

Download This to Their iPods: Preparing Future Leaders

One of the most significant transfers of power in the history of humankind would take place in coming years. The Lord had raised up Moses and equipped him in both ordinary and extraordinary ways. But his days of leadership would one day come to an end.

The Lord had special plans for Joshua, the man He had chosen, and He gave specific instructions for Moses to mentor his replacement. One especially interesting moment occurred after Moses sent Joshua into battle against a mighty foe that was attacking Israel. Following the Israelite victory, the Lord gave very precise instructions to the aging leader. The Lord said to Moses, "Write this in a book as a memorial and recite it to Joshua, that I will utterly blot out the memory of Amalek from under heaven" (Exodus 17:14, NASB). The verb *recite* here can be translated "place it in the ears of," and it paints a vivid picture of a critical message being passed on to Joshua. The significance of this verse may be lost on a modern reader, but it certainly would not have been on Joshua.

Deuteronomy 25:18 explains to the Israelites what Amalek had done: "He met you along the way and attacked among you all the stragglers at your rear when you were faint and weary; and he did not fear God." No doubt

this solemn promise would encourage the heart of the young commander in the future when he would face the enemy again.

How about in your administration? Has the Lord led you to prepare a younger educator for future challenges? I believe that as a part of the stewardship of every leader he or she must constantly look for opportunities to recite in the presence of others – to download to their mental iPods – what the Lord has been doing in the ministry and share with them the vision for the future.

Here are some additional steps and activities suggested in the relationship of Moses and Joshua:

- Formally establish the relationship at the proper time. “Then he laid his hands on him and commissioned him, just as the Lord had spoken through Moses” (Numbers 27:23).
- Start early with the opportunity for training. Numbers 11:28 gives the following description: “Joshua the son of Nun, the attendant of Moses from his youth.”
- Take your understudy with you to observe and learn. “So Moses arose with Joshua his servant, and Moses went up to the mountain of God” (Exodus 24:13).

- Provide time for private consultation. “Thus the Lord used to speak to Moses face to face, just as a man speaks to his friend. When Moses returned to the camp, his servant Joshua, the son of Nun, a young man, would not depart from the tent” (Exodus 33:11).
- Correct your understudy in an appropriate but direct way when he or she needs correction. Joshua suggested to his mentor that two men prophesying in the camp be restrained. Moses responded, “Are you jealous for my sake? Would that all the Lord’s people were prophets, that the Lord would put His Spirit upon them!” (Numbers 11:29).
- Formally introduce the future leader at the proper time. In a special ceremony in the sight of all Israel, Moses encouraged and challenged his replacement. He went on to point Joshua to the Lord, not himself. In addition, Moses reassured Joshua of God’s protection and faithfulness (Deuteronomy 31:7-8).

Got some ideas already? Whether you’re interviewing a new teacher, conducting a difficult conference with unhappy parents, preparing for a board meeting, or observing a teacher and developing a meaningful write-up—wherever you go and whatever you’re doing—be on the lookout for

information to put in the ears of those future leaders that God has called
you to develop.

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