

**Russell Kelfer**

# **Mentoring By Example: The Things You Have Seen and Heard:**

**#1371-B**

**Series: Possessing the Land:  
The Process of Mentoring**

**dtm** DISCIPLESHIP TAPE MINISTRIES, INC.  
INTO HIS LIKENESS RADIO

10602 Mossbank, San Antonio, TX 78230 • (210) 226-0000 / 1-800-375-7778 • [www.dtm.org](http://www.dtm.org) • [dtm@dtm.org](mailto:dtm@dtm.org)



# Mentoring By Example: The Things You Have Seen and Heard

We have all seen the visual expression of it. A man and his son walking along the seashore. The man picks up a rock and throws it. The little boy does the same. The man skips. The boy skips. The man looks up at the sky. The boy peers heavenward as well. It is a portrait, so they say, of real life. We've all heard it. "I'd rather see a sermon than to hear one any day" the poem begins. And few, if any of us, would argue that point.

Man is looking for an example to follow more than a set of rules or a plan. He wants to see it work. He isn't so interested in reading the specifications as he is in going for a test drive. God, of course, has known that all along, and He has devised a plan for his people to grow into His likeness using that very phenomenon as His method.

A study of Deuteronomy, chapter three, takes us to the top of Mount Pisgah, where the grand old man of Scripture, a man named Moses, the meekest man in all the earth, has been looking out over the land of promise, the precious piece of real estate that the Living God, who framed the heavens and the earth, has deeded to this tiny nation of people He has called out to be His representatives on earth.

The people are ready to make the trip from wanderers to victors; from transiency to triumph. Their godly leader, however, will not lead the way; in fact, he will not go at all. So God has invited him to the top of that mountain to peer out in the distance and see what a loving God was giving to His people. It was then that Jehovah told Moses,

...and the LORD said unto me, Let it suffice thee; speak no more unto me of this matter.

Get thee up into the top of Pisgah, and lift up thine eyes westward, and northward, and southward, and eastward, and behold *it* with thine eyes: for thou shalt not go over this Jordan.

But charge Joshua, and encourage him, and strengthen

## Mentoring By Example

him: for he shall go over before this people, and he shall cause them to inherit the land which thou shalt see.

(Deuteronomy 3:26b-28)

In our last study, we looked at that moment and discovered that this transfer of the baton of leadership was not a sudden decision on God's part. Moses had been training Joshua for the better part of forty years. He had spent a lifetime transferring his life into Joshua's heart. Now it was time to transfer the responsibility that goes with the transferred life. It was time for Moses to retire to that precious eternal place next to his Father's heart and allow another to bear the burdens of the people and the press of the ministry. It was farewell time for Moses. It was crunch time for Joshua. And, as we shall see, steeped in God's word, aware of God's presence, reflecting God's character, Joshua was indeed ready.

We looked in our last study at another transfer-of-life illustration. The mentor was the Apostle Paul. The mentored was a young man named Timothy. Paul was giving Tim the recipe for building the kingdom. Remember? He said this:

And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also. (II Timothy 2:2)

Paul said, "Timothy, you have learned the Scriptures since you were a child. You have watched me and heard me and walked alongside me for all this time. Now take what you've learned and find some men who, like yourself, are teachable, and let them walk beside you. Be sure, however, that they will be willing to pass it on."

God's method of discipleship. Man to man. Woman to woman. Parent to child. Friend to friend. Pass it on. Listen to what God says. Watch God live through lives and pass it on. The Scripture is clear that we are to pass on what we have seen and heard. Listen to Paul describing his Damascus Road experience, and how Ananias described what was to happen:

And he said, The God of our fathers hath chosen thee, that thou shouldest know his will, and see that Just One, and shouldest hear the voice of his mouth.

For thou shalt be his witness unto all men of what thou hast seen and heard. (Acts 22:14,15)

Paul was to share what he had seen and heard. And so are

## Mentoring By Example

you. What you have heard is the word of God. What you have seen is the word of God active in your life and in the lives of other people. Jesus told the disciples in Matthew 13:

For verily I say unto you, That many prophets and righteous *men* have desired to see *those things* which ye see, and have not seen *them*; and to hear *those things* which ye hear, and have not heard *them*.  
(Matthew 13:17)

It began at the birth of Christ. We read in Luke 2:

And the shepherds returned, glorifying and praising God for all the things that they had heard and seen, as it was told unto them.  
(Luke 2:20)

In Luke 7, John the Baptist sent word to find out if, indeed, Jesus was the one the world was waiting for, and the Master's answer was:

Then Jesus answering said unto them, Go your way, and tell John what things ye have seen and heard; how that the blind see, the lame walk, the lepers are cleansed, the deaf hear, the dead are raised, to the poor the gospel is preached.  
(Luke 7:22)

John, speaking of Himself and of His testimony, said this:

He must increase, but I *must* decrease.

He that cometh from above is above all: he that is of the earth is earthly, and speaketh of the earth: he that cometh from heaven is above all.

And what he hath seen and heard, that he testifieth; and no man receiveth his testimony.  
(John 3:30)

Paul's admonition to the Philippian church was:

Those things, which ye have both learned, and received, and heard, and seen in me, do: and the God of peace shall be with you.  
(Philippians 4:9)

Acts adds this:

For we cannot but speak the things which we have seen and heard.  
(Acts 4:20)

Here is God's plan as revealed through John,

That which was from the beginning, which we have heard, which we have seen with our eyes, which we have looked upon, and our hands have handled, of the Word of life;

(For the life was manifested, and we have seen *it*, and bear witness, and shew unto you that eternal life, which was with

## Mentoring By Example

the Father, and was manifested unto us;)

That which we have seen and heard declare we unto you, that ye also may have fellowship with us: and truly our fellowship is with the Father, and with his Son Jesus Christ.

And these things write we unto you, that your joy may be full.  
(I John 1:1-4)

That, Beloved, is the gospel. We are to pass on the things we have seen and heard: The Word of God and the life of God. The Word is alive and powerful and sharper than a two-edged sword. It is a living, breathing, vibrant expression of the nature of God. The life of God is the Spirit of God living through man expressing what the word has implanted. The two together reflect who God is in such a way that character is transformed, and that transformed character draws attention to God alone, who receives the glory and draws men and women to Himself.

God's great plan, then, is the transfer of life from one believer to another. Life is transferred in many ways, as we will see in future studies. We will watch Moses, watch Paul, watch Jesus, and watch as the Holy Spirit transfers the life of Christ to us and thus conforms us to His image. In this lesson, however, we will only concern ourselves with the first of those methods: the transfer of life through example. Nothing is more crucial to the process of mentoring or disciple-making than the process of walking alongside another, simply watching God work through that person. It is real-world theology. It is where the rubber meets the road. It is, in essence, what Jesus did for those three incredible years when He gave His life to twelve men and gave His heart to three. He taught them. He prayed for them. He prayed with them. Most of all, however, *He simply walked alongside them*. They watched as He fed five thousand. They stood in amazement as He cleansed the temple. They heard Him and saw Him, as a man in need was lowered on a stretcher through a hole in the ceiling. They saw Him at the pool of Bethesda. They saw Him at Lazarus' grave and at the bedside of Peter's mother-in-law.

They saw Him express compassion and love in ways they had never seen before. They heard Him express judgment and condemnation to the Pharisees, and heard the wrath of God from God Himself. They listened as He broke the bread of life on that hillside and they watched as He went early and often alone to pray. What He taught was of infinite importance. But what He taught literally came alive as they watched Him and heard Him

## Mentoring By Example

in the day-to-day grind of everyday life.

They saw a woman with an issue of blood touch the hem of His garment. They saw Him minister to a woman whose son had just died. The three saw Him at the mount of transfiguration and saw the glory of God as never before. They saw Him in the garden as great sweat drops of blood poured from His precious, sinless brow, and they saw their own insensitivity as they slept away that vital hour.

The things which they had seen and heard became the message they had to declare. They weren't commanded to go out and teach seminars on controversial issues while sharing the views of the rabbis or the priests. They were to go out and declare what they had seen and heard *so that those to whom they declared it could have fellowship with them and with the Father*. That could only happen if, as a result of seeing and hearing, they gave Him their hearts and confessed their sins.

Beloved, that is how you can transfer your life to others. *Be with them. Let them see Christ in you. Let them hear what God is doing in your life. Let your light shine*. That means, "Let your life be transparent so that the Light of the world can shine clearly through you and others, seeing His life perform good works through you, will glorify your Father in Heaven. Let it shine. Pass it on. That is the first great lesson in mentoring.

Many will tell you that mentoring is a teaching experience. It is that. But you are not teaching facts, you are transferring life; and to do that, you cannot simply hear information, *you must see life*. Yes, Jesus taught on that hillside and yes, He taught as He shared simple stories about familiar settings and added, "*He that hath ears to hear, let him hear*". But that was only the foundation. The real transfer of His life to them came as they walked those dusty roads and watched Him live life, because so transparent was He and so godly was He that in three short years they were able to see in Him all they needed to see of God as man.

He taught them principles about love, but it was when they saw love hanging on a Cross that what He taught caught their understanding. He taught them principles about serving, but it was as He washed their filthy feet that they truly both saw and heard what it meant that He laid aside His robes of righteousness and was made in the likeness of man. He taught them principles about forgiveness, but when He forgave Peter, and when He cried

## Mentoring By Example

out, “Father, forgive them, for they know not what they do”, *forgiveness became a reality, not a page in a theological study guide*. What they saw and heard they now could declare. And so can you.

And so could Joshua, for he had, for what seemed like a lifetime, walked hand in hand with this mighty man of God. He walked *beside* him as he brought water from rocks, and parted seas. He walked *before* him as he went into battle and Moses stayed behind and prayed. He walked *behind* him as he walked up into that mount where God in all His glory awaited to give him His word. For years, he breathed the same air, encountered the same challenges, endured the same persecution, and enjoyed the same victories as this incredible man of God. He walked and talked and lived the same life Moses did, until Moses’ God became the same kind of friend to him that he had become to Moses.

The baton had been passed. The life had been exchanged. The transfer was complete. He knew Moses’ doctrine, his manner of life, his purpose, and his character. Now it was time for Joshua to become the leader he had been trained to be: a man so humble he always had God’s ear, but a man so bold in God’s power he always could say, “thus saith the Lord”. He was not to be another Moses. God had made only one Moses. He was to be another godly man like Moses. There is a wealth of difference.

There is the danger that in mentoring or discipling we will allow those we mentor to become enamored with us rather than with God, thus encouraging them to emulate both our strengths and our weaknesses rather than appropriating God’s strengths, while recognizing our weaknesses and praying for us. That’s why honesty and transparency are so important in transferring one life to another. Our disciples aren’t to become like us, they are to walk beside us so they can become like God.

Mentoring by example, as we have mentioned, is a basic theme in Scripture. It is the way the Holy Spirit mentors us as He walks with us through life. It is how Paul mentored Timothy. It is how Jesus mentored the twelve. It is, to be sure, how Moses mentored Joshua. One simple example may help us see it in perspective. It is found in Exodus, chapter 24. God was calling Moses back up into that wonderful place so near to Him that he would be talking with God as a man talks to a friend. In the process, we see how his relationship with Joshua keeps quietly whispering “mentor”



## Mentoring By Example

through the most important experiences of his life.

And he said unto Moses, Come up unto the LORD, thou, and Aaron, Nadab, and Abihu, and seventy of the elders of Israel; and worship ye afar off.

And Moses alone shall come near the LORD: but they shall not come nigh; neither shall the people go up with him.

And Moses came and told the people all the words of the LORD, and all the judgments: and all the people answered with one voice, and said, All the words which the LORD hath said will we do.

And Moses wrote all the words of the LORD, and rose up early in the morning, and builded an altar under the hill, and twelve pillars, according to the twelve tribes of Israel.

And he sent young men of the children of Israel, which offered burnt offerings, and sacrificed peace offerings of oxen unto the LORD.

And Moses took half of the blood, and put *it* in basins; and half of the blood he sprinkled on the altar.

And he took the book of the covenant, and read in the audience of the people: and they said, All that the LORD hath said will we do, and be obedient.

And Moses took the blood, and sprinkled *it* on the people, and said, Behold the blood of the covenant, which the LORD hath made with you concerning all these words.

Then went up Moses, and Aaron, Nadab, and Abihu, and seventy of the elders of Israel:

And they saw the God of Israel: and *there was* under his feet as it were a paved work of a sapphire stone, and as it were the body of heaven in *his* clearness.

And upon the nobles of the children of Israel he laid not his hand: also they saw God, and did eat and drink.

And the LORD said unto Moses, Come up to me into the mount, and be there: and I will give thee tables of stone, and a law, and commandments which I have written; that thou mayest teach them.

And Moses rose up, and his minister Joshua: and Moses went up into the mount of God.

And he said unto the elders, Tarry ye here for us, until we come again unto you: and, behold, Aaron and Hur *are* with you: if any man have any matters to do, let him come unto

## Mentoring By Example

them.

And Moses went up into the mount, and a cloud covered the mount.

And the glory of the LORD abode upon mount Sinai, and the cloud covered it six days: and the seventh day he called unto Moses out of the midst of the cloud.

And the sight of the glory of the LORD *was* like devouring fire on the top of the mount in the eyes of the children of Israel.

And Moses went into the midst of the cloud, and gat him up into the mount: and Moses was in the mount forty days and forty nights. (Exodus 24:1-18)

This was the mount of transfiguration foreshadowed. This was the glory of God revealed in such a way that man could not help but fall on his face in adoration and praise. No doubt they were thinking, "Let's build some tabernacles and stay." Indeed. But the process was crucial. Moses listened to God speak, he responded to God's instructions; he passed on to others what God told him to pass on; and when God said, "wait there", he waited. He waited for seven days. Then God called him closer and said, "*Come up and be with Me*" and he did. And he remained with God in intimate fellowship for forty days and nights. No man other than Jesus Christ as He lived on earth ever spent such time of unbroken fellowship with the Father, such close communion, such a state of awe at the amazing glory that emanated from His presence that it became, for a time, a part of Moses' very countenance.

The reason for reading this passage, however, was not just to review that momentous experience. It was that quiet reminder in verse 13 that through it all, *Joshua was there*. He was not an active participant in much of the encounter, but *he was there*. It was part of the process of walking beside Moses: through the desert, across the sea, into the valley, now up to the mountain. Verse 12 illustrates how God was mentoring Moses. He said, "*Come up to me into the mount, and be there.*" God was saying, "Just be there. I'll do the rest. Just make yourself available to be where I AM is and just by being there, you will behold my glory."

Joshua was there when Moses told the people what God expected (vs 3). He needed to be. He was there when Moses shared the word and built an altar and made the sacrifice and called the people to worship. He needed to be. He was there when

## Mentoring By Example

Moses took the book of the law and read it aloud and heard the people respond, “We will do all that God asks us” (vss 5-7). He needed to be. He saw or he heard as the seventy went up and literally fellowshiped with God. He had to be. And he was there when God said, “Come up and spend time with Me.” He had to be. And when Moses went up, Joshua rose up and watched and walked part way with his mentor as Moses alone went up to the very top of the mountain. He was being trained by example. He was walking alongside one of the greatest men God ever raised up and he was seeing and hearing words and experiences no one had ever seen or heard before.

One day, he would be called on to lead the nation, to take the reigns from this mighty man of God; and he would need to understand what it was like to be that close to God and to His word. Oh, Moses could have told him, but this was different. He was a living spectator as God unfolded the drama of the life of Moses. He was part of the cast. He was a recipient of the fallout. He was walking beside, behind, and before him. He was Moses’ minister, his servant learner, his learning servant. God was going to need a very special man to lead the people into the land when Moses was gone. He had to build that special man into His likeness a day at a time, a week at a time, an experience at a time. So he made him Moses’ minister, and let him be the one who rose up as Moses went up to be with God.

I believe that is why Jesus allowed Peter, James and John to climb that mount of transfiguration with Him. I believe He wanted them to get just close enough to heaven to breathe in its holiness and marvel at its awesomeness without succumbing to losing their grip on the fact that they were seeing a preview, not experiencing a release from life’s valleys. For a few brief moments, they got carried away. They wanted to undergo a little building project and stay there. It was what they had envisioned life would be like as a follower of Jesus Christ. They had heard about heaven and thought it was going to be theirs on earth. They were wrong. But God, for a few moments at least, was able to imprint upon their souls a vision never to be forgotten of what awaited them in glory.

I believe He did that for Joshua as well. I believe He allowed this servant to get a king-sized whiff of eternity as his master demonstrated how to prepare to spend time with God, how to listen and wait on God, and how, ultimately, to be in the presence

## Mentoring By Example

of God for as long as God deemed it proper, then to come back down to the real world and share *what was seen and heard*.

That was to be Joshua's message and Moses' legacy. Josh was going to be able to share both what he had *seen* and what he had *heard*. He had been there. He wasn't some ivory-tower professor who had read stories about what others had experienced so he could teach a class and give out grades. Joshua was going to be a general on the battlefield of the Spirit, as God led his children onto the very ground He had deeded to them those many years ago. You can't be a good general if you've never been out of the classroom. You need to have understanding when your troops come up to you and want know if you know what it is like to be with God. Book knowledge won't cut it. Framed degrees alone are not enough.

You have to somehow be able to identify with the men in the trenches, and one way is to have spent time in the trenches. As we travel with Moses and Joshua for the next few studies, we will see that this man was no stranger to warfare, and no stranger to victory. He had the faith to believe when only one other man agreed with him; and he had the courage to trust God to work through Moses when the rest of the nation was railing at him, wishing they had died in Egypt, where they had been in bondage (and where they obviously had lost their memories as well).

Joshua was seemingly everywhere Moses was, often in the background, yet often mentioned, so the Holy Spirit could reveal to us how vital this relationship was to Israel's future. In Exodus 33, Moses was about to have another incredible visit with the God of Eternity. Look for his "minister" or "disciple" as God paints this picture:

And Moses took the tabernacle, and pitched it without the camp, afar off from the camp, and called it the Tabernacle of the congregation. And it came to pass, *that* every one which sought the LORD went out unto the tabernacle of the congregation, which *was* without the camp.

And it came to pass, when Moses went out unto the tabernacle, *that* all the people rose up, and stood every man *at* his tent door, and looked after Moses, until he was gone into the tabernacle.

And it came to pass, as Moses entered into the tabernacle, the cloudy pillar descended, and stood *at* the door of the tabernacle, and *the* LORD talked with Moses.

## Mentoring By Example

And all the people saw the cloudy pillar stand *at* the tabernacle door: and all the people rose up and worshipped, every man *in* his tent door.

And the LORD spake unto Moses face to face, as a man speaketh unto his friend. And he turned again into the camp: but his servant Joshua, the son of Nun, a young man, departed not out of the tabernacle. (Exodus 33:7-11)

I believe that this may have been the most precious time in Moses' long life. In the next few verses, we see Moses pleading with God for God to "show him the way"; and we hear God answer, "My presence shall go with thee, and I will give thee rest". Moses, not satisfied, went further. He begged God: "Show me Thy glory", and God answered.

And he said, I will make all my goodness pass before thee, and I will proclaim the name of the Lord before thee; and will be gracious to whom I will be gracious, and will shew mercy on whom I will shew mercy.

And he said, Thou canst not see my face: for there shall no man see me, and live.

And the Lord said, Behold, there is a place by me, and thou shalt stand upon a rock:

And it shall come to pass, while my glory passeth by, that I will put thee in a clift of the rock, and will cover thee with my hand while I pass by:

And I will take away mine hand, and thou shalt see my back parts: but my face shall not be seen. (Exodus 33:19-23)

God was going to speak to Moses face to face as a man speaks to his best friend. He was going to accompany him on the long journey ahead, and He was going to reveal enough of His glory that Moses would never be the same. And all this time, back in the tabernacle, a much younger man, a man who was also a man after God's own heart, refused to leave that tabernacle, obviously aware of the holiness of the moment, and probably remaining there to stay in an attitude of prayer and surrender on behalf of the one he served.

Through it all, Joshua was there. And through it all, Joshua was being trained and groomed and prepared for greatness, not by forcing his way into the limelight or even feeling justified in sharing the glory with Moses.

Quietly, ever so quietly in the background, however, his name

## Mentoring By Example

surfaces, just enough for us to know he's there. As we shall see in future studies, *each incident revealed something he needed to experience if he was to be God's man for the next generation.* So Moses walked with him, and Moses walked before him, and Joshua learned by watching Moses what it meant to have intimate fellowship with God; what it meant to answer God's call to come apart and be with Him; what it meant to remain before God in humility but in boldness until you had an answer to your prayers; what it meant to remain behind and stand in the gap while God is using others and they are on center stage. Joshua knew what it meant for God to say to a man or woman, "*Come up to the mount and be there*". He knew what God wanted of the nation in terms of holiness and repentance. He saw the loneliness and the responsibility that accompanied leadership, but he also saw the humility and meekness that made God's kind of leader different.

In the next few studies, we will see some specific ways Joshua was mentored, and we will examine some of the results that surfaced in his leadership years. For now, however, we can agree on one thing: He walked alongside his mentor for years, and *in many ways, he became as much what he saw as he did what he was taught.* That which he had seen and heard, he became, and what he saw was a man living the life he was preaching.

You and I, believe it or not, are like Moses in at least one way: We are living examples to someone of the Christian life. They are examining the claims of Christ, not based on our doctrinal dissertations, but on the practical implications of our faith. Like Joshua of old, they are *watching us, looking to see what someone looks like who claims to be crucified with Christ.*

It is an awesome thought, but you cannot deny its reality. The people you influence most, either by choice or by exposure: your children, your employees, your mate, your classmates, your disciples, those you teach, those you simply call friends are all drawing their conclusions, at least in part, about how Jesus Christ looks like in the real world from watching you.

How do you cope with being wronged? How do you respond when others do not agree with your philosophy or theology or political stance? What does it take to tax your patience to its limits? How do you handle pain, trial, or disappointments? How well do you demonstrate the fruit of the Spirit? Are you gentle and patient? Does self-control describe your behavior? Are you

## Mentoring By Example

quick to argue about grace, but slow to demonstrate it? Is the word hypocrite sometimes whispered in the same sentence with your name?

If you are discipling someone, are they learning about prayer from your instructions on how to pray, or from praying with you? Do they search the word often because you tell them to or because they see you doing it? Does your family follow your God out of fear or out of a hunger to have what you have? Can they look at you and listen to you and honestly say, “The things I’ve seen and heard declare I unto you”? Is it real to them because it is so real to you?

Moses had a big job to do. He had a company bigger than Microsoft and a congregation bigger than New York. But he always seemed to have time for Joshua. And Joshua, ever the learner, never the scorner, always seemed willing to walk in the background, learning by listening and more important, learning by observing this man of God.

Your world is watching you. My world is watching me. It is a sobering thought, but it is an exciting thought. It means that if God is being truly revealed in our lives, *the things they’ve seen and heard among many witnesses will change their lives. And they, by God’s grace, will be able to teach others also.*

They will hear us say, “Pass it on!” And praise God, they will.

Mentoring By Example

For Further Study and Application

1- Think back over your life as a Christian. How have you been affected by what you have heard? By what you have seen? What do you think Jesus meant in Matthew 13:17?

2- How could Paul make the statement he did in Philippians 4:9? What “things” do you think he was referring to?

3- Memorize I John 1:3. How could what they had “seen” and “heard” cause them to have fellowship with John and with God?

4- Read Exodus 24:1-18. Why do you think God said what He did in verse 2? What do you think was the most significant thought in verses 3-8?

5- How does verse 12 remind you of God’s desire to spend time with us today?

6- Moses and Joshua “rose up”, but only Moses “went up” according to verse 13. What do you think Joshua did? Had you been Joshua, what would you have been thinking? How would you have been praying?

7- Can you imagine being in the presence of God on that mountain for forty days and nights? Can you imagine being Joshua, waiting for Moses to return for all that time?

8- Reread Exodus 33:7-11. Why do you think Joshua remained in the tabernacle? What do you think he was doing? What do you think he was learning?

9- Make a list of the people that you know are drawing their conclusions about how Jesus lives through man by watching you. Begin to pray for them regularly. Ask God to make you increasingly aware of how they are affected by what the “see” and “hear” while following you.

dtm DISCIPLESHIP TAPE MINISTRIES, INC.

10602 Mossbank, San Antonio, TX 78230  
210-226-0000 or 1-800-375-7778

www.dtm.org • dtm@dtm.org • © Russell Kelfer