

A Biblical Guide to Mentoring and Discipleship

TRAINING YOUR INNER-CIRCLE

PASTOR WILLIAM (GINO) BRYANT

TRAINING YOUR INNER-CIRCLE

PASTOR WILLIAM (GINO) BRYANT

EQUIPPING LEADERS, BUILDING LEGACIES,
AND FULFILLING KINGDOM PURPOSE

Teaching your inner-circle

Introduction

Mentoring an inner circle requires more than just passing on information; it involves shaping the spiritual and mental framework of those closest to you. This guide explores the essential truths and spiritual perceptions necessary to lead effectively and build a foundation that endures.

Ways of God vs. Acts of God

The bible tells us that Moses understood the ways of God and that Israel understood the acts of God. This is a huge difference. No matter what capacity of leader you are, this helps. You may have to manage a group at work. You may have to lead a small family. You may be over a staff of 40 people. Understanding God on a different level is essential for good leadership. Many times Israel misunderstood the acts of God. Moses perceived God differently. Moses knew the why. Moses knew God's reason for allowing things or initiating things in Israel's experience. God wants you to know Him on a deeper level. This will help you walk and work with God to accomplish His will. Let's take an example: A 12 year old boy who has gotten away with riding his motorbike all summer on grandma's farm has just learned that he cannot ride the motorcycle this weekend. The 12 year old boy is throwing a fit. Mom and Dad and Grandma are stopping him from having fun. He even goes so low as to say they don't love him anymore is why they are stopping him from riding the motorbike this weekend. His 6 year old and 8 year old cousins arrived late last night and they are here only for 2 days. The cousins are too small to ride the motorbike. Also, the 12 year old is not mature enough to let the cousins ride with him. Finally the parents and grandparents are not in shape enough to ride the motorbike to help the smaller ones ride. So the parents and grandma feel it is best to put the bike away until the cousins leave. The 12 year old is acting like a spoiled brat. So this is proving to the parents they need to monitor what is happening more and even bring some restrictions beyond the weekend to see if they can facilitate a right heart in the 12 year old who has allowed the motorbike to consume him so much he is blinded to the attitude he is portraying to those who have given him the opportunity. The boy doesn't understand the act of restricting or limiting riding the motorbike but the parents understand it's much deeper. They want the smaller cousins to be safe and they want the heart of the 12 year old to mature and build respect. They have a little work to do but I know they can get things in order.

Discerning Contempt

heeneYou will be amazed in life when you begin to perceive what is going on in people's hearts. Contempt is when someone thinks you don't deserve what you have or you don't deserve the attention you are getting. The heart of contempt has processed that you are not worthy of the respect you are receiving. They won't give you respect. Also, they will quietly resist you and even (If they have a really evil heart) sabotage your efforts. These people will not get on board

or assist unless it benefits them. They will give a willing attempt in front of people but they are despising people behind the scene. Contempt is in a heart near you! It can enter a teenagers heart towards a parent they have lost respect for. It can show up on your job. One of the employees in the office gets a leadership role and everyone starts rolling their eyes and slow walking their effort to work with the person. I have seen it as a pastor. I will talk to people and they won't even look up at me. They start looking in their purse when I come around. Sometimes a person can create a ripe place for contempt in others. If they have disrespected them. If they have dismissed them. If they have forgotten to appreciate them. Or etc. Contempt is a sin. God tells us if we have something against our brother we should go to him and try to make it right. Sisters too! Israel had contempt for God. Israel was doing the sacrifices with mumbling and complaining on their lips. They felt like God had forsaken or not treated them fairly. Contempt stops the blessings of God in your life. Contempt breaks the unity and therefore gets people out of alignment so the work is hindered. If you don't respect the leader you should go find a leader you respect.

Discerning a Contentious Heart

A contentious heart wants to blame and stir strife. It can be rooted in jealousy. It can be evidence of a wounded heart. The contentious person often does not see that they are contentious. They feel they are smarter than others because they are seeing things others aren't. You have to be careful with this type of person because they will eventually turn the argument on you. They may already be contentious in their conversations about you.

The Difference Between An Honest Assessment and Gossip?

Discussing concerns about someone's leadership or development with the right person is not gossip. Sometimes you can see someone's blindspot or mishandling of issues and you may discuss that with another leader to learn how to process or help the person through it. The concern that you are recognizing may affect you or those you lead. This would be considered an honest assessment. Perceiving a concern and identifying a way to help that person grow out of or overcome it can be a healthy and helpful assessment. When it becomes gossip is when you use the perceived weakness of another to sabotage opportunities or diminish their reputation to others. When you talk to those who really can't help solve the problem you have moved into judging and gossiping. This can damage friendships and it will damage your relationships. People will perceive you are not out to help that person you are attempting to sabotage their influence. So discern the difference and discern who could be your sounding board to talk through honest assessments about people. You must have a confidential or even better a disconnected person to discuss those assessments.

Discerning Opportunity with People

lkkkk

Discerning What Time It Is For Yourself

kkkk

Discerning What Time It Is For Those You Are Influencing

llll

Discerning What Your Part Is In Each Persons Development

When helping people grow or overcome things you will need to evaluate. Evaluate, Am I the one who can help this person? Am I the one who should help this person? Am I the one who is assigned to help this person? Is there someone more fitting to assist?

Discerning True Problem Solving

Many think problem solving is as simple as an idea. Ideas are everywhere. But true problem solving goes to the root of issues. Let me give you an example: A man in his 50's is really struggling to hear from God. He is not a good communicator. He is not really connecting well with his wife or kids. He is in your men's prayer group or men's bible study. He asks for prayer. He blames his wife. He blames himself. He is truly frustrated that his friendships aren't great. The men in the prayer group pray for him. A couple of the men start giving ideas. Take your wife on a trip. Take a class online about communication. Go fishing. Etc. But you, being observant, look deeper. You heard him say a couple of weeks ago that his dad was an alcoholic and was abusive. You heard him say his dad wasn't very affirming or encouraging. You begin to see the real problem isn't for this man to go take a class on communication or take his wife on a trip where he will probably have the same results of not communicating well, you see that this man may have a struggle because of wounds from his dad's handling of him through the years. This man may see God in the same manner as his dad. He may struggle to receive God's love and even give God's love to others because of history. What is the answer? First step: Pray for this man to be able to see that God is a good good Father. Second step: To gently suggest to the man that you have seen this happen in a person's life where they see God incorrectly so it causes struggles. Third step: You may be able to pray with the man to receive healing for the broken places in his life so that he can better communicate and engage others in a healthy way.

Discerning Hearts That Are Good But Don't Know How to Help

There are times when you will see people who have a gold heart but are very weak to do what is right. You will see people who want to do what is right but have no strength. You will see people who are anxious to help others but always sabotage themselves with people because they come off overbearing or out of order. They are gold but their interactions are damaging instead of helpful.

Discerning People Who Want To Lord Over People

kkkkk

Discerning Good Pressure and Bad Pressure

kkkkk

Discerning Timing For Correction

mkkkkk

The Power Of Your Outfit and Hygiene

llkkkk

Get The Skills That Will Pay You Back

There are skills that will always pay you back. Anything with managing money, time, relationships will always give back to you. Learn typing. Learn website development. Learn how to sell things on ebay or amazon. Learn how to fix stuff. Learn how to maintenance cars, equipment, and etc. Biggest skills gap is leadership. People don't know how to lead things. Then if you can learn what motivates people. You will be the top influencer!

Don't Despise Small Beginnings

Planning Is Your Secret Weapon

Most people do not give much thought to what they are going to do. Most people live by the whims of the moments. Successful people look ahead and think about how things are going to go. They think of things they may do if a certain thing happens. They think of scenarios that may play out and how they would handle them. Many people think of the first 2 steps but no one hardly thinks of steps 5,6 and 7. Let me explain with an example: It's early spring. You start a small lawn care business. You think about how your business could cut grass to make money. There are a lot of seniors in your community who would love to have someone cut their grass. You plan in your head to get 10-15 yards to cut each week. You think you will make \$600 a week. You plan for all your expenses such as advertisement, gas, oil and repairs. Many get to this place and they feel great about what they have thought of. Pretty good right? Wrong. This is insufficient. What is missing? #1 What about the weeks that it rains all week? #2 What about the people who may not want grass cut every week especially when lawns aren't growing due to less rain. #3 What about those people who are very nit picky with their lawn and they complain 7 days a week to you about how you didn't do it right. What's your policy with handling that? #4 What about fall and winter, when grass cutting isn't needed? (If you live in a 4 season area). #5 Will you provide any other services? Mulching? Aerating? Edging? Fertilizing? Etc. #6 Will you do another job during the off season? Such as snow removal? Gutter cleaning? Etc?

What Time It Is For Those You Are Influencing

Discerning The Amount of Effort To Give

The carnal mind is limited to the physical realm and cannot perceive the immense value of spiritual disciplines. It fails to see the worth of the church, the honor due to parents, or the power of communal prayer. While the world finds entertainment in games or fleeting pleasures, the carnal mind views the pursuit of God's truth as foolishness. It cannot grasp how a small local church can rescue families, keep youth away from drugs, and protect young people from the traps of immorality. Furthermore, it dismisses supernatural impartations, such as the laying on of hands, as mere ritual, missing the release of Glory into the soul. We must guard our minds against this enmity, for the carnal mind ignores the windows of opportunity God provides and fails to value mentoring, budgeting, and wise instruction.

Building on Absolute Truth

Every lasting structure must be built on absolute truth. Any variation or compromise in the foundation will eventually cause the house to lean, leading to a great and visible fall. History is filled with disgraced individuals who thought they could bypass the truth; we must ensure our inner circle understands that integrity is non-negotiable.

Evaluating Worth and Focus

We must constantly evaluate where we invest our energy. Before committing effort or time, ask: is this worth your focus? Understanding the true value of an objective ensures that your impact is maximized and your purpose remains clear.

Motivating Through Purpose

True leadership does not rely on guilt or bullying. Instead, we must motivate others through persuasion, highlighting the worth and long-term impact of their actions. It is about connecting their "why" to a greater purpose.

Understanding Suffering and Wrongdoing

When someone suffers or causes hurt, we must discern the root cause. Is it a result of their own choices, the choices of others, a fallen world, or a direct satanic attack? People often hurt others because they are wounded, ignorant, or unable to resist evil impulses. Recognizing these levels of heart hardness allows us to respond with appropriate empathy or correction.

Relational Posture and Boundaries

Your posture in relationships determines your effectiveness. Recognize that you cannot do everything yourself. Even in noble tasks, such as observing Veteran's Day or delivering speeches, you must learn to delegate. Doing everything limits your growth and the growth of those around you; focus on what you should do, not just what you can do.

Strategic Communication and Timing

Wisdom is often found in the timing of your words. Just as a hunter waits for the deer to be in sight, a leader waits for the right moment of interest and opportunity to share vital information. Coming in too strong or too early can cause others to hide or resist, wasting the opportunity to persuade.

Understand that Character Is Revealed Through Reaction

Reactions reveal the true depth of a person's character. How an individual responds to trials, troubles, or the struggles of others tells you whether they are wise, unlearned, or foolish. These

observations help us determine if a person can be helped and what roles they are best suited for within the inner circle.

Keep Abreast Of Current Events And The News

You don't have to be a political junkie or a storm chaser. But know what is impacting people's lives. Know what people are concerned about. Try to speak to those things when you can. Try to have answers for those challenges that are impacting lives today. If you are a boss, public speaker, manager or a tiktok influencer you will have more credibility if you know what is happening in people's lives and what the latest headlines say. If there was a storm that knocked down trees in a community close to you, you could run across someone who was impacted and being able to share your concern and a word of encouragement might go a long way. On a bigger scale there may be a cause that is in the news that you would do well to get behind and support. Not every social cause or political concern should drive you but you can pick and choose what you give your attention to.

Conclusion

Teaching an inner circle is a continuous process of building on truth, honing discernment, and mastering the art of spiritual persuasion. By helping others move from a carnal mindset to one enlightened by God's Spirit, you ensure a legacy of wisdom and strength that will stand the test of time.

LEADERSHIP STARTS AT THE CENTER.

How do you truly shape the spiritual and mental framework of those closest to you? In a world saturated with distraction, "carnal" mindsets, and strategic deception, mentoring your inner circle requires more than just good intentions—it requires a clear, biblical blueprint.

In *Teaching your innercircle*, Pastor William (Gino) Bryant cuts through the noise, offering a masterclass in spiritual leadership and personal influence. This isn't just about passing on information; it is about imparting the kind of discernment that builds a foundation for an enduring legacy.

Whether you are leading a ministry, a family, or a team, this book provides the keys to:

- **Discern the Carnal from the Spiritual:** Understand why the world views God's truth as foolishness—and how to overcome that enmity in your own circle.
- **Build on Absolute Truth:** Learn why integrity is non-negotiable and how to anchor your leadership in unchanging, biblical foundations.
- **Master the Art of Persuasion:** Move beyond guilt and bullying. Learn to connect hearts to a greater purpose through wisdom, timing, and effective communication.
- **Cultivate Sharp Discernment:** Break free from patterns of failure by recognizing the root causes behind character reactions and relational struggles.

Stop settling for temporary influence. It is time to sharpen your focus, align your relationships with God's purpose, and build a circle of strength that will stand the test of time.

Your assignment is vital. It is time to teach, equip, and lead.

About the Author

Pastor William (Gino) Bryant is the lead pastor of [Full Gospel Worship Center](#) in Newport News, Virginia. With over 25 years of ministry experience, Pastor Gino is a visionary leader, mentor, and dynamic communicator dedicated to equipping the body of Christ for strategic, Spirit-led leadership.

Known for his practical wisdom, fierce commitment to biblical truths, and passion for fathering the next generation of ministers, Pastor Gino serves as a guiding voice for emerging leaders. He specializes in bridging the gap between divine assignment and everyday execution, helping believers activate biblical virtues and walk in the absolute freedom of Christ. Through his pastoral leadership, online ministry, and comprehensive leadership training, he challenges the Church to escape life's pits and operate in God's dominion. He holds both Bachelor's and Master's degrees in Theology and resides in Virginia with his wife, Donna, and their family.