the term "mentoring" has been used in business contexts, particularly, since the 1970s. It meant to come alongside



of someone and teaching them by example; showing them the ropes, and providing practical follow through. Sounds kind of like Jesus' model with his disciples doesn't it?

This was the model that we have been advocating through our Mentoring material with leaders around the world. Yes, there is information that is necessary, but it is best

delivered through a personal relationship rather than an institutional approach. The good news is that anyone can do this, it does not require buildings or expensive budgets.

We have observed an appetite for this approach around the world. Hundreds of seminars and thousands of leaders in six languages tell the tale. I believe that the more

"virtual" our world becomes in the 21st century, the more appealing to younger generations such learning relationships will become.

Both mentoring and discipling should be learning delivered in the context of a relationship. In our usage, the goal of "mentoring" is to develop a potential leader, while "discipling" is about helping a new believer become mature in their walk with Jesus. Though this may be subtle, it is a significant difference.

And it is this reality that has led us to write this new material. Many were trying to use our Mentoring materials to develop new believers, but it was never intended to do so. Yes, the process was the same – a relationship – but the content led to a different goal. So these new Discipleship Guides provide a tool to help a new believer grow and then the Mentoring Guides can continue to help them find their place of service in the Body of Christ. This should help as you read future Updates and Coach Reports.

How you can help make this happen. . .

We are excited about these new materials and believe they have the potential to meet even a wider need than the Mentoring materials. As we continue to translate our mentoring and coaching materials into our various languages, we now need to begin the long process of translating this new Discipleship Guide into the various languages of the fields in which we serve. The Russian translation will be finished in the next months and we also hope to start translating it into Spanish, French, German, and Chinese.

These Guides are around 200 pages each and so it is a substantial project. We have quality translators who are willing to serve the Lord (and their nation) by translating this material at a fraction of what it would cost to get this done commercially, but to finish translating this and our other materials this year we are in need of approximately \$15,000.

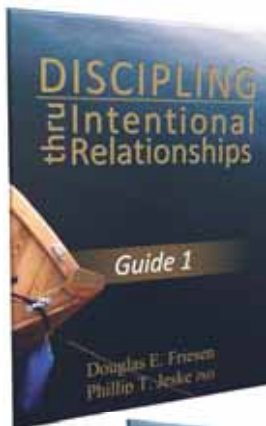
We are still surprised when we hear of where our other materials have gone and the influence they have and so we know that any funds towards getting this material into the hands of pastor and every believer who wants to disciple someone else will have far reaching and long term impact for the Kingdom.

Introducing a New Resource

Discipling thru Intentional Relationships is not a book about discipleship, but a resource to help someone guide the personal growth of a recent follower of Jesus. The mandate for the Body of Christ (Matt. 28:19-20) has not changed in two thousand years – to *make disciples*. Unfortunately, this has often been reduced to passing on information or teaching a particular doctrinal belief system. This material

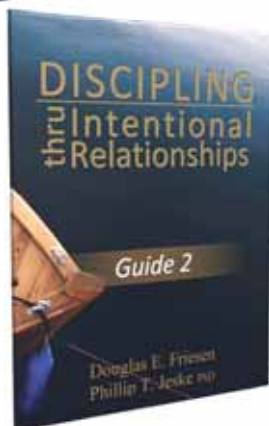
takes a unique approach based on the discipling relationship model that was central to Jesus' ministry.

This Resource is unique in that it is intended to be discussed within the context of a relationship. Covering a chapter per month will take six months to go through this guide. Together, they provide the context of a one year intentional discipling relationship.



Discipling thru Intentional Relationships Guide 1 (200 pages)

The first Guide helps the new disciple of Jesus begin their journey with a clear understanding of their Salvation – past, present, and future. They are then led into their new life of the Spiritual Disciplines – how to read the Bible and Prayer. The important subject of Sanctification is then discussed, as well as the importance of the Body of Christ and how each member fits into God's overall plan. Finally, a deeper look at what it means to walk the life of faith is discussed and how our minds need to be renewed so that we can have a new perspective in every area of our life.



Discipling thru Intentional Relationships Guide 2 (200 pages)

The second Guide begins with a more extensive discussion into the relationship of the new believer with God the Father, God the Son, and God the Holy Spirit. A more detailed study of God's Word is then included as well as additional life disciples necessary to walk the life of faith. The new believer will also study more about the Body of Christ and discover their role within the Church. Finally, God's mission on this earth is explained and how each disciple of Jesus can participate.



If you would like to view a video describing this material, go to our website (icmcanada.org) and click on the Youtube icon at the top of page.

Discipling thru Intentional Relationships is a very helpful tool for all those who are going to fulfill the Great Commission – the call to make disciples. This guide is the answer to the question, "How do we do that?"

Valera/Narina, Church Leaders
Russia

This new material. . . will be a vital tool that will result in much greater levels of growth and maturity. I commend you on your radical dedication to making disciples of all nations.

Jim Argue, Founder/President,
Genesis Discipleship Training Ctr,
USA

I believe this timely work stands alone in that it addresses the key issue being craved in this generational setting—the desire for intentional relationships. Disciples are not born, they are made. . . intentionally!

Gary Cooper,
Missionary /Teacher
Europe

Is Another Discipleship Book Really Necessary?!

Discipling thru Intentional Relationships is designed as a guide to a personal relationship to help someone grow as a new believer (or an older believer who was never grounded in the faith). Over the years, leaders were trying to use our Mentoring Guides (*Mentoring thru Intentional Relationships*) to disciple new believers, but the mentoring manuals were not really written with that goal or purpose.

While there are segments of the Mentoring Guides that would be helpful for anybody, they were not really intended for new believers. The prerequisite for their effectiveness was that those using them were already grounded in the faith and mature disciples of Jesus. What we have learned over the years is that this is often not the case. In many parts of the world, many who get saved and become leaders do not even have a basic foundation for their faith. They may have knowledge, but have never learned how to develop a vibrant relationship with Jesus. While in English there are many discipleship tools, in many other languages and countries this is not the case. It is this need that motivated us to write this new series of two manuals.

This material is specifically designed for a disciple and discipler to together discuss and apply the principles of walking with Jesus from a novice to a maturing believer. It does not just pass on information, or check off a doctrinal checklist, but rather helps them experience what it means to be a real disciple of Jesus.

We are providing a PDF copy for friends of this ministry for a limited time. You can receive your copy by going to our website (www.icmcanada.org) and click the "Workshop Login" button on the top. Under Partners Copy use the password "discipling" to download.

From My Desk

Phil Jeske, PhD
President

Our Mission

Serving the church by mentoring and coaching ministry teams.

Our Purpose

Our goal is to see another generation equipped so that they may be relevant witnesses in their culture. We accomplish this through mentoring leaders, coaching and consulting with ministry teams, and providing culturally relevant materials that facilitate this process.

Accountability

ICM is an interdenominational non-profit charity registered in both Canada and the USA. It is a faith mission and supported by free-will donations of those of like vision.

ICM adheres to the WEF & Lausanne Covenants statements of faith and takes an evangelical approach to Scripture.

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As you likely have noticed, Matt. 28:19-20 is a favorite scripture for mission sermons, *“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you.”*

It is indeed our mandate, but what you may not be aware of, is what it really emphasizes. Normally, the emphasis is put on the “GO.” You, as I, have likely heard many mission sermons on “going to the ends of the earth.” While this is part of it (see Acts 1:8), this is not really what *this* passage is saying.

You see, in the original language, the imperative, or action verb, is not the “go,” but rather the “make disciples.” An accurate paraphrase would read, “. . . as you are going, wherever you go. . . MAKE disciples.” It is not about geography, but rather about the imperative of all believers to *make disciples* regardless of where we live, what our profession, our status, or even our stage of life.

The next obvious question from this passage is, *What does it mean to make a disciple?* Notice that Jesus never said, “go and make converts.” There is a big difference between a “convert” and a “disciple.” Converts may believe he is who he said he is, but discipleship is about obedience to what he has told us. It is more than having him meet our needs or a free ticket to heaven.

I have often wondered how it can be that the same nations that claim a high percentage of bible believing Christians (some over 50%), can also be in the top ten list of the most corrupt nations on earth. Makes one wonder how these two realities can exist at the same time, doesn’t it?

As I have travelled, listened to leaders, and observed many different types of cultures and societies, it seems to me that we (us missionary types) have wrongly thought the mission was to make converts. Somehow we have communicated a Gospel of believing in Jesus to meet our needs. Yet this only creates a consumer Christianity. It is possible to like the Christian message and culture, clean up good, and still not be a disciple of Jesus. Cultural Christianity lacks the transformative power of Christ.

After Jesus fed the 5000 he turned to the masses and told them that they should be following him for more than just a free lunch. Instead, they were to do his will -- *eat of his flesh and drink of his blood*. Ouch. That is discipleship. The danger is to read Matt. 28:19 as a mission to just get people “saved” and think our work is done. But, without making disciples, we are at best just inoculating people against the real thing. They think they have the real thing, but they only get part of it. The Scripture says that it is possible to have a form of godliness, but not have his transformative power within.

The good news is that each one of us who are already disciples of Jesus can walk alongside of someone and help them also be a disciple of his (we don’t have to go to bible school or even have to get on a plane!). That transformative power is still available today. Our recent contribution to this goal, is our new Discipleship Guides highlighted in this Update. Our prayer is that many from every nation will follow Jesus’ model and go beyond making converts to making disciples of all people.

Partnering Together

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