

Leadership #3:

Impartation & Internship

IMPARTATION

The Apostle Paul could provide teaching and instruction to the early church through letters, but he expressed his desire to see them in person so that he could impart faith and spiritual strength to the believers.

While instruction is about the head—knowledge, understanding, theology—impartation deals with the heart.

WHAT IS IMPARTATION?

In order to equip the disciples in leadership and ministry, Jesus knew that they needed more than a good sermon. He invited His disciples to be with Him not only to model the principles He taught but also to impart His very life to them. His life was the ultimate object lesson.

And he went up on the mountain and called to him those whom he desired, and they came to him. And he appointed twelve (whom he also named apostles) so that they might be with him and he might send them out to preach and have authority to cast out demons. (Mark 3:13-15)

While instruction does not require face-to-face interaction, impartation requires a close **proximity** and a growing relationship, since it involves personal mentoring and coaching. Jesus spent three years with His disciples—sharing every aspect of His life with them. And because they had been with Jesus, they were forever changed and they changed the world.

Now when they saw the boldness of Peter and John, and perceived that they were uneducated, common men, they were astonished. And they recognized that they had been with Jesus. (Acts 4:13)

Iron sharpens iron, and one man sharpens another. (Proverbs 27:17)

Paul actually instructed Timothy not to be hasty in the laying on of hands.

Do not be hasty in the laying on of hands, nor take part in the sins of others; keep yourself pure. (1 Timothy 5:22)

WHAT ARE THE GOALS OF IMPARTATION?

The goals of impartation are the development of spiritual gifts, strength, and mutual encouragement.

For I long to see you, that I may impart to you some spiritual gift to strengthen you—that is, that we may be mutually encouraged by each other’s faith, both yours and mine. (Romans 1:11,12)

1. Spiritual Gifts

- Impartation is not about leaders giving their gifts to others. Rather, it’s about identifying what the Holy Spirit has already deposited in them and directing them towards where they can best use their gifts to serve and strengthen the church.
- As leaders, we help those we are leading identify, stir up, and develop their spiritual gifts. For these potential leaders to grow, they will need to be connected to our leaders as well.

Do not neglect the gift you have, which was given you by prophecy when the council of elders laid their hands on you. (1 Timothy 4:14)

- Paul identified Timothy’s spiritual gift. However, it was Timothy’s responsibility to steward and grow in that gift.

For this reason I remind you to fan into flame the gift of God, which is in you through the laying on of my hands . . . (2 Timothy 1:6)

2. Strength

- The Apostle Paul wanted to see the saints in Rome to impart a spiritual gift to strengthen them. Impartation makes us strong. It helps empower and strengthen us through godly, loving relationships.
- Do you put strength in people around you, or do you sap their strength? How can you put strength in the potential leaders in your group?

3. Mutual Encouragement

- One goal of impartation is the mutual encouragement of the faith. Through impartation, the faith of new leaders is built. And as we

see growth and faith in those we are leading, we are encouraged and strengthened in our faith.

- Impartation can also happen by being in a particular atmosphere, as in 1 Samuel 10:9-13.

HOW DOES IMPARTATION SHAPE GROUP LEADERS?

We must recognize that those we are leading will watch and imitate how we live. People will follow what we do, not just what we say. Therefore, like the Apostle Paul, we should be willing to open our lives to others and model what it looks like to follow Christ.

Be imitators of me, as I am of Christ. (1 Corinthians 11:1)

Potential group leaders are shaped through impartation and grow in their personal devotional life, practical Christian living, and ministry to others.

INTERNSHIP

After this the Lord appointed seventy-two others and sent them on ahead of him, two by two, into every town and place where he himself was about to go. (Luke 10:1)

Just as Jesus gave His disciples opportunities to preach and serve, we can help potential leaders grow by giving them similar opportunities. Our ministry is not built around the pastors—rather, we desire to develop more leaders who will help fulfill Christ’s mandate for the church. We desire to set up the next generation of leaders for success. Internship is activating the hands and feet: allowing potential leaders to watch and follow others, and giving them opportunities to serve.

King David’s Two Core Leadership Essentials

With upright heart he shepherded them and guided them with his skillful hand. (Psalm 78:72)

- 1. Integrity of heart** - character development via impartation.
- 2. Skillful hands** - leadership skill development via internship.

David led God’s people with integrity of heart and skillful hands. These two core leadership essentials address both the internal and external: integrity of heart is about character and skillful hands are external, which we get through on-the-job training and practice.

WHAT IS INTERNSHIP?

Internship is on-the-job training for biblical discipleship and spiritual leadership. It has three stages: observation, participation, and evaluation.

Internship can be formal or informal, involving specific responsibilities and skills. Both formal and informal internships are valid and important. Internship can even help us in identifying potential leaders.

Internship takes learning out of the classroom into a real scenario and puts the concepts and information learned to practical application. Classroom training makes more sense with on-the-job training.

And he appointed twelve (whom he also named apostles) so that they might be with him and he might send them out to preach ¹⁵and have authority to cast out demons. (Mark 3:14,15)

WHAT ARE THE GOALS OF INTERNSHIP?

Internship creates a controlled environment for potential group leaders to develop their confidence, competence, and teamwork in ministry.

1. Confidence

Such is the confidence that we have through Christ toward God. ⁵Not that we are sufficient in ourselves to claim anything as coming from us, but our sufficiency is from God . . . (2 Corinthians 3:4,5)

2. Competence

. . . that the man of God may be complete, equipped for every good work. (2 Timothy 3:17)

3. Teamwork

¹²And though a man might prevail against one who is alone, two will withstand him—a threefold cord is not quickly broken. ¹³Better was a poor and wise youth than an old and foolish king who no longer knew how to take advice. (Ecclesiastes 4:12,13)

HOW DO WE INTERN POTENTIAL GROUP LEADERS?

Internship begins by allowing a potential leader to watch while you lead. Allow a potential leader to observe, learn, and ask questions.

Then, invite the potential leader to assist as you continue leading. Give the person opportunities to participate and co-lead with your guidance.

In time, the potential leader can lead, while you assist, until you can finally stand back and watch. Empower him or her to lead, giving room for growth and practice—even though the leader won't necessarily do things the way you do.

Commend the leader for what s/he did well and give suggestions for improvements and adjustments, as necessary. Together, we will create a comfortable environment for growth and leadership development through internship.

1. Observation

- Allow upcoming leaders ample opportunities to observe, learn, and ask questions. Paul didn't travel alone. On different trips he was accompanied by Barnabas, Silas, Timothy, John Mark, and Luke.

2. Participation

- We gain confidence through practice, so tell the upcoming leaders what you're going to do, and after they've observed you do it, let them participate with you so they can do it with your guidance.

3. Evaluation

- Commend them for what they did well and help them make improvements when necessary. Give them more to do as they are faithful. Create a comfortable environment for growth. Paul commended, encouraged, challenged, and corrected many people, to help them stay faithful to the Lord.

INTERNSHIP PROCESS

I lead, you watch.

I lead, you assist.

You lead, I assist.

You lead, I watch.

EXAMPLES OF INTERNSHIP IN THE BIBLE

1. Jesus and the Twelve
 - *And he said to them, "Follow me, and I will make you fishers of men." (Matthew 4:19)*
2. Moses and Joshua
 - *And Moses did as the Lord commanded him. He took Joshua and made him stand before Eleazar the priest and the whole congregation, and he laid his hands on him and commissioned him as the Lord directed through Moses. (Numbers 27:22,23)*
3. Barnabas, Paul, and Timothy
 - *While they were worshiping the Lord and fasting, the Holy Spirit said, "Set apart for me Barnabas and Saul for the work to which I have called them." (Acts 13:2)*

SUMMARY

Internship is on-the-job training—putting what was learned into practice and giving potential leaders opportunities for ministry. It has three stages: observation, participation, and evaluation. It results in confidence, competence, and teamwork.

DISCUSSION QUESTIONS:

1. What stage of internship (observation, participation, evaluation) are the potential group leaders in your group in? How can you bring them to the next stage?
2. What opportunities can you provide for these potential group leaders to receive internship? How can they develop in their confidence, competence, and teamwork?

HOMEWORK

How can you help potential group leaders in your group grow in the following areas?

Name	What spiritual gift has been identified in his/her life? What training does s/he need? Who can you connect him/her to?	How have I been encouraged by his/her faith? How can I encourage him/her to grow in faith?