Gabe Valenzuela

Interviewing Kris Vallotton

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# Mentor and internships

Mentorships and internships. Can you go deeper into what the mentorship did for you? Which one of these men do you want to be your father? He was 18, his mentor 21. Not much older but he was wiser. Very gracious, but confrontive. Bill Derryberry was the most important mentor in my life, very gracious and very confronting. Not knowing how I am affecting the world around me. Inviting people to tell you the truth is important.

Prone to invite people to tell me the truth, that is how I do business and life with the people around me. People think I am harsh, people still feel like it is that way. Do you like my coat? Not really. Not that diplomatic, Bill is the exception on that rule. If you have someone like Bill to mentor you, you need to proactively invite him to say. Bill angry and you're doing something destructive you need to invite him in otherwise he won’t say it. That’s probably me :)

# Control

Friday lunch he would know what was going on. Great, good, something I don’t know that you know? Different personalities need a little level of control, courageous speaking into my life and telling me what is going on. Really want to grow you need great feedback. You’ve never seen your face, only in the mirror. Mirror is affected by the color and the room. Having a real mentor in your life is really painful at times. If it is not that way I wonder if you're really being mentored. Some change is a moment, others are a painful way where you change gradually and need to take care of the needs in your soul.

# Relationship changed

How has your relationship changed over the years? First, he was a father to a son, now he is a father of a father. In the first 5 years, he was a father to an orphan son. That is different than fathering a healthy father. Bill Johnson and Bill Derryberry daily in my life. It was a small community and we saw each other every day, or 5 days a week. Bill Johnson played one role, Bill D. the other one. Bill D was very practical, not very spiritual. Bill Johnson was a loving family, how to pray, sacrifice, teach.

He was probably frustrated with him a lot. But how he articulates them is very different than he thought they were. Best friend, laughed a lot together, wrestled on the floor. Never know a single day he didn't enjoy me. But when he reviews them, it seems like a lot of days where he didn't enjoy him. It also shows how unaware he is of how he affects other people. Excellent the last 3 years and the first 15 years. Gradually better, now the best years. Both because of growth, room and understanding.

# Conflict with Bill

Senior leader and senior associate leader I always have the yield sign, he always has the right of way. Sometimes I am not agreeing with him, 900 of the 1000 decisions I get to make, why wouldn't he have permission to do that? He doesn't act like a boss, but when he wants to be the boss he has the card. Because I have freedom to build and do stuff I have earned the trust by the success God has given us. We do have conflicts, having one with him is not fun. It creates a ton of anxiety, with Gabe we externally process and we walk away good. Bill doesn't talk very much so it is difficult to talk through and have closure. You don’t want that with him, we have it done right away. For Bill it is a monument, the second conflict you’ve had with him. Not bitter or doesn't forgive, he just doesn't have a lot of conflict. Next couple of weeks: are we okay?

# Besides interning who is my mentor?

I don’t think you need more than one mentor if you have a Gabe in your life, he is multi-faceted in all these areas. You're not going to run into very many things that Gabe wouldn't be able to speak into. Mentored by Bill he is not going to give you a ton of feedback have someone come along, he will not speak into your marriage, dating life, sexuality, conflicts. There will be holes in your daily practical life where you're going to look for someone that has a different perspective on this.

# On job training

Healthy moms and dads, you're being mentored by them who is mentored in the career job. You got what you need, you need someone to teach you the trade.

# What is the responsibility of an intern?

We are a confrontative culture how have this with different personalities? Can’t marry someone for who I hope they are, I will marry her and change her into Josephine who I really like. She can grow her strengths, and her weakness. Would it be better if Bill would be more confrontative? Yes, but Bill sees through rose glasses, filters everything through oh Kris probably didn't mean to do that. Bill anything wrong he gets angry, it is not his character to let anything bad in his life. People don’t think like you, pure heart, people don’t have that. I don’t have pure motives. What makes Bill not confrontative also makes him really believe in people. I don’t want Bill to be the nature of someone else. Bill Derryberry would say I kind of believe in you, but I would believe in you more if you fix this.

Understand who we are with, how they operate and don’t get offended by how they do things.

We need to have a wide diversity of people in our lives and learn from how they do it, apply things that fit into who we are.

# What is submission?

Submission begins in the heart, there is a fine line between control and submission. My boss has permission to tell me what to do, if I can’t do that I won’t have a job. Do we call that submission or control? No that is having a boss. Don’t think a mentor should behave like that in the Burger King. I do think the attitude you would have as a good employee at Burger King, if the person says we will paint the walls today and empty the garbage. He should be able to give me instructions, he is your mentor spiritually and you gave him permission to tell you what to do. I think it is important.

# Reason for the mentorship

Some more empowering, but all of them have great character. If you have trouble with authority God will give you a Kris. If you’re a cat you will always feel someone pulling on your chain. Ask hard questions, sometimes we think they’re controlling others tell you to do one thing a week and you don’t do anything. If I knew how to do it I wouldn't be here. If I know everything my mentor knows I wouldn't do the mentorship. He or she is going to tell me to do things otherwise I wouldn't have a mentor.

# Should we bring change?

How do we bring change, should we? If we are somewhere else. A pastor from a mega church said: you're coming to preach here, we have a lot of Bethaholics in here. They would always tell him what to do, invited everybody but Bill and Kris in there. He gets tired from people making him Bethel, he feels disrespected by his own people. Another mega church took all the books out of the bookstore and forbid his staff to have any interaction with them for a year. Did we do anything wrong? Most of my staff is more committed to you than to me, if they want to work for you they should work for you. Even great successful pastors don’t want to hear the Bethel story every week.

# Don’t preach to the professor

You’re not getting your favorite, leave them alone! Even though you’ve graduated doesn't mean you know everything. You’re preaching to the professor, don’t behave that way! You have never owned a business. Sometimes we come out of school with lots of education and no experience. You have no experience, what are you doing? I am not Bethel! Going back to your home church or a church it is important to know how you can encourage the leadership.

# Open and real

He who gives the most hope has the most influence, great message agrees with 80% of it be on it, on alert. Let them know! People will invite you in if you're not saying they have to change. Honor them.

Why waste your time trying to change a church if you can change the world in a fraction of the time! Have relationship, but remember what you’ve submitted to if you have submitted! You know what you came to, you're not there to change it, but to encourage it.

Major area in our lives we don’t agree about, let’s talk about it. You’ve made it clear, this is one area where women should be equal in ministry. May be clear, can’t preach it to the congregation, but you can talk with him about it! Loyalty is more important than you being right. If the pastor gave you permission that is not disloyalty at all.

# Work hard

Life is about you going to the door 10 times not closed, the 11th time it opens. If it is hard most of the time you need to persevere, work hard to get back on the team. That is worth working for, if you want to do stuff that is amazing perseverance will be necessary!

If God closes a door another one opens, it might be another year. Worst thing in his life is the reason why he is here. I would've never met Bill Johnson, God can take us the long journey to our destiny.

# Confidence

Confidence makes a huge difference. In England, a month and a half ago they met with the alumni there. Beautiful meeting, they both shared and had question time. You were in America 16 years if you had to choose one thing what is the biggest impact in America you’ve had help you. I’ve never met more incompetent people that are so confident in my life, they actually get things done. They live in confidence, they move things ahead!

Confidence out of arrogance, I am so awesome I am blind to anything I ever do that is wrong. Another confidence that comes out of knowing who you are and Whose you are. That is where perseverance comes from! If you are natural confident you need a confrontational person, have someone speaking into that because if it is in arrogance have someone confront you and know where it comes from!

When leaders lack confidence people lack commitment.